

76. I suppose you believe that a man who has gone through the district office is more likely to go to higher rank because of his clerical qualifications?—Yes, because of his educational qualifications, which is the same thing.

77. Most of our Inspectors have gone through the office, and it has been a great assistance to them?—Undoubtedly, in administration it has.

78. Are the inquiries made about candidates for the Force not more strict now than they ever have been?—They are certainly more complete.

79. *The Commissioner.*] The question has been raised as to whether when a man is promoted he should or should not be given the option of accepting or not?—I certainly would promote no man against his will. A man may have reasons for declining promotion.

80. Yes; but the point is whether the service should stand first or the individual?—I certainly would not promote a man against his will. I would sooner leave him in a position where he would do his duty with more confidence.

81. You will admit that there is a great deal to be said on the other side?—Yes.

82. The same with regard to transfers: would you give a man the option of being transferred or not?—Certainly not.

83. You would say, "You have to go to such-and-such a place," and he would have to go?—Certainly.

84. You know the practice is to give the option?—Very often.

85. You would not give that option?—I certainly would not have it a rule.

86. A rule with variations is not a rule at all. You recognise the importance of it?—I would say that if it is necessary to move a man from one station to another, and the Commissioner decides that he has to go, he should obey orders. I would give him no option.

87. *Mr. Dinnie.*] If it is in the interests of the service to transfer a man, he should be transferred whether he wishes it or not?—Certainly.

88. *The Commissioner.*] If it is in the interests of the service, he should have no option?—Yes, he certainly must obey, and go to whatever district he is sent to.

The following further statement was received from Sub-Inspector O'Donovan by post after the departure of the Commission from Palmerston North:—

My suggestions regarding promotion by examination to the rank of Sub-Inspector would not apply to men who now hold the rank of station sergeant, or Chief Detective. These have already, I consider, acquired a title under the existing system to consideration for promotion. The rights of those who attain to the position of station sergeant or Chief Detective before the date of the first examination might also be considered. Regarding the promotion of Chief Detectives to Sub-Inspectorships, I consider it a source of very probable friction if these Sub-Inspectors remain in charge of the detective staff, and that staff remain in its present position in relation to the general Force. The uniform Sub-Inspector at present assumes the duties of the Inspector in case of sickness, leave, or absence of the latter. This arrangement could not be kept up if the Detective Sub-Inspector happened to be the senior officer of the two. If, however, the detective branch be made a distinct branch, administered and controlled separately from the uniform branch, I have nothing to say regarding any ranks which may be created specially for the detective service. On the other hand, if Chief Detectives are to be eligible for promotion to Sub-Inspectorships in the uniform branch, in order to enable the uniform branch to compete on anything like fair terms with the detective branch, owing to the disparity in numbers between the two branches, it would be necessary to abolish the rank of station sergeant, or to give the right to promotion by examination to every sergeant who has served a certain period in his own rank.

ANDREW DUNCAN THOMSON, Stipendiary Magistrate, examined on oath. (No. 155.)

1. *The Commissioner.*] There is a constable stationed in Canterbury who wants me to ask you one or two questions with regard to his personal qualifications. Do you know Constable David Jackson, now in charge of the police-station at Addington?—Yes.

2. What was your knowledge of him?—He was Clerk of one of the Courts I visited, I think, in 1903, for about twelve months—for some months, at any rate.

3. You had ample opportunity of judging of his capacity?—Yes.

4. What is your opinion of him?—He was not what I should call an alert man in a way, but thoroughly trustworthy and capable. He did all the work in connection with the Court quite to my satisfaction.

5. His grievance is that he has been passed over in the matter of promotion?—Yes.

6. Would you say from your knowledge of him that he is suitable for promotion to the rank of sergeant?—I am not capable of expressing an opinion upon that. I do not really know what a sergeant's duties are. I see a sergeant in Court, and that is all I know about his duties.

7. You can only say that he was a sufficiently good clerk?—Yes; that the work he had to do for me was well done.

8. He was a reliable man?—Thoroughly reliable.

9. And, so far as you saw, his duties as constable were efficiently performed?—Yes.

10. *Mr. Dinnie.*] I suppose there are other constables who have come under your notice equally well qualified with Jackson?—Oh, yes; there is no doubt about that.

11. You do not say he possessed special qualifications?—He seemed to me to be a solid, steady-going reliable man. I always felt I could trust him thoroughly.

12. He gave you every satisfaction?—Yes; he gave me every satisfaction.

NAPIER, TUESDAY, 17TH AUGUST, 1909.

THOMAS JAMES WILTON, Constable, examined on oath. (No. 156.)

Witness: I am a constable, stationed at Spit, and I was enrolled in February, 1897. I am in charge of the station, and appear as a delegate on behalf of the police of the district. There is a unanimous desire that the pay of the Police Force should be increased, and also the house-allowance. We think the pay should be increased by increments at intervals of three years. The house-allowance—7s. a week—is too low, as the average rental for a four-roomed house and scullery, or a five-roomed house and scullery, in this district is 16s. 6d. a week. We also suggest that a free pass should be granted when on leave, as policemen are never exempt from duty, but are liable to be called on when on leave. And their holidays do not take place at the time cheap fares are on. We think the leave should be increased from twelve days to twenty-one days. There is also a desire—it is not unanimous—in favour of the issue of a free uniform; the average cost at present of making up uniforms is £2 5s. each.

1. *The Commissioner.*] What do you mean by saying that it is not unanimous?—Well, only some of the constables have made that suggestion. Some also suggest a free issue of boots—two pairs per year; but others again are against the suggestion, and say it is not feasible on account of the variation of the sizes.

2. Do you know what is done in other Departments?—I do not, excepting that in the Post Office they get a uniform free; and I have been informed—although I do not know it personally—that the Prisons Department officers get a free uniform and boots.

3. Are you aware of any dissatisfaction in the Force excepting in respect to promotions?—There has been dissatisfaction for a number of years concerning promotions.

4. I mean any general dissatisfaction in respect to other matters?—There is dissatisfaction that men in country stations are being neglected while men who are district clerks are promoted before them, although the clerks have not been brought into contact with the public and have not the same important class of duty to perform as the constables.

5. Do the police think that the district clerks should form a separate clerical branch?—That is the view that is taken of it. They allege that it is not fair that the district clerks should be on the list for promotion, as there is only a limited number of places to be filled.

6. *Mr. Dinnie.*] How do you make out that the promotion of the constables is delayed owing to the promotion of district clerks?—I do not make it out.

7. But you suggest that. If a clerk is promoted, what difference does that fact make to the position of the constable?—To state a case: supposing a man has fourteen years' service, he is in charge of an outside station, and other things being equal he should get the promotion; but the district clerk, with his ten years' service, comes along and gets promoted, while the other man does not.

8. But there is no vacancy outside. If there is a vacancy outside, does the district clerk come in there?—Certainly not; but as there are only a limited number of sergeantships available, if all the district clerks were made sergeants, they would "corner," as it were, a certain number of sergeantships, thereby rendering a longer period necessary before promotion would come to the ordinary constables, who say that if these men were not promoted promotion would come to them sooner. I am not prepared to say whether that would be the case or not.

9. But is it so in practice? Can you show cases of it yourself?—No.

10. The mere fact of a district clerk being promoted to sergeant after ten years' service, does it affect the position of promotions?—There is a misconception evidently.

11. You are in charge of a station?—Yes; Spit.

12. Rent-free?—Yes.

13. And the pay?—9s. a day.

14. Do you hold any other appointments?—Inspector of Fisheries.

15. Do you get anything for that?—£7 10s. a year.

16. Any other appointments?—No.

17. Do you know that in many stations the police hold various other appointments?—Yes.

18. And that they get remuneration for the various other offices they hold?—I understand they do; but when I was holding another appointment I did not receive anything, excepting for Clerk of Court. I was Inspector of Fisheries and Deputy Clerk of Awards under the Arbitration Act.

19. But in the majority of cases there is something to look forward to with regard to the emoluments paid?—Undoubtedly.

20. So that the position is equal, if not better than, a sergeant's in the city?—Yes.

21. Do you know how long it is before a man gets a chance of getting the charge of a station, provided his conduct is good?—In my own case, I think it was after six years' service.

22. It runs from five to six, as a rule?—Yes.

23. *Inspector Dwyer.*] You said that the average rent for a small house in Napier was 16s. 6d. Just look at this list prepared by the clerk showing that the average is 19s. a week. Is that not so?—Yes.

The Commissioner: It is higher than it is in some of the centres.

Inspector Dwyer: It is higher than it is in Wellington.

WALTER TORR, District Constable, examined on oath. (No. 157.)

Witness: I am a district constable, stationed at Wairoa, and joined the Force on the 24th September, 1898. I have been a district constable all the time, and receive 7s. 6d. a day. I am a married man, with a family.

1. *The Commissioner.*] Have you been receiving that all the time?—No; I generally had a salary of £60 a year, until it was increased. The whole of my time is devoted to police duties, and I do exactly the same work as the regular police. I have no free quarters, but provide my own house. I am the Acting Clerk of the Court in Wairoa, and I do not know whether I am getting anything for that position or not, as I am only relieving another man who is sick. I have often to work late at night to keep ahead of it, but I am not complaining of that. The work is a pleasure to me, but I should like a remuneration equal to my work. I wish to be placed on the same footing as the regular police. I have several times applied to the Commissioner to be put on the regular Force, but have been told that my age debarred me. I shall be forty-three in November.

2. Is it your desire to be enrolled as a regular constable, or merely that you should receive remuneration commensurate with the duties you perform?—I would like to be enrolled as a regular constable.

3. Assuming that that cannot be done, you would be satisfied with extra remuneration?—I am ambitious to a certain extent, and would like to rise in my profession.

4. When did you first apply to be enrolled?—A good many years ago.

5. What was the objection then?—The age. Each Inspector I have served under has very strongly recommended me for this transfer, but without avail. I have given every satisfaction in my work. It has been urged as a bar to my transfer that if I were taken into the regular police I should lose my back service, but I would point out that I am not paying into the Police Provident Fund. I joined the Public Service Superannuation Fund, and surely I would be allowed to go on contributing to that fund, and I believe my additional service from the time I joined will be allowed, and my pension computed from that time.

6. What service was admitted when you joined the Civil Service Superannuation Fund?—From the time I joined as a district constable.

7. How long have you been acting as Clerk of Court?—A month now.

8. Are you speaking on behalf of yourself only or for the other district constables?—There is another man in the same position as myself.

Inspector Dwyer: I told him I would get this district constable to speak for him. His name is Constable Pratt. He is a half-caste, and getting 7s. 6d. a day. He joined in 1899. (See report at end of Napier evidence.)

9. *Mr. Dinnie.*] When you were first appointed a district constable you received £60 per annum?—Yes.

10. And you were not supposed to devote your whole time to this work?—No.

11. You did not do so for a very long time?—I found that all my time was taken up.

The Commissioner: I see that this man is in uniform.

Mr. Dinnie: He asked for a uniform, and it was given him. In many instances the district constables would not wear it, but I have always allowed it when they asked for it.

12. *Mr. Dinnie.*] You are not paying into the Police Provident Fund at all?—No; I am paying into the Public Service Superannuation.

13. *The Commissioner.*] What do you pay?—Eight per cent.

14. *Mr. Dinnie.*] Would it be fair to let you join the regular police, and let you subscribe to the Police Provident Fund?—No; I would like to continue subscribing to the Civil Service Fund.

Mr. Dinnie: The whole matter is being considered at the present time, and the question of appointing you to the Police Department will be another secondary consideration.

15. *The Commissioner.*] Is that all you wish to mention?—I would like to receive 8s. 6d. a day.

16. What for?—For my services. I have been eleven years a district constable.

17. But you have been paid the same as a constable?—I receive the same as a constable starting, but I am doing more work than a man getting 8s. or 9s. a day.

18. You want to get the higher rate at once?—Yes, considering my good work here.

Mr. Dinnie: This constable has been specially treated because he has worked well.

WILLIAM WILSON SMART, Sergeant, examined on oath. (No. 158.)

Witness: I am a sergeant of police at Hastings, and am in charge of that sub-district. I was enrolled on the 1st July, 1875, and promoted sergeant in 1899.

1. *The Commissioner.*] Have you any general remarks to make with regard to the matters that come within the order of reference?—I do not wish to make any remarks at all.

2. How does the Force at the present day compare with what you remember it as not many years ago?—Taking the men under me, very favourably, both physically and intellectually.

3. Do you know of any dissatisfaction in the Force with regard to promotion, or other matters?—None at all that I have heard of, from my own men.

4. May I take it that the Force as you know it is thoroughly efficient?—Speaking for the men who have been under me, yes. I do not know what it is in the large towns.

5. Have you ever been in a city since you were promoted?—No.

6. Do you know anything about political or other interference in connection with the Force?—Nothing at all.

7. You hear it spoken of?—Frequently; but I know nothing about it.

8. You have never used it yourself?—No. I make a point of having nothing to say to a member of Parliament, or as little as I possibly can.

9. You keep out of his way?—I do.

10. What do you know about promotions? Do you think that promotions are made fairly and equitably?—I think that, even putting service aside, the best man should be put up, if he is a junior.

11. That merit really should govern the position, but if all things are equal, then seniority and station?—Yes.

12. What do you think should be the maximum age at which men should be promoted from constable to sergeant?—I think a man should not be put up after he is forty-five.

13. You know the practice now is to send every man after promotion into a city for a couple of years to do street duty?—Forty-five is quite low enough, and a man is not fit for city work after that age.

14. How old were you?—Nearly fifty.

15. You would not have cared to go into a city?—I declined to go. The Commissioner made an exception in my case. It is very hard work for a man after forty-five to go out on beats.

16. Have you given the matter of the pay of men entering the Force any consideration? It is beyond doubt at present that there is a difficulty in getting the right class of men to join the Force. What do you attribute that to?—Work outside the Force has been so plentiful, and the outside prospects very much better than those inside the Force, because as soon as a man joins he gives away his liberty; but if he gets good employment outside he is a free man.

17. You think really that it is the small pay that is causing the falling-off?—The pay has been better outside, and a man is freer.

18. Do you think that raising the pay would make the Force more attractive?—Not as long as the men can get work outside.

19. Why? There is regular pay and other advantages to look forward to?—And there are things to look forward to outside.

20. I suppose you have not regretted entering the Police Force?—No. Things were rather slow then in New Zealand.

21. *Mr. Dinnie.*] When were you promoted to sergeant?—In 1899.

22. There were a number of others promoted at the same time?—I think not. I think there were only one or two on the list.

23. Where were the vacancies then?—I do not know that there was a vacancy. Hastings had a constable when I was appointed sergeant.

24. There was no vacancy in the city then, though?—I declined the offer in the cities.

25. And somebody else got it?—Yes; a district clerk got one vacancy.

26. But the system of sending men to the cities was adopted before I came here?—Yes, it was the rule when I was appointed.

27. Do you know of any case where influence has obtained?—None whatever.

28. But it is spoken about considerably?—It is often spoken about.

29. It has been alleged in Dunedin that I have a "special" man attached to each district: have you heard anything about that before?—Nothing at all.

30. Do you believe it?—No.

31. What is your opinion with regard to detectives going into the uniform branches on promotion?—As a rule, I do not think they are quite suitable for the uniform work. It is quite different from our work.

32. But if you have a Chief Detective who is specially qualified for promotion, and better than any one in the uniform, would you not give him a chance?—I would think the matter over.

33. You think merit ought to be considered?—Most undoubtedly.

34. As regards promotions, I suppose you know the difficulty of giving satisfaction in promoting men?—Yes; there are a large number of men fit for promotion, and very few openings. There are men who have been a very long time in the service, and they have not got promotion, but they are all looking for it.

35. But perhaps they are not all qualified, are they?—I do not think so.

36. You believe in promotion by merit?—Yes.

37. Merit and seniority combined?—I do.

38. You know there are always some dissatisfied men in the service?—Yes.

39. As regards the clerks, do you think they ought to be sent out on duty on a Sunday?—I do not think so.

40. You think it would interfere with their duties?—I think so.

41. I do not know whether you are aware or not that we have very few applications for the position?—I did not know that.

42. You know that it requires a confidential man as well as a good scholar to be put into the office?—Certainly it does.

43. And the reason for their promotion is that they are the better qualified?—As against that they already get extra pay.

44. They wear plain clothes?—Yes.

45. And they get 1s. a day for that?—I understand that they are getting 1s. for being district clerks.

46. One shilling a day as plain-clothes allowance?—Yes.

47. Have you ever made any inquiries about the candidates at all?—No.

Sergeant Cummings: May I ask Sergeant Smart a question?

The Commissioner: What about?

Sergeant Cummings: The delegate complained that district clerks were unduly promoted over men in charge of country stations, and Sergeant Bowden complained that they wrote impertinent memos, and so forth.

The Commissioner: You may ask the question.

48. *Sergeant Cummings.*] During your experience, Sergeant Smart, have you ever received any impertinent memos of any kind from any district clerk?—It all depends how you read that. A good many men consider it impertinent for a clerk to write them a memo. when their Inspector

was away for a day. I have received memos that I do not think you should have written in the absence of the Inspector. The sergeant should have written it.

49. Give an instance?—The Herbertville hotel case; you wrote the memorandum and Sergeant Folley signed it.

50. Is it not his memo. if he signed it?—No; it was the district clerk's memo., and the sergeant signed it. I do not think district clerks should be allowed to write memos to senior officers when the Inspector is away only for a day.

51. Who should write it?—The sergeant.

52. What was in that memo. you took exception to?—You were almost ordering me to send a detective out of my district into another man's district.

The Commissioner.] I cannot allow the district clerks to enter into any controversy with the sergeants.

53. *Sergeant Cummings* (to witness).] Do you consider that the district clerks are entitled to promotion after ten years' service?—I think the outside men should be as much entitled to it after ten years as the district clerks; but if the district clerk is a good man, I do not see why he should not be promoted.

54. *Mr. Dinnie.*] As regards the writing of memos, if his sergeant signs the memo. surely that is the sergeant's memo.?—It is not.

55. Do you mean to tell me that the man who signs it is not responsible?—He might be.

56. The same thing would apply to anybody. If the Inspector had signed it the same would apply?—Well, the Inspector was more responsible for it.

57. Supposing my Chief Clerk wrote a memo., and I signed it, that would be my memo.?—If you were there.

58. The same thing applies to the sergeant?—I think it would be better if the district clerk allowed the sergeant to write it himself.

59. To write his own memos?—It would be very much better. I take exception to district clerks writing memoranda to their district officers.

ALEXANDER CRUICKSHANK, Sergeant, examined on oath. (No. 159.)

Witness: I am a sergeant of police, stationed at Dannevirke, and was enrolled on the 29th January, 1879, being promoted to the rank of sergeant in March, 1900. I have been at my present station over seven years.

1. *The Commissioner.*] Have you had any previous experience in the large centres?—I was two years a section sergeant in Wellington.

2. Have you any general statement to make on any matter that you think would be of interest to the Commission?—No, I have nothing to volunteer, and I have no complaints to make.

3. With regard to the physique and intelligence of the Force, how does it compare now with your previous experience?—It is not quite up to the standard of many years ago.

4. What do you attribute that to?—To two things—the Force years ago was composed mostly of men from the Old Country who came here without trades. They were fairly intelligent, and their physique was good. That class has largely fallen off, and the native-born is joining us now; but colonial life does not lend itself to the strict discipline required. There are also better opportunities for men outside the service.

5. That probably is the principal factor, you think, in the difficulty of recruiting at present?—It is a factor, in my opinion.

6. Not the pay?—Yes; the pay as well. Men can do better outside. A man with the same amount of intelligence and steadiness, by devoting his time to work outside, can do better there than in the Force.

7. Would you have any period of probation for men before being finally enrolled after going through the depot?—Seeing that there is no system of getting rid of men that are unsuitable, I think a period of probation would be a very good thing. I would fix it at six months. If you make it too high it might deter men from coming forward.

8. And it would give you plenty of time to really test the quality of men who sought enrolment?—Yes.

9. Do you know of any political or other interference in connection with the Force?—I have always heard a lot about political influence.

10. Have you ever seen any concrete instance of it?—I could not produce facts.

11. You have seen things that appear to you to bear the colour of that sort of thing?—Yes, it had a slight resemblance to it.

12. You could not account for them in any other way?—That is about how I would put it.

13. You think it is due to men securing the interest of members of Parliament, or how do you think it is done?—I will put it this way: If six men are equal in intelligence and service, and five do not use a friend, I think the sixth man would have the advantage.

14. Have you any views on the question of promotion?—Promotion should be by merit three-fourths, and by seniority one-fourth. Merit should predominate. If a junior man were promoted over me, and I knew he was a much superior man to me, I would have no misgivings at all.

15. Are you able to say that all the promotions made lately bear that impress?—I cannot put my finger on any man who has been promoted who has not been qualified. I know them all.

16. Then, in your opinion, there is no sound reason for finding fault with any of the promotions made?—Not as to ability. I could not put my finger on one who is not able to discharge the duties that he has been promoted to discharge.

17. What about the district clerks we hear so much about?—He is in a peculiar position. He must be of superior education. If a district clerk gets promoted on ten years' service, and a con-

stable in charge of a station is not promoted until he has fifteen or twenty years' service, and further appointments go according to seniority, of course it must be to the advantage of the man who has the country station.

18. That is the personal advantage. I mean from the standpoint of efficiency, do you know of any reason why district clerks should be promoted over the heads of others simply because they have been doing work in the office?—My own opinion is that there ought to be a separate scale of pay for them.

19. And be paid as other clerks?—Pay them well and give them increments according to the work done.

20. Do you think the dissatisfaction is over these district clerks?—I do not think so.

21. We hear a lot about it, so I suppose it is discussed?—I have not heard much of it.

22. How long is it since you were in a city?—I served in Wellington from March, 1900, to May, 1902.

23. *Mr. Dinnie.*] You know, I suppose, as regards district clerks, that the fact of their going from the district office is a great assistance to them afterwards when they are promoted?—Decidedly.

24. It is a qualification for the position?—It is one of the finest training-grounds an Inspector could have, and they have graduated from that position.

25. Then, to make them Civil servants you would lose that opportunity of getting these men for the higher ranks?—I do not mean that they would be Civil servants, but that they would have extra pay, and wait their chance with those men whose service was equal.

26. I suppose you believe in the system of putting them into the office for five years, and then letting them go out and take the chance of promotion?—It would save a lot of jealousy if that were done.

27. You know that the longer a man remains in the office the more use he is to the Inspector?—That is so. If you specialise the man, and he follows that special line, the more proficient he gets.

28. It has been said in Dunedin that no one can go into the office and make an efficient clerk. Do you think that?—I do not.

29. As regards promotion, I suppose you would divide the period into three months' training and three months on the street?—I think six months would be a fair period of probation. In the depot you only lay down the technical foundation, and the next six months the sectional sergeant is educating the man in practical work. I think in six months he would have a fair grounding.

30. After the three months of probation closed you would give him three months on the streets, which would be six altogether?—Six would be a fair period, and a sergeant would be able to tell if a man were going to be useful then or otherwise.

31. You say the physique is not so good as it was a good many years ago?—Yes.

32. You are going a long way back?—Yes.

33. Is there any difference between the last eight or ten years?—I cannot say there has been a great deal of difference during that period.

34. Do you know of any general dissatisfaction as regards the present control of the service?—No.

35. Of course, you know that there is some dissatisfaction as regards promotions?—Yes.

36. And always has been as long as you have been in the service?—Yes; I was dissatisfied myself a little bit, but it is not worth talking about.

37. What was it over?—In 1900 I passed the second competitive examination, and came out top of the list for the colony, and I had a telegram from the examiner that I was recommended for promotion, and was to get a first-class certificate, but I did not get either promotion or a first-class certificate.

38. That was before my time?—Yes; but I am not complaining of that at all.

39. *The Commissioner.*] It only shows that under any conditions there will be dissatisfaction?—Quite so.

40. *Mr. Dinnie.*] I suppose you could formulate a system whereby we would do away with that dissatisfaction?—It is impossible.

41. As regards influence, you said that if there were six men, and one had influence and the other five had not, that that one would get advancement?—That is the general feeling.

42. You will not say more than that?—No, for I do not see that any Commissioner of Police could help that kind of thing if it did exist. I am not referring to the Commissioner at all when I say that.

43. I understand that. Do you know the Commissioner has the promotion of men from the rank of constable to that of sergeant?—I was not aware that he entirely had that power.

Mr. Dinnie: The fact is he submits the names of those he recommends for the information of the Minister, and he approves. But there is no need to submit them, as the Minister has always approved of my recommendations.

The Commissioner: It is a very different thing having to submit them to the Minister and having the power to make them yourself.

Mr. Dinnie: I will not say we have to submit them, but it is the practice. There is no regulation providing that we have to submit them.

The Commissioner: As a matter of fact, you do submit them.

Mr. Dinnie: Just for the information of the Minister.

The Commissioner: You submit them before you make them. It is clearly not only for the information of the Minister, but for his approval.

Mr. Dinnie: There is no regulation on the subject, but it is the practice.

44. *Mr. Dinnie.*] Do you know anything about the inquiries made about candidates?—Yes.

45. You know they are very much more strict than they used to be?—I do. Any inquiries we make now are most searching.

46. In my predecessor's time I think it was only five years they went back, and sometimes not that?—I forget the practice.

47. There were not so many inquiries in Mr. Tunbridge's time as there are now?—No; they have gradually become more searching.

48. Have you heard anything about the "special" man mentioned in Dunedin who I have stationed in each district to get information?—Never.

49. But it was said there that it was so. We are trying to find him, but we have not been successful?—I have never heard of him, and I do not believe it for a moment, and I communicate with men in the police service in many parts of the colony. I have never heard it suggested.

50. It is said that great unrest prevails amongst the public in respect to the Police Force. Do you know anything of that?—The only unrest as far as I know arises from the conduct of a few agitators, and probably two or three men out of eight hundred, and it certainly has a very serious effect on the public, because the latter look on us not as individuals, but as a body of men.

51. And probably by some of them writing to the Press?—Yes.

52. As regards the detective branch having opportunities of getting into the uniform branch by merit, have you any objection to that system?—No, not by merit; but I have a slight objection to the detective branch competing with the uniform branch—in this way: a detective specialises his work, and he does not come into antagonism so much as the uniform branch with vested interests, or the public on the beats. Then, on account of his special work he has opportunities of becoming known socially and professionally, more so than the man in uniform. At the same time, if he was an exceptional man, and a man qualified to govern and direct other men, then I would certainly say, "Go up."

53. We may sometimes find a specially qualified Chief Detective—one more fitted for promotion than an officer in the uniform branch?—In that case I always bow to the man who knows more than myself—to a man thoroughly qualified for the position.

54. You have been in charge of men in the cities: you know they have to be in at 11 o'clock at night?—Yes.

55. Do you not think that is late enough to be out?—Yes, except under exceptional circumstances.

56. They can always apply and get the time off under exceptional circumstances?—Yes.

57. *The Commissioner.*] You said you think there will be trouble if Chief Detectives are promoted to be Sub-Inspectors: in what direction?—If one Chief Detective is promoted the whole of the Chief Detectives will expect the same treatment.

58. There are five Chief Detectives and four station sergeants: should there be any difficulty in picking out suitable men?—There should not be.

59. Where would the trouble come in? You would be satisfied as long as the selection was made purely on merit?—Yes, absolutely so.

60. *Sergeant Cummings.*] During the absence of the Inspector, do you think the senior sergeant should be in charge?—If the Inspector is absent on temporary duty, I would not expect the senior sergeant of the district to be brought in for the purpose of writing a memorandum. If you wrote a memorandum to me—and I am your senior—and if that memorandum did not quite come up to my ideas of what it should be, I would put it down to your inexperience.

61. Have you ever received a memorandum of that sort from me?—No, never. I have been treated by all the district clerks and Inspectors since I joined the Force with the utmost courtesy and consideration. I may say this also: that I was twelve months at Lawrence, ten years at Dunedin, ten years at the Lower Hutt, two at Wellington, and seven years and a half at Dannevirke, and have never been shifted so far except at my own request.

WILLIAM FOLLEY, Sergeant, examined on oath. (No. 160.)

Witness: My name is William Folley. I am a sergeant of police, stationed at Napier. I was enrolled on the 5th January, 1880, and promoted sergeant on the 1st January, 1901. Since then I have been sergeant at Dunedin for a month or two, or a very short time; then at Reefton, in charge of the sub-district; then at Hokitika, in charge. At Reefton I was nineteen months; at Hokitika a little over six years; and from Hokitika I came to Napier.

1. *The Commissioner.*] Have you any general remarks to make?—Only similar to those made to the Commission in other parts of the colony. I may say this, with regard to the promotion of Chief Detectives to the rank of Sub-Inspector: I may alter my opinion, but if the present system is carried out with due regard to the Force, I see no reason to alter it. The detectives only form about 5 per cent. of the whole Force. I have not any objection personally to the Chief Detectives getting the rank of Sub-Inspector, provided they get it in proportion of the number of detectives to the whole Force or the officers of the Force. The Chief Detectives are all my juniors, so that I am not speaking so much in regard to myself, because I am almost giving up hope of further promotion; but I do not think I would be doing my duty to the service if I did not refer to the matter. I do not wish to say very much about the pay, but the detectives have a very much better class of pay than the sergeants. Sergeants and constables in charge of stations particularly have to do detective work. Good detective work is done by these sergeants and constables. This is done in those places where it is impossible to detach a detective for the work. Sometimes it is impossible to get the detectives up in time. In saying this, I do not wish to speak disparagingly of the detectives. I did not wish to come forward and give evidence, but, being here, I feel bound to refer to this matter. There is another matter that has been referred to in different places where the Commission has sat, and that is second-class railway fares for sergeants. It has been pointed

out very pertinently that in the event of a sergeant in charge of a station and a detective travelling by railway together, the detective, although really subordinate to the sergeant, can travel first class if he likes, whereas the sergeant travels second class. I think in cases of transfer saloon passages by boat should be provided. I must say that I feel it very keenly that a sergeant should have to travel steerage, or pay the difference out of his own pocket. Even the subordinate officers in the Post and Telegraph Department are granted saloon passages, whereas a man who has seen perhaps thirty years' service in the Police Force is only granted a steerage passage. I think it is degrading that a police officer should have to take his family into the steerage, or pay the difference himself, while a mere boy in another Department is granted a saloon passage, and is given 10s. a day travelling-allowance. The position of a sergeant in the Police Force is a responsible one. In making these remarks, I do not desire to reflect on the present Commissioner in the slightest degree. I am satisfied that the rate of pay to constables should be increased, and I have said so for years past. The men on the West Coast, where I have come from lately, were getting 9s. and 10s. a day as ordinary labourers, and they could always command that rate of pay. A constable only gets 7s. a day. There are certain advantages that a constable has over a labourer, but the labourer has also some advantages.

2. Do you think the smallness of the pay is causing a falling-off in the number of recruits?—I cannot say definitely, but I should think it would be so. With regard to the educational standard, to my mind the present standard is quite low enough. I think the Fifth Standard, or its equivalent, should not be lowered.

3. The question is whether the requirement as to the examination is at present operating to a certain extent as a bar to admission to the Force of suitable men?—That, of course, I could not say; that is a matter known to the head of the Department.

4. That is not so. The question is whether a reduction from the Fifth to the Fourth Standard would facilitate obtaining the services of a number of suitable men who at the present time do not present themselves because they are not up to the standard, and whether lowering the standard would impair the efficiency of the Force?—I am not in a position to say anything as to that. With regard to the educational standard, there are many things we have to do. Constables have to be Clerks of Court, Receivers of Gold Duty, Mining Registrars, Registrars of Births, Deaths, and Marriages; and these duties necessitate a certain standard of education.

5. What do you think of the physique of the Force?—My experience is that it is as good as it has been. The young fellows nowadays go in more for physical culture than they used to do. From the point of view of physique, I have had some splendid young fellows under me.

6. Do you think that the efficiency and discipline, taking it on the average, is as good now as it ever has been?—Yes, I think so.

7. What do you think of that which we have heard so much of—political and other improper influence?—I know nothing about it.

8. As to promotion, do you think that seniority and merit should count?—Seniority and merit, but not seniority alone.

9. It is suggested, having regard to the efficiency of the Force and nothing else, that when a man is considered fit by the Department to be promoted that he should be promoted, and should not be given the option of accepting or refusing it?—If the Department thinks that a man is fitted and qualified to hold a certain position, I think he should be compelled to accept it.

10. *Mr. Dinnie.*] Are you not of opinion that very few men who are qualified for promotion would refuse to accept it?—Judging from my experience, I would say that most of them would take it.

11. Men to be qualified for promotion must have a considerable amount of energy?—That is so.

12. An energetic man will not remain still?—No.

13. Not if he gets a chance of being promoted?—That is so.

14. You do not know how many men we have refused because they cannot pass the Fifth Standard?—No.

15. With regard to promotion, I suppose you know that dissatisfaction has always existed?—I have not had so much experience of that, because I have been in small places, and not in the large centres.

16. You know there must be a difficulty in making promotions?—Yes, there must be considerable difficulty.

17. You know that sergeants in out-districts have a great many reports to make and a great deal of clerical work to do?—Yes.

18. Therefore you think they should have a pretty good education?—Yes.

19. That is why you think the Fifth Standard should be maintained?—Yes.

20. You admit that a constable in charge of a station, with his emoluments, is much better off than a working-man?—Yes.

21. So that they have something to look forward to in joining the service, even if they do not get promotion?—Yes; their aim is to get in charge of a country station. Most constables wish to get out to a country station if they can.

22. You suggest that the pay should be increased: do you mean for the whole service?—No.

23. How far would you go?—For the constables only.

24. *The Commissioner.*] What would you make the maximum?—I would make it 10s., starting at 8s., with an increase of 6d. a day every three years, rising to 10s.

25. *Mr. Dinnie.*] I suppose you have not heard anything of this "special" man who has been mentioned?—No.

26. When you were in the city it was the rule for men to be in at 11 o'clock at night?—I think that is quite late enough for them to be out.

27. Unless they get leave in special cases?—Yes; it was always granted in special cases when applied for.

28. You know there have always been a few dissatisfied men in the service?—Yes.

29. Years ago as well as now?—Yes.

30. And do you not think that is the cause of the dissatisfaction—a few men being dissatisfied?—Yes; I should say it was to a very large extent.

31. *Detective Hill.*] Is there not a great difference in the hours of duty of a detective and sergeant?—My hours have been pretty well all hours.

32. I am referring to the sectional sergeants?—They do their eight hours.

33. The sectional sergeants get the same pay as you get?—Yes.

DAVID DEARLOVE HUTTON, Sergeant, examined on oath. (No. 161.)

Witness: My name is David Dearlove Hutton. I am a police sergeant, stationed at Gisborne. I was admitted to the Force on the 13th March, 1890, and was promoted sergeant in March, 1906. I have been at Gisborne about eighteen months. Prior to that I was two years at Mount Cook, Wellington.

1. *The Commissioner.*] Have you any general remarks you would like to make?—Yes. I would like to say that I have been brought down to this Commission, and I am only allowed a steerage passage. I have come saloon, but the difference comes out of my own pocket. I wish also to emphasize the anomalies existing between the allowances of sergeants and detectives, which I consider unfair. A detective is allowed 8s. a day, and a sergeant is only allowed 6s. a day. It frequently happens that a sergeant has to organize an expedition, and he has to arrange for horse-hire, finance the expedition, tip the grooms for any additional services, pay for horse-cloths for the horses at night, and his allowance is 6s. a day; whereas a detective's allowance is 8s. a day, and he would have nothing to do in connection with the matter except to give his evidence in the case.

2. Is the sergeant out of pocket at 6s. a day?—Undoubtedly.

3. It has been stated by the Commissioner of Police that in any case where actual expenses are paid he has always considered it?—That is so; but there is so much trouble sometimes in obtaining those expenses that it is a question whether the game is worth the candle. I am also of opinion that in transferring men from a country station, especially where there is a sea-voyage, instead of the present system of calling for the cheapest tender, the men should be enabled to secure good packing instead of cheap and nasty packing which results often in breakages and damage to furniture, and there is no chance of recouping the amount of the damage. As regards pay, I consider that both constables and sergeants should have extra pay. At the present moment I think the detective force is treated exceptionally liberally—better than the sergeants; and you cannot say that the detectives are more intelligent men than the sergeants. That is all I have voluntarily to bring before you.

4. *Mr. Dinnie.*] You say the detectives are treated more liberally than the sergeants?—I think they are.

5. Do you know the duties of a detective?—Yes; I happened to be in the detective branch myself years ago.

6. You know the incidental expenses they cannot charge?—Yes. At the time I was acting we had no extra 1s. a day, and I had to make it up myself.

7. You know from that the detectives require the extra pay?—Yes; and they subsequently got it.

8. You consider the increased pay is owing to their incidental expenses?—Yes, that may be so; but the incidental expenses are not so great as that.

9. A sergeant has not to incur incidental expenses?—Occasionally he has. Detectives may be subjected to a little more expense, but I do not think the difference is so much as is allowed for.

10. As regards travelling-expenses and saloon fares, I may tell you that that matter is being rectified at the present time. Do you know if there is any general dissatisfaction in the service?—I have always found since I joined that a certain section of men were agitating and were discontented.

11. A small section?—Yes; and if you get one of those men in a crowd he would probably be the means of increasing the trouble.

12. That has always been the trouble?—Yes.

13. And that is the cause of the present unrest?—Yes.

14. Have you had any inquiries to make about candidates for the Force?—Yes, repeatedly.

15. Are they not more strictly carried out now than they were in the past?—Yes; in fact, they are sometimes carried out in such a way as to prevent men entering the Force. I will show how. A boy leaves school, and never keeps a diary. He may do contract work, shearing, or bush-felling, and he may be one of the very best fellows you could possibly find, yet he may be unable to supply the blanks in his career since he left school, and the consequence is that he is ignored as a candidate for the Force. I know of several very worthy men who have been refused admission to the Force on that very ground.

16. If we admitted one or two of those men might there not be complaints?—Yes.

17. What is your opinion in regard to the method of promotion?—I think a man who has shown particular merit should, with seniority, receive consideration; but I do not think it is right to promote a man right off the jump for any particular action, because there might be a certain amount of luck in it; but I do think where a man has shown consistent merit extending over a number of years, merit should have priority to seniority.

18. You know there has always been a considerable amount of dissatisfaction in regard to promotion, and always will be?—Yes.

19. With regard to being in at a certain hour at night?—My experience at Mount Cook barracks was this: that a man might sometimes come in a quarter of an hour after 11 o'clock, and under ordinary circumstances I would pass him in—for instance, a young fellow might have been visiting his young lady, or taken a friend to a dance or the theatre, and the theatre might not come out till 11 o'clock.

20. He should not keep a young lady out after 11 o'clock at night, should he?—I am afraid we have all committed a breach of that rule.

21. You know nothing about influence obtaining?—I heard a great deal about it one time and another, but I cannot put my finger on it.

22. In Wellington you know there are a few discontents?—Without doubt there is a considerable amount of discontent there.

23. Have you heard of this "special" man?—I was in Wellington City and suburbs for about sixteen years and a half, and I never knew of an Inspector or Commissioner who favoured such a man, or even that such a man was in existence.

24. *Inspector Dwyer.*] You complained of being harassed in regard to your expenses?—That was not in your time.

25. *Mr. Dinnie.*] You were allowed those expenses?—Yes; the matter was submitted to the Head Office. I have seen Sergeant Dart's name repeatedly mentioned. Coming from Mount Cook, Wellington, I may say this: he was not an intimate friend of mine, but I found him an exceedingly conscientious officer, and, to my mind, you could not have a more capable man in the Force. I do not altogether agree with the system adopted at the probationary school; it is one of cram. My experience is this: that when these men come directly out of the probationary class they find that theory and practice are two different things. I have found men almost like infants so far as practice is concerned after coming from the probationary school.

Mr. Dinnie: They are not supposed to have the practical knowledge. They are supposed to have the theoretical knowledge, and acquire the practical knowledge after they come out.

The Commissioner: You cannot have the finished article in two months.

26. *Mr. Dinnie.*] Do you think three months would be sufficient in the probationary school?—No.

27. Do you know that the London police are well spoken of?—Yes.

28. They are only a fortnight in the probationary class. Do you not think it would interfere with recruiting—that there would not be so many candidates come forward—if the men knew they would have to remain long on probation?—It might be a block.

29. *Sergeant Cummings.*] Have you any complaints against the district clerk?—No, not at the present time; but I have heard it mentioned in various quarters that in the absence of the Inspector men have been subjected to scurrilous dirty memos from district clerks.

30. Have you had any from me?—I can take no exception to you. We have always worked amicably.

31. *The Commissioner.*] Do you wish me to understand that there are districts where the district clerks write dirty scurrilous memos?—I have not had any experience of that myself, but comrades have mentioned it to me. I do not believe they were telling an untruth, and that from their standpoint the memos were scurrilous.

32. Has that been of recent date?—Not since I came into this district.

33. Any particular district?—Yes; it alluded to Napier District.

34. Were those memos signed by the Inspector or by a superior officer?—No; I understand they were signed by a clerk, in his absence.

Sergeant Cummings: That was prior to my coming here.

DENIS JOSEPH CUMMINGS, Sergeant, examined on oath. (No. 162.)

Witness: My name is Denis Joseph Cummings. I am district clerk in the Napier office, and am a sergeant of police. I was enrolled on the 1st July, 1899, and was promoted sergeant on the 1st July, 1909.

1. *The Commissioner.*] Do you wish to say anything of a general nature?—As to pay, I think a constable should start at 8s. a day, and go up by increments every three years until he reaches the maximum of 10s. a day. I think a sergeant should start at 11s. a day, and go up every two years until he reaches the same maximum as a detective's pay. A detective's pay, I think, should start at the same mark as the sergeant—11s. a day—and go up at the same rate until he reaches the maximum. A station sergeant, I think, should start at the same mark as the Chief Detective as regards pay. As to promotion, I think it should be open to all. I do not approve of a Chief Detective having special rank. When a vacancy occurs in a Sub-Inspectorship I think the promotion should be given to detectives or station sergeants on their merits. As to transfers, I think all ranks should be granted saloon fares. I have been transferred on two occasions, and have had to pay the difference between steerage and saloon fare. With reference to leave, I think after a man has served, say, four years he should get eighteen days a year, and when on holiday leave he should get a free railway pass, because when the cheap fares are on it is impossible for any member of the Force to get away at all, because they are all required for duty. If that could not be granted, I think the least that should be given is a return fare at single rate.

2. How long have you been district clerk?—Since the beginning of 1907.

3. Were you an assistant clerk in the district office?—Yes, for about seven years.

4. How long have you been in the Napier office?—Since March. I was transferred from Invercargill.

5. The question has been raised in different places as to utilising the services of assistant clerks in the district office for relieving work, so as to enable men to get off on Sundays?—I think that

would be very unfair. A man is shut up in the office all the week, and sometimes he works eight and ten hours a day. And at the end of the quarter, half-year, and year a lot of returns have to be prepared, and he has then to go back at night, and sometimes he takes work home with him. The work in the office is accumulating, and it would not be fair to ask me to do street duty, and then have to overtake the work that has accumulated in the office.

6. Have you an assistant?—He is watch-house keeper, and assists me in the office.
7. Have you been in a big centre?—I was in Wellington until I went to Invercargill.
8. You know the work in the large centres?—Yes; there has been a lot said about the rosy time of the district clerk. If I had my time over again I would never go into the district office. There is a great deal of worry attached to the position—more than outside.
9. *Mr. Dinnie.*] You would have been better off really in charge of a station?—Much better.
10. In a pecuniary sense?—Yes.
11. And not so much trouble or worry?—No trouble at all.
12. You have been in Wellington some eight years?—Yes.
13. How long is it since you left?—I left in 1907.
14. You have heard of what has been said by Mr. Arnold in respect to what has been carried on in the barracks?—Yes.
15. Do you consider that is true?—No. It never happened during my time. If it had I should have heard something of it.
16. I suppose you know there are a few malcontents there?—Yes.
17. And do they cause any dissatisfaction in the service?—Yes; malcontents do, no matter where they are.
18. *The Commissioner.*] Are they constables?—No.
19. What does the discontent arise from?—Principally from rewards, I understand. In one particular case it was alleged that some men got rewards and others did not for practically the same service.
20. Do they become agitators over a matter of that sort?—They started it.
21. *Mr. Dinnie.*] You have simply to kindle a fire, and it then spreads?—Yes.
22. Were they in the detective or the uniform branch?—In both.
23. It is that sort of thing that creates dissatisfaction in the service?—Yes.
24. I suppose you have seen certain letters in the Press?—Yes.
25. You do not know from what source they came?—I could not say positively who the authors were, but they come from some one in the service.
26. *Inspector Dwyer.*] What is the difference in the cost of living in Wellington, Invercargill, and Napier?—This is the dearest place I have been in. In Wellington I paid 18s. a week for a first-class four-roomed house, hot water and all conveniences, a good garden, and close to the office. In Invercargill I paid 16s. a week for a five-roomed house, all conveniences, and a quarter of an acre of land. In Napier I pay £1 a week for a five-roomed house, with a yard not sufficient for drying purposes, and no hot water or conveniences in the way of cupboards.
27. *The Commissioner.*] This is the first time I ever heard Wellington being cracked up as better than other places in the matter of rent. Where was your house?—Alongside the Basin Reserve.
28. You were lucky. What makes the rent high in Napier?—Perhaps the heavy charges of the port have something to do with it. I have no hesitation in saying that it is dearer to live in Napier than in Wellington. As regards recruiting, I think the inquiries made are very exhaustive. In fact, I have heard complaints that the inquiries have gone too far; at any rate, they are very exhaustive.
29. *Mr. Dinnie.*] More so than they have ever been before?—Yes, very much more than when I joined. When I joined there was very little inquiry.
30. Then, the statement made by Mr. Arnold is not accurate in that respect?—Not so far as colonials are concerned.
31. *The Commissioner.*] To what do you attribute the falling-off in the number of recruits?—The pay is only 7s. 6d. a day, and a man can do much better outside. 7s. 6d. a day is far too low, and then a man's superannuation payment has to come out of that.
32. You think it is absolutely essential, if we are to keep up the standard of the Force, that the pay should be raised?—Yes.
33. *Detective Hill.*] Before you got your promotion you received 1s. a day clerical allowance. Since then you have got the 1s. a day?—Yes.
34. Your position now is equal to that of a detective with eight years' service as far as pay is concerned?—I do not think so. My pay is not equal to yours, and you have not got eight years' service.
35. *Sergeant Folley.*] If the detective is singled out for a sergeant's commission, how about all the other sergeants? Should their pay be raised to 12s.?—Yes.
36. And the detective be raised to what?—15s.
37. There is, then, a difference of 3s. a day?—Yes; it is too much.
38. *Mr. Dinnie.*] But there is the question of free rent, the sergeant having a free house?—Yes, but he is only one of many.
39. But all these sergeants in charge of stations have free houses?—Yes.
40. *Detective Hill.*] Sergeant Folley singles you out as one of the district clerks. Do you know what the sergeants in the Commissioner's office receive?—No.
41. Do you know that they receive another 1s. a day more than you do?—I cannot say they do. When I was in the Wellington office the clerks in the Commissioner's office were paid from the Wellington office, and they got the same as I do now.

WILLIAM EDWARD HILL, Detective, examined on oath. (No. 163.)

Witness: I am a detective, stationed at Napier; and I was enrolled in 1897, and appointed detective in 1905.

1. *The Commissioner.*] What do you wish to say?—It is in connection with the appointments from Chief Detective to Sub-Inspector. I do not think our branch of the service is sufficiently strong to warrant Sub-Inspectors, detective sergeants, and detective constables being appointed, but the gate should be left open to us to go forward to the rank of Sub-Inspector.

2. It has been opened by the appointment of Chief Detective McGrath, and it is not likely to be closed again?—During the last thirty years only two detectives have been appointed to the commissioned ranks—Messrs. O'Brien and McGrath. There are thirty-six detectives and eighteen acting-detectives for the whole colony, and I consider them, as far as the detection of crime is concerned, the backbone of the service. Fully 50 per cent. of the arrests throughout the Dominion for crimes involving dishonesty are effected by the detectives. Many a time the detective has extra responsibility thrown upon his shoulders, and I think he should be paid accordingly. The travelling-allowance of 8s. a day is also insufficient, as it costs us 10s. a day to live when away from home, and very often you have to put your hand into your pocket and pay for information. This may have to be done in such a way that you cannot apply for a refund of the money. I advocate detectives being granted saloon passages when not travelling on escort duty. As far as the educational test is concerned, I see it was suggested at Palmerston North that the Fourth Standard certificate would be sufficient. Well, in the Railway Department I understand that no one is accepted unless he has passed the Sixth Standard. The police should be fairly well educated, and I consider the Fourth Standard test is really too low.

3. *Mr. Dinnie.*] Do you not think that we might lose a good many of the farming class by introducing the Fifth Standard?—I do not know. The majority of country lads are fairly well educated. Sometimes a young fellow when he leaves school goes away back farming, and has no opportunities for further education, but he may subsequently apply for admission, and may make a good constable.

4. Do you know of any general dissatisfaction in the service as regards the present control?—No, sir; I cannot say that I do.

5. Do you approve of the present system of promotions?—Yes; of course, you will always have discontent.

6. Where were you before here?—Dunedin.

7. Do you know anything of that "special" man we were told about in Dunedin?—No, I cannot say that I do.

8. Nor since you came here?—There were a lot of "special" men when I came here first, but not in connection with your office.

9. Not in connection with me?—No; I think they have been weeded out now.

10. *The Commissioner.*] It must have been in a very bad state, this district?—It was when I came here first.

11. Was there considerable trouble?—Yes; a lot of discontent.

12. Until certain changes were made?—Yes. Things are very different now. It is now one of the best districts in the colony.

13. Do you know anything about the inquiries made about candidates?—That matter does not come under my notice.

14. *Inspector Dwyer.*] What is your experience of the cost of living here, and house-rent, as compared with other places you have been in—Christchurch and Dunedin?—In Dunedin I paid 14s. a week for five rooms. A good house here is £1 a week, and you might get one at 18s. The cost of living here is fully 25 per cent. more than it is in Dunedin.

15. *The Commissioner.*] What do you attribute that to?—They say it is owing to our harbour dues, but I do not know that they should make a difference of 3d. a pound on soap and 3½d. a pound on candles as compared with Otago.

16. *Inspector Dwyer.*] Then, you lived at Christchurch?—I did. I paid 14s. for a new five-roomed house in Christchurch, with a good garden attached, and close to the station; and the 18s. house here would not be equal to the 14s. one in Christchurch.

17. *Sergeant Cummings.*] Do you ever get any complaints against any of the district clerks?—Not at all.

18. Have you ever, during the absence of the Inspector, received a memorandum written by me to which you took exception?—No, I have not. I have been treated with every courtesy.

JOHN DWYER, Inspector, examined on oath. (No. 164.)

Witness: I joined the Police Force in November, 1878, and was promoted to the then-existing rank of acting-sergeant in 1887. In 1902 I was promoted to Sub-Inspector, and on the 1st February this year I was promoted to the rank of Inspector, and am now in charge of this district.

1. *The Commissioner.*] Have you any general remarks to make on the matters coming within the scope of this Commission?—The pay of recruits has been discussed, and I certainly think that it has not been sufficient to induce the right class of men to join. In my travels I have met men who would have made good constables, and have spoken to them on the subject, but they have told me that they could do better out of the service. I think that is one of the chief reasons why so few are coming forward. Men working for the Corporation sweeping the streets get 9s. a day. In the London Metropolitan Police and the Royal Irish Constabulary the pay of a constable is equal to that of the mechanic, but here it is not equal to that of the labourer. If it were equal to the mechanic's wage, the police would get from 12s. to 14s. a day.

2. What do you think about the standard of education?—I think it can be lowered excepting in very special cases, and that should be left to the Inspector. If a man could not produce the Fourth Standard certificate, if he fulfilled the necessary requirements in all other branches, and he was a likely man, the certificate might be waived in respect to the Fifth Standard.

3. Of course, you agree from your long experience that there are a number of men occupying good positions to-day who could not pass the Fourth Standard?—Yes; they have made good policemen. I know men who by hard work and application have made themselves useful after four or five years.

4. Would you have any period of probation after the men pass through the probationary school, and before they are enrolled?—I would give them six months before deciding to retain their services. That would be time enough to ascertain if they were the right class of men. We have a regulation now that if a man proves a "waster" he is turned out, and I have followed out that practice, excepting on one occasion, when we got leave to shift him.

5. With regard to inquiries by yourself as Inspector, are you in favour of power being given to the Inspectors to take evidence on oath?—I always favoured that.

6. Are you a Justice of the Peace?—Yes; by virtue of my office.

7. You have been sworn in?—No.

Mr. Dinnie: You are not a Justice of the Peace at present?

Witness: I signed a document swearing in a constable. I think there is a regulation in the *Gazette* of 1871 empowering Inspectors, by virtue of their office, to take declarations.

The Commissioner: I would swear those men in again if I were you. I am absolutely certain that no man can be a Justice of the Peace, or act as such, until he has been duly sworn in by warrant appointed by the Governor.

8. Do you know anything about the clerks in the district offices?—I regard the district clerk as being the next responsible person in the district to the Inspector. There must be a trustworthy man in the office. He has charge of the accounts, and the handling of all moneys—the pay, and everything else. He has to treat everything that passes through his hands in a confidential manner, and I have heard it suggested that he should go out on the streets.

9. Not the district clerks?—Well, then, the assistant clerks.

10. Yes?—I do not approve of that at all. If we put them on on a Sunday it takes all the heart out of their work. They then look on themselves as rouseabouts. I have had some experience as a district clerk myself, and it was tried with me. I was sent out on the streets, and I resented the matter, and looked upon it as lowering to my position to be put into uniform, and I asked to be sent back to the streets altogether. The question was referred to the head, and I was never again asked to go into uniform on a Sunday. The clerks are not only here in office-hours, but after hours, and the district clerk is of great assistance to the Inspector.

11. You are in favour of making the district clerks sergeants after a certain period of service?—That has been the custom.

12. Do you think that it is the proper thing to do—to appoint these men as sergeants, or to give them special consideration, for the extra service they are called upon to perform?—I am afraid it has induced a little discontent in the service, and, for the sake of promoting harmony in all ranks, it would be better to give them a special allowance, instead of making them sergeants. When these men are promoted the men who become juniors to them are dissatisfied, and always have a grievance.

13. With regard to giving time off after attending Court after night duty, have you had any difficulty about that matter?—If the man applied for it I have always given him the time off for the time he put in in Court if in the afternoon, but in the mornings he never got it, and never asked for it.

14. Have you any opinions on the question of the promotion of detectives?—I think the channels of promotion should be open to the detectives the same as to the commissioned branch. Promotion should be through ability and merit. As to the suggestion that the Sub-Inspector should be graded as the Chief Detective, I am not in favour of such an absurd proposal. I think the Chief Detective is the proper grade, and they should be satisfied with it; and in their turn for promotion, if they have the ability, they should not be barred from the higher ranks of the service.

15. You have had to do with centres since the appointment of station sergeants: what is your opinion as to the efficiency of station sergeants?—I was never much struck with the proposal. I think if the Sub-Inspector had a useful clerk it would prevent a lot of this circumlocution in regard to correspondence, and that kind of thing, and it would be more beneficial to the discipline of the service. If we had a useful man who entered up the records, and gave minor orders, I think it would be a safer thing.

16. You know the duties of station sergeants have never been defined?—I know that. I asked on one occasion that they should be defined, and I was told that regulations were to be issued, but it has not been done.

17. Do you think it is necessary to do that?—I do indeed, because very often the Sub-Inspector might be looking to the station sergeant to carry out a certain duty, and the Sub-Inspector would be held responsible by the Inspector, and when the matter was looked into it was found that there was no binding regulation.

18. What is the number of the Force in your district?—The district comprises twenty-four stations, and the strength is forty-nine men, ten men being in Napier—one sergeant, a district clerk, a detective, and six constables.

19. Is your district a handy one?—It extends from Woodville to the East Cape, and is about three hundred miles in length. We go into the Auckland District at one point, but we work it because it is more handy for us.

20. You cannot suggest any alteration, having regard to greater efficiency?—No; it is an easy district now. From Gisborne north is under the control of Sergeant Hutton; Dannevirke is under Sergeant Cruickshank; Hastings under Sergeant Smart; and the Napier sub-district is under Sergeant Folley.

21. What is the general conduct of the men under your control?—I have been now in charge twelve months, and, with very few exceptions, I have found the men very well conducted indeed.

22. There will always be bad ones?—I have not a bad one in this district.

23. How did you find it when you came here?—There was some trouble here on two or three occasions.

24. But that has been rectified?—Yes; and the men who have been causing the trouble have been transferred, or have left the service. Things are going very well now.

25. Are you aware of any dissatisfaction with regard to promotions, apart from the district clerks?—I have heard of dissatisfaction among the men who are passed over. They know their own capabilities perhaps better than the Inspector does. But there is one thing regarding the system of promotion from the ranks to sergeant I never approved of. A man who was perhaps two hundred junior to men over him is promoted to-day, and in six months' time the man who has been passed over is promoted. I say that once a man has been passed over, unless there are some exceptional services or reasons, he should not be looked at again. I mean that there should be no retrospection of the list. Once a man is passed over, and has lost his seniority, he should stay there, excepting something has happened in the meantime—some meritorious act of duty—to justify his promotion. When these men are promoted they have always a grievance, because they say their juniors were passed over their heads, and they become their seniors for all time. The Inspectors submit a list of the men they consider suitable for promotion, and when the promotions are made they should be made from that list, in the order of seniority as recommended by the Inspector, because the Inspectors have a perfect knowledge of the men they are recommending, and are consequently best able to judge of their ability.

26. Is there anything improper in the way in which district clerks treat the men and sergeants in your absence?—I have never heard a complaint, and I was rather surprised at Sergeant Smart to-day making the reference he did to that matter, because I am not aware that such a thing was in the sergeant's mind at all. I have never any impertinent memorandum written by a district clerk that I am aware of.

Sergeant Smart: I did not say an impertinent letter.

27. *The Commissioner.*] Is there anything in the statement?—I say I never saw an impertinent memorandum written by a district clerk that I am aware of. The district clerk has charge of the correspondence, and he knows better what to do with it than the sergeant, who is brought into the office simply to sign his name. Of course, the sergeant assumes the responsibility the moment he signs his name. And it is the same in my case—I take all responsibility when I sign the letters. The clerk must write a lot of memoranda and correspondence, because the Inspector has not time to do it. The routine correspondence is generally managed by the district clerk.

28. Have you any views about the length of time men should be allowed to remain in charge of stations?—I do not know that I have. It entirely depends on the individuals. I think some men should be transferred after a time, while other men are always useful at a station. They go heart and soul into their work. With regard to the promotion of sergeants, I think, too, that before they are promoted they should be medically examined. I have two or three cases now in view—I pointed them out to Mr. Dinnie before—of sergeants who I think should have been medically examined before they were appointed. I think so still. I have had men under me who were very deaf, and could not hear. These are the men I am referring to now.

29. With regard to the case of Constable Torr, what sort of a man is he?—He is an excellent man, and gives every satisfaction. He has a good grasp of his work, and he is a most useful man amongst the Natives. He is the second constable at Wairoa. The constable in charge is in hospital. Constable Torr is doing all the work, and his services are invaluable.

30. How would you treat his case now?—I would accede to his request, and place him on the permanent staff. He has been eight or nine years in the service, and we could not do without him at Wairoa. I recommended him for the special rise he got, and the same remark applies to the constable at Gisborne—Constable Pratt. I know one or two little things about him, but I would not condemn him for that.

31. I saw some correspondence in connection with the constable that did not impress me?—Perhaps I know what you are referring to. He was then trying to save a fellow-constable.

32. He has no right to do that at the expense of truth?—I thought at the time he was telling an untruth.

33. What about Constable Torr? Apparently he has a clean record, but I would not say that about the other man?—The latter simply said a thing he had no right to say, but he is a very useful man, and a very intelligent constable.

34. If a constable does not tell the truth he places his Inspector and the Commissioner in a very difficult position, and prevents abuses being dealt with frequently?—That is all that has happened to him.

35. Otherwise you think he is a good man?—Yes. He has been there over twelve months, and he does a lot of good work. Perhaps you would like to ask Sergeant Hutton about him.

Sergeant Hutton: His character is most exemplary, and he is one of the best constables I have got. I only wish the pakehas were as good as the half-castes.

36. *The Commissioner.*] You think he is entitled to promotion as well as Torr?—I do.

37. It strikes me that Constable Torr's case is rather a strong one for consideration?—Yes; I think the same way

38. But would a man like Pratt be fit to be placed in charge of a station?—Yes; he is intelligent and honest in his work. Torr has had charge of a station for four or five years, but it was closed and another station opened; and then Torr was brought into Wairoa to assist the constable there, who is Clerk of the Court.

39. What arrangement has been made at Wairoa for the Clerk of the Court?—The constable is appointed Clerk, and Torr is acting for the one who is ill.

40. *Mr. Dinnie.*] And untruthfulness is a very serious matter as regards police duties, especially as regards giving evidence in Court?—I would view it as a lot more serious than the matter we have been discussing. I would have no consideration for a man who told an untruth in Court.

41. Is he a half-caste?—A quarter-caste. When he was asked to give evidence he said he did not see the horse-racing at all.

42. After considerable investigation we were misled for a considerable time?—Yes, and we might have been misled now if we had not gone into it again.

43. With regard to promotions, I suppose you believe in seniority and merit combined being considered?—I do, and I believe in merit first.

44. Supposing you had two men—one with fourteen years' service and another with twenty years', both being forty-five years of age: the man with the fourteen years' service is the best qualified: would you not promote him, although the senior man may be fit for sergeant?—I would promote the man best qualified, but when doing so I would not again look at the man who was passed over.

45. Not even if he were qualified for sergeant?—No; if a man is qualified to-day he is qualified in six months' time, and should be promoted.

46. I agree with you, but supposing he has not been promoted and you are put in that position, and he is fit for promotion?—I would promote him, and leave the junior man to wait a little longer.

47. Even if the latter was specially qualified?—I would so.

48. That would not be studying merit?—It would, because he is getting his turn later on. You are doing an injustice to the man passed over, and he will always keep that in mind.

49. But that man who is promoted is fit for sergeant and nothing more, while the junior man may be fit for something more?—That may be so.

50. So that there is something to be said on both sides?—I would stick to the rule, and once a man is passed over I would not look at him again.

51. But supposing that man has been passed over before I came here?—I am not speaking from that point of view at all.

52. But that is the difficulty in dealing fairly with these men?—That is the difficulty, but I think it could be overcome by sticking to the list of seniority men recommended by the Inspectors.

53. Once we get a start in that way we can continue?—Yes.

54. But, still, there always will be dissatisfaction notwithstanding?—Yes, and always has been during the whole time I have been in the service.

55. You know the Inspectors send in recommendations for men fit to be sergeants, and to be in charge of stations, and to be clerks, and men fit for plain-clothes duty, and mounted work?—Yes.

56. And it is on these recommendations that the selections are made probably?—Yes.

57. You do not know of any deviation from them?—I cannot speak of that well.

58. Do you know of any general dissatisfaction in the service caused by the present control?—There will always be discontented individuals in the Police Force. I have found them all along the line. I have found men who were discontented from the time they joined.

59. But I mean general dissatisfaction as regards the control. I did not mean about promotions and other little matters?—I do not know of any.

60. Do you know of any case where influence has obtained?—I have heard a lot about it, but I cannot say I have ever met it.

61. It is said there are a number of men in the service now who have been promoted, but who could not pass the Fourth Standard. You know the requirements of candidates now?—Yes. About twenty-four have passed through my hands during the last twelve months, and the inquiries into the characters of these men have been exhaustive. In the olden days all that was wanted was a recommendation from a member of Parliament, or from some other respectable member of the community, and the man was appointed without any further inquiries.

62. You say the duties of station sergeants have not yet been defined?—No.

63. Do you know that the Inspectors sent in recommendations as to what the station sergeants should do?—I think that was done some time after your appointment. I asked for the duties of station sergeants when one was sent to me, and I was told that the regulations were soon to be issued.

64. Do you know that they were told to follow out their recommendations for the time being until the regulations were framed?—There was some understanding to that effect, but it was not definite enough for me.

65. It was rather difficult to define every little duty they had to perform?—The general duties should be defined.

66. You know the station sergeant prosecutes in several cases?—Yes.

67. You suggest that the clerk should be put there: would it do for the clerk to prosecute?—I did not say he should occupy the position of station sergeant. The Sub-Inspector should be relieved of all the clerical work, and he would be more about with the men; and the clerk could take messages to the sergeant in charge of that station, for instance.

68. Do I understand that the Sub-Inspector is greatly relieved by the station sergeant at the present time—at least, in some cities?—It must be so. What I complained about most was the circumlocution of correspondence.

69. I am afraid we cannot prevent a good deal of that?—The station sergeant is a very useful man, and does a lot of useful work in the cities; but there is a lot of useless correspondence.

70. You approve of the detectives having the opportunity of going into uniform if they are qualified for promotion?—I do. I think the channels of promotion should be open to all by merit, but I view with disapproval the suggestion that Chief Detectives should be made Sub-Inspectors. I think the detective staff is too small.

71. And if they were made Sub-Inspectors they would want promotion to Inspectors straight away?—Yes.

72. You do not believe in the clerks going out to perform outside duty?—I do not.

73. It would interfere with their clerical work?—I think so.

74. You know there is a regulation providing that men should be in at 11 o'clock at night?—I am in favour of that, unless on some special occasions. If a man applied for midnight leave he would always get it. I do not believe in a man remaining out after 11 o'clock, because he is doing no good.

75. As regards the efficiency of the service, is it equally as good as it has been?—I think it is as good now as it has been in years gone by.

76. *The Commissioner.*] When a man commits small breaches of discipline, and gets the reputation of not being as efficient as he should be, would you keep him in the locality and deal with him, or would you transfer him?—If he were a useless man I would certainly take some steps to remove him from the service altogether.

77. Here are the names of two men who seem to be a considerable trouble at times. Do you know them [names handed to witness]?—I know them well.

78. What would you do with those men?—It is hard to say. If you shift them on to another station they would be the same block there.

79. Is it not better to keep them in the same place, but under control?—They are both given to drink.

80. What would you do with them?—After giving them two or three cautions, if they did not show amendment, I would certainly remove them.

81. How many cautions do you suppose they have had?—Each of them received several cautions when I was in Christchurch.

82. Do you think it acts as a good example to keep men like those in the Force?—It tends to affect all the other men, because they see that these men can do things with impunity, and still be retained in the service.

83. Do you know Constable Leahy?—I have known him many years. I think I knew his family in the Old Country, too.

84. Apparently in some way or another he has been overlooked. What would you do with a man like that?—Now he has turned fifty.

85. Fifty-three?—He has gone beyond the age-limit. Is he anxious to get promotion?

86. I think so. He feels it very acutely?—To make amends for what has been done, I would give him a station.

87. You know nothing to disqualify him?—I have a high opinion of him, and have wondered why he was not promoted. I would give him charge of a station in the same way as Sergeant Smart.

88. You think there was no ground for questioning Constable Leahy's qualifications?—None whatever. He is a very decent man, a capable man, and one who looked after himself. He is a good stamp of a man, too.

89. *Mr. Dinnie.*] When do you consider he should have been promoted if he had taken his turn?—I suppose, years ago.

90. And probably one or two other heads of the Department have overlooked him?—Yes.

91. If he had felt it so very much, do you not think he would have reported it?—Leahy is a different tempered man to that. He is quite unassuming.

92. You do not want quiet men in charge of other men, but energetic and active men?—I know that, quite well; but he has said to me himself, "If the Department does not see that I am deserving of promotion, I am not going to bother them."

93. Is it not usual in such cases for application to be made to the Department?—Yes.

94. *Detective Hill:* Do you think the time has arrived to revise the Police Regulations?

Mr. Dinnie: They are being revised.

Detective Hill: At present they are obsolete, and there are a number of circulars that are out of date.

95. *Mr. Dinnie.*] I think you have a copy, Mr. Dwyer?—I have not seen it yet.

96. *Sergeant Folley.*] Do you not think that many duties are thrown on the police in respect to work for other Departments that really do not pertain to our work?—I do not see how we can get out of it.

97. There is the Education Department, which has been referred to by Sub-Inspector Phair. I refer to inquiries in respect to ex-inmates of the schools?—That is another duty we cannot get rid of. We have now duties imposed on us by Departments that were not imposed on us in years gone by.

98. *The Commissioner.*] You think that the Departments should properly credit the Police Department for the work done for them?—Yes, as the work of other Departments takes up a lot of our time.

DAVID DEARLOVE HUTTON, Sergeant, further examined. (No. 165.)

1. *The Commissioner.*] With regard to Constable Pratt: his application is on the same lines as Constable Torr's: what sort of a man is he?—He is an exceedingly well-behaved man, steady and sure; one of the best men I have.

2. Is he a man of principle?—Of excellent principle.

3. How do you account for a man telling lies?—I took him to task about the matter, and he said, "Actually, sergeant, I was speaking the truth; I did not see the horse-racing": and, to my mind, his story was correct.

4. You think he would have an equal claim with Constable Torr for special consideration?—I do.

5. Would he be able to take charge?—I think, if he were put in charge of one of the country stations, where a large percentage of the population were Maoris, he would make an excellent man. I think he is now forty-three.

Mr. Dinnie: These two district constables are very good men, and they are specially treated because they are very good men. As soon as the pension scheme is arranged I dare say they could be transferred.

Sergeant Smart: The remark I made about the district clerks seems to have created a wrong impression, and I wish to remove it. I did not make any complaint. The Commissioner mentioned his own clerk, but that gentleman has been in the service a very long time, and has gained experience; but when you have a man who has been in the service only three or four years, and he goes into the district office and starts writing memos, I think that should be stopped. The memos should be written by the senior sergeant in charge.

JOSEPH ALDOUS RAYNES examined on oath. (No. 166.)

Witness: I am a bailiff at the Stipendiary Magistrate's Court, Napier. I have been in the Police Force. I was transferred from the Permanent Militia to the police in 1897. I resigned in July, 1903, and rejoined again in November, 1904. I was transferred to the Justice Department last year. I have a few suggestions to make, as the result of my experience in the Force, that might prove of benefit, and I have written them down under different headings. My statement is as follows:—

Regulations.—The regulations are in urgent need of being brought up to date.

Police Guide.—This book, which is part of a constable's appointment, and a very necessary part of it, is practically useless as far as the service in this Dominion is concerned. It should be a local production, applying entirely to hints for the guidance of constables, and a reproduction of those statutes which come almost in daily use by the police; and on similar lines to Shortland's Guide, giving quoted cases.

Wanted on Warrant.—All police officers from the rank of sergeant should be supplied with a book, properly ruled and printed off, with columns representing those in the *Police Gazette*, so that each constable would practically have a *Police Gazette* in his pocket. Such a book would tend to greater efficiency and a higher percentage of arrest of those persons required on warrant. I make bold and say that not 25 per cent. of the whole Police Force could tell their superiors the names and descriptions of persons wanted on warrant. Such a condition of things must reflect on the organization of the service. Further, such a condition is manifestly unfair to the public generally, as a very high percentage of persons are wanted on warrant for maintenance; and any neglect regarding speedy arrest does cause untold hardship on women and children, who are mostly the sufferers. I had such a book as I suggest printed and bound in Napier, which cost 17s. 6d. The price seems excessive, but it must be understood that only one copy was required, and the setting-up of same was as troublesome as if set up for five thousand. A book of this description could be produced for a trifle, and the results would be enormous.

Standard of Education.—The standard of education cannot, in my opinion, be too high. I am of opinion that something higher than the Fifth Standard is necessary. This is an age when the service should and the public do expect something more than main strength and stupidity. When it is considered that a very high percentage of the service are in charge of out-stations, and the officers in charge of such out-stations are saddled with all the responsible positions pertaining to out-stations, having to prosecute cases against learned counsel, I maintain that a high standard of education is absolutely essential; and, moreover, if the standard was higher I do not think the service would be confronted with episodes which have taken place of recent years, such episodes being a disgrace to any service. I do not expect that a high standard of education will be advocated by many of the officers, as if there is a higher standard of education among the rank and file of the service, it necessarily follows that the officers will require a still higher standard of education to command the respect of the rank and file. No subordinate can possibly respect an officer of inferior ability and education to himself. My experience has convinced me that some officers do not command the respect of the men, and for the very reason stated. The only way, in my opinion, to obviate such a possibility is that all officers should qualify by examination, and that every man with a service of ten years and over should be allowed to sit for such examination. Then only the most fitted would survive, and the seniority bogey would find a suitable grave. Seniority by all means when all other things are equal. In other branches of the public service examination is compulsory for advancement. Why not the police? All credit is due to Commissioner Dinnie for introducing the examinations as regards the rank and file; but I am of opinion that it should be compulsory. As it is at present, few avail themselves of the opportunity. The benefits to be derived from preparation for such examinations are helpful in a high degree. It compels reading up the statutes, and at the same time gives the men confidence in themselves, and better fits them for the responsible position in life they have chosen—namely, a police officer.

I feel assured that if the examination affected a man's pay there would be but few who would not present themselves. I think the key to an intelligent Police Force is education, and education as high as you can get it.

Inoperative Officers.—By inoperative officers, I refer to the officers holding the rank of Sub-Inspectors and clerks, and district clerks holding the rank of sergeants. To take the clerks in the Commissioner's office first, I am of opinion that not one in the Commissioner's office should be a member of the Police Force. Or, I would go further, and say that not a member of the Commissioner's staff should ever have had any connection with the Police Force. The staff, in my opinion, should be composed entirely of disinterested men. The Commissioner's office should be above suspicion; and so long as it is filled with police officers, they have the opportunity of trying, when opportunity offers, of endeavouring to influence the Commissioner in matters that may be detrimental to some person. The Sub-Inspector in that office takes too much upon himself with regard to minuting correspondence during the Commissioner's absence from Wellington. I am of opinion that during the Commissioner's absence from Wellington the Inspector having charge of the district should take temporary control. The district clerks should have some special grade, with pay equal to that of a sergeant.

Formation of a Board.—I am of opinion that a Board is an imperative adjunct to the police, such Board to consist of at least one Supreme Court Judge. To place the destiny of nearly a thousand men in the hands of one man—namely, the Commissioner of Police—who is an ever-changing quantity, is something appalling, and cannot possibly tend to the efficiency of the service. Constable Leahy's neglected promotion would appear to bear out this contention in a very marked degree.

Promotion.—Promotions should be by examination, and examination only, to produce men that would be an ornament to any service. In a conversation with the late Commissioner Tunbridge on the vexed question of promotion, he said that if he had his way and a man was not promoted with fifteen years' service he never would be. In this I concur. For instance, say a man is promoted at thirty-one years of age: he is promoted to a sergeant with fifteen years' service: he is then forty-six years of age, almost past the prime of life—at any rate, past the prime of life to go back and do street duty, especially the strenuousness of night duty—and what hope has that man of ever reaching any higher position? He cannot, for the simple reason that age will bar him. I hold that every man in the service should have the opportunity of holding the highest position in the service; and, further, I hold that the Commissioner of Police should be made from a member of the service, some of whom are, in my opinion, as capable as any person that can be imported (Scotland Yard included). I do not cast any reflection on imported officers, but the conditions of Home and colonial service are as different as night is from day. It would be a fitting recompense to our own officers, after devoting their whole life to the service. It is only fair that they should be allowed to occupy the highest position that the service can bestow.

Pay.—The pay is too low, and out of all proportion to the cost of living. More especially is this so in the remote out-stations, where the cost of transit of goods is so high. A man with a family under such conditions is on the verge of insolvency all the time. I regret to say that I have experienced this condition of things myself, and then not in a remote out-station; so what must it be for those who are so situated? The pay should be at the very lowest estimate that of a labourer; and I may inform the Commission that the local borough employees receive 9s. a day for an eight-hour day, while 50 per cent. of the Police Force would average fourteen hours a day. Something more than a living-wage should be paid; and there should be a more liberal issue of uniform. By that I refer to boots.

Holidays.—The number of yearly holidays should be increased to at least twenty-one days, with a railway concession—say, half excursion rate. It is absurd to expect a free pass when all other branches of the public service would clamour for the same privilege. Saloon passages should be given when travelling by steamer on transfer.

Prohibition Areas.—After considerable experience in charge of a prohibited area, I am in a position to know the disabilities a constable works under compared with those men doing duty in the city or licensed areas. I would suggest that a special rate of pay should obtain to men in charge of such areas, and I concur with Inspector O'Brien that the Inspector should have the right of selection of officers for those particular areas. That was precisely the position the late Inspector Pardy took up with regard to my appointment to Balclutha.

Sly-grog Detection.—I would suggest that the Chairman of this Commission, in his findings, should weigh carefully the system of detecting sly-grog sellers, more particularly that which refers to a constable just transferred permanently to a town, and who is immediately set to detect local sly-grog sellers. In consequence of the position he is in the constable is a marked man, his life in that particular district being almost unbearable. And his wife and family also suffer. In my opinion, no person on permanent transfer should be sent to do such work. A stranger should be sent, who would, of course, leave immediately his work was completed. When a man is sent to do this work, and remains a constable in the town afterwards, his usefulness is impaired to a very great extent, and his life is made a misery.

Delays of Correspondence.—There is much delay caused through having to send correspondence through a sergeant. As an example, take Waipawa, thirty-nine miles from Napier: all correspondence from that station has to pass through the sergeant in charge at Hastings, causing unnecessary delay; and the procedure seems absurd.

Renumbering the Police.—The Force requires renumbering, this not having been done for years.

Unattractive.—Little or no interest seems to be taken in the men. The library books are old, and not the class of books the men require. They are practically debarred from all forms of sport. They certainly have a billiard-table in some of the centres, but something more attractive is

required. Lectures might with advantage be given on law. The time is ripe when the service should have a monthly paper of its own. All forms of healthy out-door sports should be encouraged. Recreation taken in moderation would be conducive to the best interests of the service.

I would like to add that I think a better form of discharge should be given to men leaving the service. The present form that is given is worthless—is absolutely of no use as a reference. I think in form it should be similar to an ordinary business reference.

1. *The Commissioner.*] Is there anything else you wish to say?—I would like you to peruse the correspondence in reference to my case. I do not consider that I received justice. If you peruse the papers, that will satisfy me. A perusal of the correspondence will support my suggestion that Sub-Inspector Wright's power in minuting correspondence should be curtailed. Such matters should be left over till the Commissioner's return to Wellington, or be dealt with by the Inspector.

2. *Mr. Dinnie.*] Are the views you have put forward your own?—Yes.

3. You are quite sure?—Yes.

4. You have had no communication with any one with respect to any of the points?—No.

5. They coincide with the views of another party?—No one but myself had anything to do with them.

6. When did you join the service?—March, 1896.

7. I mean, join the police service?—February, 1897.

8. When did you leave?—1903.

9. When did you join again?—November, 1904.

10. And leave?—Twelve months last June I joined the Court.

11. You made a convenience of the service?—Not exactly.

12. You did not stay long in it?—I spent ten or eleven years in it altogether.

13. You were treated all right: you were placed in charge of a station?—I do not complain about that at all. In fact, I have no complaints whatever. The only complaint I have is that I do not consider that I had justice with regard to the matter I have referred to.

14. How is it that you take such an interest in the Department?—Because I devoted all my time to it, and all my interest was put into it.

15. Even when you left it?—I do not take any interest in it now.

16. You take very great interest as regards giving evidence?—I am giving the benefit of my experience.

17. Your experience is very short?—Ten or eleven years.

18. Ten or eleven years only, and as a constable?—And as an acting-detective.

19. You did not turn out very well at detective work?—I never had a chance.

20. Why?—I was sent to detect sly-grog selling.

21. Did the Inspector recommend you for detective work?—I do not know.

22. Do you think he would have recommended you, seeing how you carried out your duties?—I do not think any fault could be found with the way I carried out my duties.

23. The files will show, no doubt. You consider the pay should be raised?—If it can be, I think it should.

24. *The Commissioner.*] At present we are faced with the difficulty of getting any men at all?—I maintain that if you pay the men better you will get better men.

25. There would be a wider selection?—Yes.

26. *Mr. Dinnie.*] If we raised the standard to the Sixth or Seventh we would not get the men?—I think you would.

The Commissioner: There is no use raising it too high.

Mr. Dinnie: We think of reducing it, really.

27. *Mr. Dinnie.*] You are quite sure these are all your own opinions?—I am positive.

Detective Hill: Do you consider the pay of an acting-detective sufficient?—No. Every branch of the service is underpaid, and underpaid shockingly.

GEORGE PRATT, Native Constable. (No. 167.)

This statement was accepted by the Commission as evidence, and is referred to in Constable Torr's evidence:—

Police Station, Gisborne, 14th August, 1909.

REPORT of Native Constable George Pratt, relative to the Police Commission, to be held at Napier.

I respectfully report that I joined the Police Force as Native constable in December, 1899, and was stationed in Rotorua until June, 1907, when I was transferred to Gisborne. From 1902 or 1903 I have been doing the same duties of an ordinary constable, in addition to which I interpret in police cases and also Native inquiries. As I am given to understand that Native constables cannot be given charge of country stations, I would respectfully ask that the Department could see their way to give me a number, and place me on the strength as a registered constable, with that object in view. In support of the above, I quote Constable F. Woods, half-caste, registered constable in charge of Foxton; Constable McAllister, registered constable doing duty at Napier; and Constable W. Niell, registered constable doing duty at Rotorua. I would also respectfully ask that Sergeant Hutton be allowed, on my behalf, to bring the above matter before the Royal Commission at Napier.

Sergeant Hutton, Gisborne.

GEORGE PRATT, Native Constable.

AUCKLAND, TUESDAY, 24TH AUGUST, 1909.

SAMUEL THOMPSON, Constable, examined on oath. (No. 168.)

Witness: I am a constable, stationed at Dargaville, and appear as a delegate for the constables of the Auckland District. I was enrolled in January, 1898, and appointed to the charge of a station eight years ago. The first matter I wish to bring before the Commission is the question of the pay of the men. We are unanimously of opinion that the pay on joining should be at least 8s. a day, rising by increments of 6d. a day at three-yearly periods to 10s. We also think that the house-allowance for married constables is too small, as house-rent is very high. The allowance should be raised to 1s. 6d. a day. It is now 1s. The average rental in Auckland paid by married constables ranges from 12s. to 15s. a week, and in some cases it is as high as 17s. 6d. a week. We are of opinion that constables when on transfer should be granted saloon passages. Many feel travelling in the steerage so unpleasant that they pay the difference themselves and go saloon. We also think that the annual leave is not sufficient; it should be at least eighteen days a year, and should be allowed to accumulate for three years, to give time for men to visit friends in Australia or in the far parts of the Dominion.

1. *The Commissioner.*] It would strengthen your case if you could cite any difference in the leave granted in the Police Force and in the case of other large bodies of the public service, such as the gaol warders?—I have not got that information.

2. You ought to have it: it would strengthen your case very much?—Probably some of the other constables will have it. We also ask that we should be granted one day per month leave from duty. That is the system followed in the Australian Forces. We would like it on Sunday for preference. We also ask for free uniforms. At present we are supplied with the cloth, but have to pay for the making of it up.

3. What is the average cost of making-up in this district?—About £2 10s.

4. Do you include boots in the uniform?—Yes; we ask for two pairs a year, or an allowance in lieu thereof. We also wish to call attention to the difference in the shades of cloth. One month a dark cloth will come out, and perhaps six months later you will see a uniform of a different shade.

5. You think the shade should be uniform?—Something should be done to keep to the one shade of colour of the cloth. In country stations constables very often have to do a lot of clerical work at night, and in the case of those stations, and also of suburban ones, there should be an allowance for kerosene. In some stations it is granted, but in others I believe it is not.

6. Do you say, as a fact, that it is not granted?—I say in my case it is not, but I have heard men say here that they get it. I am not complaining that it is not granted, because I did not apply for it, believing that it was not obtainable. When on leave the police here consider that they should be granted a free pass on the railways, as they are often required to give assistance when on leave, or if they notice anything wrong taking place, they are expected to do their duty. Taking this fact into consideration, some concession of the kind should be granted when on leave. At my station there is a large river—the Wairoa—and there are many drowning cases, but we are not provided with proper equipment for handling dead bodies. Rubber gloves and disinfectants should be provided.

7. In certain special cases, of course?—In Auckland they would also be required.

Inspector Cullen: They are provided.

8. *The Commissioner.*] Is there anything else you wish to mention?—Yes, the question of the supply of meals to prisoners in country places. We are allowed 6d. a meal, but it means a loss to us.

9. What do you consider the average meal costs?—About 1s. in the country. Until a man is convicted he can hardly be treated as a criminal, and they receive the same food as we have ourselves. As to promotion, the men are of opinion that there is something wrong in the system of promotion, as during the past few years junior men have been promoted, and a large number of senior and apparently capable men have been overlooked. Of course, merit must always prevail, but other things being equal, the senior men should receive preference.

10. You had better give instances, so that they can be put on record, to support the principle you are advocating?—I refer particularly to the case of Constable Muggeridge and of Constable Cummings, who were promoted recently.

11. The former is in charge of the stores, and Cummings is district clerk at Napier?—Yes. It has also been suggested by some members of the detective branch that they should have the right of promotion to the higher ranks in the Police Force. We have no objection to that, so long as they are appointed in proportion to their numbers, and allowing that they have the other necessary qualifications, such as service. We also ask that cards of identification should be supplied to police officers to enable them to disclose their identity when in plain clothes. They are then sometimes called on to act, and are liable to assault. People object to being brought to book, and say, "Well, we do not know the police; any man may pose as a constable; where is your uniform?" We think it would be a very good thing if a card of some description were supplied to enable a constable to prove his title. I also wish to bring up a matter that the men in this station are particularly exercised over—the medical officer. The men are very dissatisfied with the present medical officer, Dr. Sharman, and they are anxious that a change should be made. They have no confidence in him, and do not regard him as at all a suitable man. In one or two cases they have applied to be allowed to call in another doctor, and I know that many of them have consulted another doctor because they have no confidence in Dr. Sharman.

12. In what is he lacking, speaking from the standpoint of the police?—Knowledge of his profession.

13. He is a qualified man?—He may be qualified, but the men are satisfied that they can get better treatment from other medical men.

14. What is his age?

Inspector Cullen: From forty to forty-two.

15. *The Commissioner.*] You say that the opinion you mention is generally held?—Yes, it was held when I was in the station here eleven years ago, and it is getting stronger.

16. Have any representations been made to the Inspector on the subject by the men?—I understand that representations have been made, and that an inquiry was held, in fact. I think those are all the matters the men wish to represent, as far as I remember.

17. *Mr. Dinnie.*] With regard to the supply of kerosene, there are some stations I dare say you will admit where kerosene is not required?—Well, I scarcely think so. I can hardly imagine a station of that kind.

18. You do not know that it is allowed in certain cases where it is required?—I believe it is allowed in some cases, but I have not applied for it myself, as I did not know that it was obtainable.

19. And a representation has not been made that it is required at your station?—No.

20. As regards free passes on the railways, do you know that I have made a representation to the Railway Department on the subject?—No.

21. I have made representations, and they do not see their way to grant the concession at the present time. As regards gloves for handling dead bodies, has any representation been made on this subject as regards your station?—No.

22. You say that the allowance for meals for prisoners should be 1s., instead of 6d.?—I think so.

23. Have you made a representation to that effect?—No, I have not, simply because there is a rule laid down that it should be 6d.

24. Do you not know that in all cases actual expenses are allowed?—I was not aware of that.

25. You say that there is a certain amount of dissatisfaction with regard to promotions: do you know that merit and seniority are considered in all cases of promotion?—Perhaps the question of merit does not appeal to the man who has no excessive ability.

26. No; I suppose they all think that they should be promoted?—No; they do not all think that they should be promoted, but they certainly do not think that the best men are promoted in all cases.

27. Do you know of the system that prevails whereby the Inspectors recommend annually the names of officers they consider fitted for promotion?—I believe the Inspectors are required to submit the names of men.

28. Do you consider that they are in a position to recommend men for promotion?—I think they are the most suitable persons to do it.

29. Is there any other system you can mention which you think would be better?—Not if that system were followed out.

30. As regards detectives being promoted into the uniform branch, do you not think they ought to be promoted according to qualifications and merits?—Yes, I have said so.

31. But you say that a certain number only should be promoted?—In proportion to their numbers. In the first case, they receive much higher pay than the constables. It is quite a different calling altogether.

32. But supposing you have a Chief Detective who is specially qualified for promotion to Sub-Inspector: if you have a uniform man of the same service and equally as efficient, I suppose you would take the uniform man first?—Equally efficient?

33. Yes, and the same qualifications?—If they have the same qualifications, I should then take the senior first.

34. Say the same service, and the same qualifications, which man would you take?—I should take the uniform man.

35. Supposing the uniform man was not so well qualified as the detective, would you still take him first?—The higher offices in particular must be filled by the most capable men.

36. Then, you would take the best qualified man?—Yes.

37. I think you will find that that is what has been done. As regards the medical officer, do you know that an inquiry has been held by Mr. Brabant into the matter, and it has been referred to the Government?—Yes.

38. And that is how it stands at the present time. It has not gone any further. No decision has been arrived at?

The Commissioner: I will call for the papers and look into the matter, and if I make a definite recommendation it ought to be carried out.

39. *Mr. Dinnie.*] Beyond the question of promotion there is little dissatisfaction. I suppose you know there always has been dissatisfaction?—There is always dissatisfaction.

40. As regards promotion?—Yes, it always has existed, and always will.

41. Beyond that, is there any general dissatisfaction as to the control of the service?—No, I think not.

42. What do you say as regards the efficiency of the service? I suppose you have been out of the city for a long time?—Yes, eight years.

43. You think that the discipline is maintained as well as ever?—I think so.

44. It has been stated down south that I have a "special" man. Have you heard anything about him?—A "special" man?

45. Yes, a "special" man that I have placed in each district, with a view to obtaining information?

46. *The Commissioner.*] He was referred to down south as a "useful" man that was placed in each district for the purpose of conveying information to Headquarters with regard to such district?—I have never heard of such a man.

47. It has been referred to from the extreme south to the north?—It has not reached me.

48. *Inspector Cullen.*] With reference to steamer fares, you know that on the Northern Company's steamers constables travelling by those steamers are always invited into the saloon by the stewards or purser?—I believe that is so.

The Commissioner. Is that so?

Inspector Cullen. That is so; therefore the police have to rely on the generosity of the company for that concession.

The Commissioner. Then it is done under instructions from the principal officers of the company?

Inspector Cullen. That is so. I do not think it is the same in the Union Company?

Witness. It is not the case in the Union Company.

Mr. Dinnie. The new regulations provide for saloon fares.

49. *Inspector Cullen.*] You have had a considerable number of inquiries to make in reference to candidates for the Police Force?—I have.

50. Does not that entail a considerable loss of time and considerable expense to the Department?—Yes.

51. You know that very often after these inquiries are made the men, on being medically examined, are found to be unfit for the service?—I have not seen any record of their being taken on.

52. Do you not think that the first step with regard to recruits should be to undergo a medical examination?—Yes. I think the applicants should apply to the Inspector in person, and his experience would enable him to judge whether they are likely men. That would save a lot of expense to the country.

53. *Mr. Dinnie.*] Do you not think the applicant's character should be inquired into first, because if his character is unsatisfactory there is no need to medically examine him?—A man must expect to go to some trouble when he is seeking an occupation.

54. Do you know that the men are all seen before being taken on?—Yes.

55. And do you know that immediately they are taken on they are put through another examination—an educational examination?—Yes.

56. *Chief Detective Marsack.*] Speaking as a delegate from the men, you say they consider that the detectives should only come into line or be given promotion in proportion to their numbers compared with the rest of the Force?—Yes.

57. Roughly speaking, the number of detectives is thirty, and the number of uniform men is about six hundred: you consider that for each detective who attains commissioned rank, twenty constables should?—It would work out, I believe, something like that.

58. That is, irrespective of what their capabilities are?—No; I say that no man should be promoted without proper qualifications. I wish also to draw the attention of the Commission to this point: constables on night duty have often to attend the Court in the morning, and have to remain there perhaps for hours.

59. *The Commissioner.*] But they generally get time off if they apply for it?—There is no system laid down.

60. But that whittles away the gravamen of your complaint if they are allowed time off if they apply for it?—Yes.

The Commissioner. That is so, Inspector Cullen, is it not?

Inspector Cullen. Yes, they are allowed time off.

JOHN FREDERICK HAMMERLY, Mounted Constable, examined on oath. (No. 169.)

Witness. I am a police constable, stationed at Auckland. I am a mounted constable, and have been doing duty here since January in the present year. I was enrolled in July, 1905, and have had a little over four years' service. I appear as a delegate on behalf of the local men.

1. *The Commissioner.*] Are there any general remarks you would like to make?—Yes. The first thing we consider most important is with respect to the pay. I have listened very carefully to what the other delegate has said, and I do not think I can improve very much on his statement. However, as I have been appointed a delegate, I shall go through the different subjects, and shall explain what the men wish, to the best of my ability. Regarding the pay, it was unanimously agreed, as Constable Thompson has said, that the pay is too small. It should start at 8s. a day, and rise to 10s. a day by increments of 6d. per day every three years. We argued it at our meeting in this way. Take other occupations in which apprentices take five years to learn a trade. At the end of five years they are considered to be qualified journeymen, and receive the wages awarded by the Arbitration Court. The present regulations controlling the rates of pay of the Police Force mean this: that a constable may remain in that position for sixteen years before he reaches the limit of pay for that rank. Regarding house-allowance, 7s. per week is allowed. I have made inquiries amongst the married men in Auckland, and in no case did I find a man paying less than 14s. a week. Some of them are paying 17s. and £1 a week. Constables on transfer are only allowed steamer fares. I myself have been transferred, and I paid the difference and travelled saloon. We think that twelve days' annual leave is not sufficient—that it should be increased to eighteen days. I think the leave should be allowed to accumulate to fifty-four days. Thirty-six days is not sufficient to pay a visit to Australia to see one's relatives and friends. In our opinion the members of the Force should also receive a railway pass when on leave. That point was argued at our meeting in this way: in the seasons of the year when excursion fares are allowed it is always a busy time for the police, and they are required in the towns. Leave is granted to the police when they have to pay the ordinary travelling fares. This also happens sometimes: I have been travelling by train, and I have been asked by the railway guard to interfere in the case of a drunken man on the train who was creating trouble, and I have sometimes interfered without being

asked—that is, in cases of drunkenness, rows, &c. I thought it my duty to interfere in such cases. When I was stationed in Otago I knew a constable when on leave, and when paying his own fare, and a case occurred in the railway carriage in which he was travelling. It was a case where a drunken man was behaving in a disgraceful manner. The guard appealed to the constable, and the man was placed under arrest and was brought before the Court, and was fined £10. The constable applied to have his fare refunded, but the application was not considered or approved by the Inspector. Regarding promotion, I have very little to say about that. I do not consider that I am qualified to speak about it because I have been very few years in the service. But I know that a great deal of dissatisfaction exists amongst the men regarding promotion. A resolution was moved at our meeting that two pairs of boots a year should be asked for. I may add that a number of the men cannot wear the boots that are supplied to them, and they desire that £2 a year should be allowed to them in lieu of the boots—the equivalent of the boots. With regard to uniforms, they asked that, in addition to supplying the material, it should be made up by the tailor at the expense of the Department. The tailor who makes my uniform states that the material is very much inferior now to what it was in the past. The cost of the making-up of the material is, I understand, from £2 5s. to £2 10s. a suit. Then, as to time off for attending Court. This, I might say also, is a great grievance to the men doing city duty. A constable who arrests a prisoner even on a charge of drunkenness has to appear at the Court, and has to wait there until the prisoner is dealt with. He has to wait until the Court rises, and return the prisoner to the station. There is something I would like to say, but I do not know whether it is in order: it is with respect to our Magistrate. What I wish to say is that a great deal of time is lost at the Court by our Magistrate in adjudicating on trifling charges.

The Commissioner: I am afraid I cannot allow any reflection upon the administration of the Court, or anything reflecting upon the manner in which justice is administered in the Court. That is a matter I am afraid that is somewhat outside the scope of this inquiry.

Witness: A resolution on the subject was moved at the meeting, and I was requested to bring the matter before the Commission. It is a very great grievance with the men on the station. Then, with regard to a distinguishing card or badge for the police when in plain clothes: I think it rather important that a member of the Force should have some card or authority showing his name and rank. Cases arise in the city where a member of the Force may after hours be strolling down the street, and he may consider it his duty to interfere in some case. I may say that I have interfered in such cases, and I have had nothing to show that I was a police constable, and have had some difficulty in convincing the parties concerned that I was a constable. I think it would be a good thing if we were provided with a card which we could produce in such cases when required.

2. *The Commissioner.*] Would not some sort of badge be better, which could be worn under the lapel of your coat?

Mr. Dinnie: Warrant-cards are used in some Forces—cards enclosed in a little leather case.

The Commissioner: I will make a note of that point.

Witness: There is another little grievance that the men at the station here have, but it is possible that it may also be out of order. The men on beat work in reliefs—four hours on and four hours off. There is a considerable amount of time taken up by the men marching on duty and marching off duty. Altogether it amounts to eight and a half to eight and three-quarters hours a day. I do not know whether that could be remedied. The street duty here is particularly strenuous, especially in the summer time. With reference to the Police Surgeon here, that is a matter that requires some immediate attention. There was an inquiry on the subject about twelve months ago, and evidence was taken then; and the doctor's inefficiency was proved beyond doubt. There was overwhelming evidence against him, yet he is still our Police Surgeon. The men think the result of that inquiry should have been made known.

The Commissioner: All I can tell you is that I shall call for the papers with regard to the Police Surgeon, and I shall make definite recommendations one way or the other, and I think it is probable those recommendations will be carried out. I cannot, of course, at present say in which way those recommendations will be.

Witness: There is a feeling amongst the constables that almost with the exception of Wellington most inefficient doctors are acting as Police Surgeons. They regard it as a joke to call Dr. Sharman in. For instance, a man goes to see the doctor, and he is naturally asked afterwards what the doctor said, and the reply has been, "He told me to take a sun-bath."

3. What does he do: examine your tongue and feel your pulse?—Yes.

4. And then gives you something to take, I suppose?—Yes.

5. What would you expect him to do? Is it the personality of the man you object to, or what is it?—No; it is his inefficiency as a doctor.

The Commissioner: It is rather a difficult position, to test the qualifications of a doctor.

Mr. Dinnie: Should not the doctor be here? Allegations are being made against him.

The Commissioner: All I am prepared to do is what I have said. I shall call for the file and go through the papers very carefully myself, and then perhaps make a recommendation to the Minister of Justice in regard to the matter. I think that is the most satisfactory way of dealing with the question. Even if I do not agree with the men in the complaints they have made, I might still deem it a proper thing to make representations, if it is the case that the men as a body object to a particular medical man. Personally I do not see why if the men as a general body have not confidence in a particular medical man he should be forced upon them.

Witness: I know of cases where men, after Dr. Sharman has been consulted, have consulted other doctors.

The Commissioner: I quite agree with Mr. Dinnie that it is not advisable to go into specific cases.

Witness: There is another matter I wish to bring before the Commission. The men consider that they should be allowed one day per month off. Sunday is the most suitable day.

6. *The Commissioner.*] Do the men get a Sunday off?—Yes, but not one day per month.
7. How often, on the average?—I would say, once in six or seven weeks.
8. It is a question of men, is it not?—Yes.
9. You think the Force generally ought to have a Sunday off a month?—Yes, particularly the men in the city.
10. *Mr. Dinnie.*] You mentioned the inefficiency of the Police Surgeon: was not his inattention to the men greatly spoken of recently?—Yes.
11. As regards pay, you say that a man reaches the maximum in sixteen years?—Yes.
12. You forget that a man may get charge of a station?—There are several very senior constables in charge of suburban stations in this city.
13. Taking the general run of the Force, when a man has five or six years' service, is he not entitled to get charge of a station if his conduct is satisfactory?—Yes.
14. And then he gets a free house?—Yes.
15. That makes a difference in his pay before he gets to the sixteen years?—Yes.

The Commissioner: I understood that in Constable Thompson's case he got charge in three years.

Inspector Cullen: He was an exceptional man.

Mr. Dinnie: Five years is about the average.

16. *Mr. Dinnie.*] Have you compared the pay of the Force here with that of the police in other places?—No.

17. Do you know what they are allowed in the way of concessions on the railways?—No.
18. You know there is a difficulty in getting a Sunday off every month, because of the number of men on duty?—Yes.
19. It is not an easy matter to arrange for a regular day off?—That is so.
20. Beyond some dissatisfaction as regards promotion, which will always exist, is there any general dissatisfaction as regards the control of the Force at the present time?—No.
21. What service have you had?—A little over four years.
22. The discipline is good here?—Yes.
23. And the efficiency of the Force you consider good?—Yes.
24. Have you heard anything about this "special" man?—Never.
25. *Inspector Cullen.*] What you refer to as a grievance amongst the constables on beat duty here in connection with the relieving of the beat duty men amounts to this: they are paraded at a quarter to 9, are they not?—Yes.

26. They are marched down to their beats, and are dropped each on his beat by the sergeant going out. What the men want to do is this: that they should all assemble in Wellesley Street, below the City Council Chambers?—Yes.

27. Would not that mean that Queen Street and the streets running off Queen Street would be left completely without a constable for half an hour?—I do not know that it would be so long as that.

28. Those streets would be left without police for a certain time?—Yes.
29. Do you consider that that would be a proper thing?—No.
30. Supposing a thief were to steal from a shop, or a man were to kill another during that time, do you think that would be an efficient way of carrying on police work?—Those things occur in the country, where there are no police on hand.
31. How many men are there in Auckland doing beat duty who have been over twelve months in the service: do you think, half a dozen?—I should think there would be more than that; but if you extended the time to eighteen months I think you could well say there are not more than half a dozen.

32. The men have not been doing duty for more than eighteen months, and many of them have been here less than six months?—Yes.

33. So that these men cannot know very much of the hardships they complain of?—They feel the strain directly.

34. They think they should stick to the eight hours sharp?—They want it to be as near the eight hours as possible.

35. Do you know that there is no such thing in the Police Regulations as eight hours?—Yes, that is so.

36. *The Commissioner.*] I think it would be a great assistance to your case if you obtained information in regard to leave and uniform in other branches of the service?—Yes.

Mr. Dinnie: Perhaps if I got that information in Wellington it would satisfy the Commission.

The Commissioner: Yes; that would be quite sufficient.

PATRICK CARMODY, Constable, examined on oath. (No. 120.)

Witness: My name is Patrick Carmody. I am a police constable, stationed at Whangaroa. I have been four years there. I was enrolled in the Force in 1875. I served between seven and eight years, and then left the Force. I rejoined in 1886, and have seen twenty-three years' continuous service.

1. *The Commissioner.*] What do you wish to say?—I feel aggrieved at having been passed over in the matter of promotion.

2. Have you ever been recommended?—Not that I know of.

3. Have you ever applied for promotion?—I spoke to the Commissioner on my way to the North Island from the Dunedin district. I was in charge of a station in Otago for ten or eleven years.

The Commissioner asked me my age, and I told him I was fifty-two, and he said that my age was a bar to my promotion. He said he wanted active young men as sergeants; but he said he would consider the matter. However, nothing has transpired since.

4. Why do you imagine that you have been passed over in all those years?—I do not know; I have fulfilled my duties.

5. Have you got a good record?—I think so.

6. Why were you shifted up from Roslyn?—I was not getting the best of health in the South Island, and was obliged to try the North. I have had over thirty years' experience in the Police Force.

7. Do you want promotion now?—I am too old now; but I wish to state my grievance.

8. When did you first think you were entitled to promotion?—When I was stationed at Outram, in Otago. I was about forty-four years of age when I first went there. I do not think the pay is sufficient for constables when they first join the service.

9. What is the current rate of wages in your district?—From 8s. to 10s. a day.

10. Is there anything else you wish to say?—I indorse what Constable Thompson said with respect to travelling steerage on the steamers when on transfer. I think the Department ought to provide saloon passages.

11. Yes; that will be remedied probably to some extent. Is there anything else you wish to say?—No.

12. *Mr. Dinnie.*] If you had received promotion in your turn, when would that have been?—I have not studied it out.

13. Not in my time, anyhow?—No, probably not; but it might be about the beginning of your time.

14. If you had received your turn of promotion, you ought to have been promoted ten or twelve years ago, and that was prior to my arrival here?—Yes.

15. As regards your pay, what are you drawing?—9s. 6d. a day.

16. You have a free house?—Yes.

17. What other emoluments have you?—I am Clerk of the Court.

18. How much do you get for that?—£10 a year.

19. Anything else?—I am Ranger of the Whangaroa County Council.

20. What do you get for that?—From £10 to £12 a year.

21. Are there any other appointments that you hold?—No, sir.

22. Then you are drawing £20 a year more than your police pay?—I do not complain.

23. And you have a free house?—Yes.

24. What does that make your pay equal to?—A free house is worth 10s. a week.

25. That makes your pay a good deal better than that of a labouring man?—Yes.

26. How long were you on street duty before you were appointed to a station?—Not very long; I never did much street duty.

Mr. Dinnie: You were very fortunate then.

ANDREW McDONNELL, Constable, examined on oath. (No. 171.)

Witness: I am a police constable, stationed at Aratapu. I was enrolled in February, 1897.

1. *The Commissioner.*] What do you wish to bring before the Commission?—What I have to say is very much on the lines of the evidence given by Constables Thompson and Hammerly. I may add that there are a number of men working in the sawmills in my district who are getting 8s. a day, and they get a day and a half off a week. That shows the rate of pay for such work there. I have been asked to suggest that there should be a Police Code, showing the general outlines of police duty in New Zealand—a book similar to the Police Guide printed in England by Snowden—Snowden's "Police Guide." That would be an extremely useful work for the police to have. I think there should be a better system of promoting the men from the rank of constable to sergeant. I suggest that a man should be promoted according to his seniority and ability, together with a recommendation from the Inspector. I would suggest that eighteen days a year should be allowed in the way of leave, and that the leave should be allowed, if desired, to accumulate for three years, making a total of fifty-four days' leave in the third year. That would enable a constable to pay a visit to Australia if he desired to do so. The present leave, even if allowed to accumulate for three years, is hardly sufficient to enable that to be done. I would also suggest that country stations should be supplied with disinfectants and rubber gloves, for the purpose of enabling the police to handle dead bodies properly, especially decomposed bodies. In my district I have had a lot of that to do. I think that 1s. a meal should be allowed in the case of prisoners, instead of 6d. a meal. Sixpence a meal may do in the towns, but it is not sufficient in the country.

2. *Mr. Dinnie.*] You say that promotion should be by seniority, merit, and the recommendation of the Inspector?—I do.

3. Do you know that that is the system that prevails now?—I do not know that.

4. *The Commissioner.*] You say the pay is too small?—Yes.

5. You say that a labourer in your district gets 8s. a day, and a day and a half off a week: is he paid for the time he is off?—He is paid for six days a week, and is not paid for the Sunday.

6. He does not get a free house like you, does he?—No; but the rents are very small—from 2s. to 7s. a week.

7. What is your house worth for rent?—From 7s. to 8s. at the outside.

8. That would be in addition to your pay, so that you are a little better paid than an ordinary labouring man?—Yes, I am better paid than most ordinary labouring men.

9. Have you made representations to the Department with respect to disinfectants and rubber gloves?—No.

10. Nor as regards the meals of prisoners?—No.
 11. You should do that when you wish such matters to receive attention?—Yes.
 12. You have been away from the cities for a long time?—Yes.
 13. Do you know anything as to the efficiency of the Force in the cities?—From my knowledge, it is very good.
 14. And that beyond the question of promotion, in regard to which there is a little dissatisfaction, the administration is satisfactory?—Yes.
 15. Have you heard anything of this “special” man who has been mentioned?—No.

PATRICK JOHN DUNNE, Constable, examined on oath. (No. 172.)

Witness: My name is Patrick John Dunne. I am a police constable, stationed at Ponsonby. I have had thirty-six years' service, having been enrolled in the Force in 1873.

1. *The Commissioner.*] Have you any general remarks to make?—In 1890 a system of examination existed in the Police Force. I presented myself, amongst some three hundred others, for the second examination. Thirty-four of us passed, and I was amongst them. I have been in charge of several stations during my service, amongst them being Surrey Hills, Mercury Bay, Newmarket, Mangonui, and Ponsonby. I was Clerk of the Court at Mercury Bay. I was also Clerk of the Court at Mangonui, Kaitaia, and Ahipara, and was Bailiff for three Courts. I also held numerous other appointments under the local authorities, and under the General Government. My grievance is in regard to promotion. I applied for promotion in consequence of a statement made by Dr. Findlay, Minister of Justice, when inspecting the parade at Auckland in February last. His statement was this: that in future promotions would go by seniority, providing all things were equal. Immediately after the parade I interviewed the Commissioner of Police, and stated my case to him. I told him that I considered that I had been harshly dealt with: that I did not know why I should have been overlooked. His reply was this: “Unfortunately you are over age; that is the only objection I have to you. But you may apply to the Minister. I won't promise that I will recommend you, but you may apply.”

2. How old are you now?—Fifty-eight. I made the following application:—

“Police-station, Ponsonby, February, 1909.—Application of Constable P. J. Dunne for promotion to the rank of sergeant.—In consequence of the remarks made by the Hon. the Minister for Justice when addressing the police at the central station on the 2nd February, 1909—namely, that promotions would in future be made from the senior members of the Force, providing efficiency was equal—in consequence of these remarks I beg to put forward my claim for promotion to the rank of sergeant. I may state that immediately after the parade I interviewed the Commissioner, and explained my case to him. After hearing what I had to say, he informed me that he had made it a rule to promote none but young men to the rank of sergeant. I drew his attention to the age of one constable—namely, M. Donovan—a much older man than myself, and respectfully submitted that my case should receive consideration. I am sorry to say that the Commissioner remarked that he could not see his way to break the rule he had just referred to. In addition to the constable I have just named, I wish to point out that during the past five years eleven constables, all of whom are about my own age, and junior in the service, have been promoted to the rank of sergeant. Their names are as follows: Bird, Ryan, Watts, Hastie, Morgan, Brooks, Murphy, Black, Foster, Baskiville, and McKeefry. In support of my application, I wish to say that I joined the New Zealand police on the 14th October, 1873. Since then I have been in charge of some very important stations—namely, Surrey Hills, Mercury Bay, Newmarket, Mangonui, and Ponsonby. At Mercury Bay, in conjunction with my other duties, I was Clerk and Bailiff of the Magistrate's Court. At Mangonui I was nine years stationed there, and was Clerk and Bailiff of three Courts in that district—namely, Mangonui, Kaitaia, and Ahipara. As a further proof of my attention to duty and anxiety for advancement in the service, I desire to draw the attention of the Hon. the Minister for Justice to the fact that in 1890, amongst some three hundred constables who presented themselves for an examination in law and Police Regulations, and out of that number only thirty-four passed, I am glad to say that my name is included amongst those who met with success on that occasion. For the result of the examination referred to, please see *Police Gazette*, 1890, page 134. I may further point out that my defaulter sheet is practically clean, which goes to show that I was always attentive to my duties, and had the interests of the service at heart. Should the Hon. the Minister of Justice give this application his favourable consideration, I would respectfully ask to be allowed to remain at this station. And in support of this request, I wish to draw his attention to the fact that of the eighty-five sergeants now in the Force, only four of them are senior to me in service. Had I been promoted when my turn came I would most assuredly have been in charge of a station before now, and receiving full pay; and as Ponsonby has at present three constables stationed there, and it is a very important and prosperous suburb, with a fast-increasing population, it must be only a matter of a very short time when an increase in the Force will be imperative. For the foregoing reasons I earnestly ask that my request will be favourably considered. I sincerely trust that the Hon. the Minister of Justice will not misunderstand me, and consider that I am writing in an envious spirit when I referred to the junior members of the Force who have been promoted. This is not so. I simply referred to them to show how unjustly I have been treated, and that my claim is a just one.—P. J. DUNNE, Constable 127.—To the Hon. the Minister of Justice.”

“Forwarded to the Inspector.—C.W.H., Sub-Inspector.

“Forwarded to the Commissioner.—J. CULLEN, Inspector.

“Inspector Cullen.—Please report on the application of Constable Dunne for promotion. He does not appear to have been recommended at any time.—W. DINNIE.

“Inspector Cullen's report.—Subject: Qualifications of Constable Dunne for promotion.—I have to report that I am of the opinion that, owing to Constable Dunne's advancing years, he

is not qualified for promotion, as no man of his age could efficiently carry out the duties of a sectional sergeant for a number of years without a breakdown in health, which would be sure to be followed by an early retirement on superannuation. I have not recommended Constable Dunne for promotion; neither did my predecessor.—J. CULLEN, Inspector, 17/2/09.

“The Hon. the Minister of Justice.—Constable Dunne is a good steady and reliable constable, but on account of his age he does not possess the energy and activity required for promotion, and I cannot recommend his application. He is fifty-seven and a half years old.—W. DINNIE, Commissioner, 20/2/09.

“Inspector Cullen.—Please have Constable Dunne informed that the Hon. the Minister of Justice has carefully considered his application for promotion, but regrets he cannot accede to it under the circumstances.—W. DINNIE, Commissioner, 23/2/09.”

On the margin appears the words “No action, J. G. F.,” and that is the only indication that my application was laid before the Minister. There is also the following reference to certain constables, giving their names, dates of birth, and dates of promotions, as follows: Constable Bird, born 16th September, 1856; promoted 1st October, 1904. Constable Ryan, born 30th December, 1856; promoted 1st December, 1904. Constable Watt, born 11th February, 1853; promoted 1st December, 1904. Constable Hastie, born 20th March, 1857; promoted 1st January, 1905. Constable Morgan, born 30th June, 1854; promoted 1st July, 1905. Constable Brooks, born 26th September, 1859; promoted 1st February, 1906. Constable Murphy, born 8th August, 1858; promoted 1st March, 1906. Constable Black, born 2nd May, 1859; promoted 1st March, 1906; Constable Foster, born 24th June, 1858; promoted 1st June, 1906. Constable Baskville, born 1st November, 1857; promoted 15th June, 1906. Constable McKeefry, born 25th March, 1859; promoted 1st February, 1908. Constable Donovan, born 21st June, 1846; promoted 1st January, 1904. Constable Dunne, born 22nd May, 1851. In my case there has been no promotion at all. When I went before Mr. Dinnie in his office I mentioned Donovan’s case, and he replied that Donovan’s appointment was practically granted before he came here, but I have ascertained that he was not promoted for some six months after Mr. Dinnie arrived here; so that the promotion was a long time getting confirmed. I was stationed for eight years on the Thames, and for about eighteen months was acting-sergeant there, and in charge of a section. It was not a large section. There was one man on one section and two on another; and I would respectfully suggest that on no occasion should one constable be placed in charge of another permanently. I have been most fortunate since I went to Ponsonby in regard to the men with me, never having a quarrel sufficient to warrant my calling the Inspector’s attention to it. With reference to political influence, it is my honest belief that political influence is rampant in the Force. My reason for making this very bold statement is as follows, and I also wish to refer the Commissioner to the *Police Gazette* for 1909, No. 283, where the last list of promotions is given (I am only going back for the last five years, since Mr. Dinnie came here): Donovan was promoted on the 1st January, 1904; Bird was promoted on the 1st October, 1904; and Ryan, who was two or three years his senior, was promoted two months afterwards. Therefore he lost his seniority. Hastie was promoted on the 1st January, 1905. He is a junior to me, but he has been promoted before me, while men like Watt, Rutledge, and Mullany have lost a considerable amount of seniority, and would have to submit to be placed under the charge of these junior men who are now senior to them. Sergeant Ramsay, whose number is 488, was promoted over Morgan, whose number is 374. Ramsay was promoted on the 1st March, 1905, and Morgan on the 1st July, 1905. Ramsay joined in 1886 and Morgan in 1881. Wohlmann is a district clerk, and I think all district clerks are entitled to more pay than the long-beat-duty man, because they require special qualifications; but I am strongly of opinion that they should not be promoted to the rank of sergeants, for the following reasons: When a district clerk is promoted he remains in the office for from six to ten years. He may probably quarrel with his Inspector, or get careless over his duties, with the result that he might have to go out on the streets; but he would know as much about police duty as the man coming out of the depot, and he would have to depend on the men he would be in charge of for instructions. Dart, Emerson, Foster, Wohlmann, McGuire, Black, Hutton, Brooks, Murphy, Oliver, Beattie, Moore, Morgan, and Mathieson are all junior to Baskville; and the promotion of junior men over the heads of senior men is the cause of my discontent and the discontent of the service generally. What qualifications had these ten or fifteen men over Sergeant Baskville? If they were qualified for promotion on the 15th June, 1906, surely they were qualified on the 1st February, 1906, when Mathieson was promoted. Day joined in 1881, and was promoted on the 1st December, 1906. Harvey was promoted on the 10th June, 1908, and I am well aware that he passed an examination which qualified him in going ahead of Sergeant Keep; but Stewart and Simpson are each junior to him, and yet they are promoted. The station sergeants were promoted some three years ago, while there are fourteen sergeants senior to the senior station sergeant. There are sixteen sergeants senior to the next man promoted, thirty were senior to the third man, and forty were senior to the fourth man appointed. Three of them were made Sub-Inspectors—Phair, Norwood, and Hendry—and three men—Johnston, Darby, and Treanor—were promoted to their places; and though Darby is senior to Johnston, the latter was promoted first. Surely Darby should have been qualified for promotion before Johnston, as he was also senior to King, who is now the senior station sergeant in the Force. As to the scale of pay, my grievance is the same as that of other men: it is not sufficient. I was better off when I was receiving 7s. 6d. a day, with six small children to keep, and paying 10s. a week rent in Auckland, in 1889–90. The first scale of pay, gazetted in 1898, provided for sergeants receiving from 9s. 6d. to 11s. a day, and constables from 7s. to 9s. The second scale, gazetted in 1906, provided that sergeants were to receive from 10s. to 11s. 6d., and constables from 7s. to 9s. The constable got no rise, while the sergeant did. The third scale of pay, published in 1907, provided for sergeants commencing at 10s. 6d., and going up to 12s. a day; while constables were to commence at 7s. 6d., and go to 9s. 6d. I have already stated that I have had eighteen months’ sergeant’s duty at Thames, and I have been

practically doing sergeant's duty in Ponsonby, with two men under me most of the time, and on some occasions I would have three or four men, and the Sub-Inspector has no fault to find with my conduct. According to the *Auckland Star* of the 2nd December, 1905, the population of City West electorate was then 11,938; City East, 11,889; and City Central, 11,860. So that the Ponsonby district is larger than the other two, equally as important, and the police district practically embraces nineteen-twentieths of it. I was on a parade in 1906 in Auckland when Commissioner Dinnie addressed the men, and he made use of the following words: "I have heard that some discontent exists in the Force with reference to the pay, and I have just returned from the other States, meaning Australia. I have inquired there, and I think your position is very favourable compared with the men on the 'other side.'" About two months afterwards the sergeants received 6d. a day rise, and the constables nothing. This was a sore point amongst the men, and caused a good deal of discontent. On account of the increased cost of living, the pay is insufficient to enable a police constable or sergeant to keep up the position he is supposed to maintain. There is another subject that Constable Thompson referred to, but he only went a certain distance, and if you will permit me I will go a little further. He recommended, I think, that fuel and light should be allowed to country stations and suburban stations. Now, in 1888 Commissioner Gudgeon was in charge, and all stations were then allowed 4 cords of wood, or 2 tons of coal, and 14 lb. of candles. This system was then discontinued, and certain stations only were allowed fuel and light. Mangonui and Mercury Bay were included in the list; but not, I think, Dargaville or Aratapu. I suggest that suburban stations should be allowed fuel and light, because a member of the constable's family has to remain practically within doors continually for the purpose of answering the telephone. And if we have prisoners we must give them food, and the State might very well restore the allowance we had in 1888 of a small quantity of fuel and light to each station. I am decidedly of opinion that clerks and storekeepers should not be promoted to the rank of sergeant. Sergeant Mugeridge is a storekeeper, and was seven years in the Force when promoted, and no one knows what his qualifications were. He may have received a college education, and I did not. O'Connell, who is about my own age, had nineteen years' service when he was promoted, and he was quite fifty years old. Two wrongs never make a right, and if I have been overlooked in the past I do not understand why I should be overlooked now. If a sergeant is to go to Ponsonby I think I am as well qualified as any sergeant in the city to take charge of that post, and, in view of the way I have been neglected, it would be only generous and fair treatment of my case. I cannot say anything about my merit sheet, as I do not know how those sheets are filled in, and never saw one. If it is in Court, I would like to see my position.

3. I have it in my possession at the present time. It may be a blank. I suppose you know when you get a reward, do you not?—No. I know nothing about it. Occasionally, since the record of merit was instituted, I think five or six cases have been published in the *New Zealand Gazette*.

The Commissioner: Every time a man is paid a reward it appears on the merit sheet, I understand.

Mr. Dinnie: It is published in the *Gazette*.

Witness: I have received two rewards—one of £5 and one of £10—and nothing went into the *Gazette*, and I took those rewards with the permission of the Commissioner and Inspector.

4. *Mr. Dinnie*.] That was a gratuity?—It was a reward.

5. Who from?—From the City Council.

6. It was not a record of merit, but a gratuity?—In many cases they are published.

Mr. Dinnie: There is a difference?—

7. *The Commissioner*.] What was the £10 paid for?—For obtaining the conviction of persons breaking the alarm glasses, and causing the fire brigade to turn out. It was soon after the alarm circuit was instituted, and I believe I am the only constable who got a conviction. I think we got three convictions.

The Commissioner: What are published?

Mr. Dinnie: The departmental records of merit. A gratuity given in this way would not be a reward of merit.

The Commissioner: It could not be accepted without your permission, Mr. Dinnie?

Mr. Dinnie: Quite so. They are allowed to receive gratuities in many cases.

The Commissioner: What is the difference between a matter of that sort and a gratuity paid for the arrest of a runaway sailor?

Mr. Dinnie: It is a similar matter.

8. *The Commissioner* (to witness).] Does that go on the list, Constable Dunne?—They are always put on the list.

Mr. Dinnie: They are scarcely records of merit.

The Commissioner: Well, what is the difference between £10 paid to the police for services in connection with the breaking of fire-alarms and the £10 paid for the arrest of a runaway sailor?

Mr. Dinnie: I think if one appeared, the other ought to also. Both should appear.

9. *The Commissioner* (to witness).] Is there anything further you wish to say?—Then, we were led to believe that even when a man is promoted to sergeant he gets his turn in being appointed to a station. But in some cases the Department does not do that.

10. Can you give me an instance within the last few years?—The very men I have to refer to are personal friends of mine. One is Sergeant Moore. He was promoted when he was brought here to Auckland, and I am certain that he was not six months on the streets when he got a station at Newmarket. Then, when a better station was vacant, he was sent on to that in the country.

11. Where is he now?—Whangarei. Another instance is that of Sergeant Watt. He also is a personal friend of my own. He was a short time in Karangahake Road. I believe he was sick half the time, and when he was on duty it was painful to be with him; he complained so much

about sickness. He was that way when he was promoted, and was sent for a short time to Rotorua, and is now in charge of the station there. Sergeant Williams said Watt had been sent away out of his turn, and he was going to make a noise about it; but a vacancy was made for Williams at Gisborne. Another peculiar coincidence I think will go to show that political influence exists. I refer to the Bay of Islands now. Every constable who has lived in that electorate for many years has been promoted sergeant excepting myself and another, who I am informed would not accept the position.

12. Who is the man?—Constable Sutton. He is at Kaitaia. Four men were promoted there, all of them from constable—Sergeants Sheehan, Pardy—

13. Was not he at Whangarei when he was promoted?—No, Kawakawa. Moore, Russell, Crean.

14. You and Sutton, you say, were the only ones not promoted?—Yes.

15. What do you deduce from that?—The only inference I can draw is that there was a move made politically. I can only believe that Mr. Houston, being a good kind-hearted man, moved in the direction of getting these men promoted.

16. Why did not he get you promoted? You were more in touch with him than the others?—He spoke to me many times when he was going to Wellington, and said, "Can I do anything for you when I go to Wellington?" I said, "No, Mr. Houston, thank you very much." This conversation took place when I was saying good-by to him on the wharf. He never offered me anything direct, but he very kindly suggested it.

17. Now, if you had said to him, "Will you kindly do something for me?" you might have got promoted to sergeant?—I think I would have had a very good chance of it.

18. The inference is, of course, that these men asked him to do something for them?—It would be hard to say if it were so, and it is scarcely right to suggest it. I was going on a remark made to me with reference to one of those men.

19. What was it?—A man met me in Jervois Road, and said, "Look here, Dunne; we have managed that." I said, "What." He said, "We have got Pardy promoted." "Nonsense," I said.

20. Well, we will call for Sergeant Pardy's papers. What inference did you draw from that remark?—I could not tell you.

21. Was the present Inspector in charge here when he was promoted?—Yes. The question might be many times asked from Wellington of an Inspector, "Is Constable So-and-so fit to be made sergeant?"

22. You say the question might be asked?—Yes; and Mr. Cullen might recommend a man in the style I am laying before you.

23. I understand that periodical inquiries are made with a view to ascertaining the names of those constables who the Inspectors consider worthy of promotion. What do you suggest outside that?—I never knew that.

24. That is the fact. What do you suggest outside of that?—I suggest that Ministers have been "got at."

25. It might afford a fair subject for comment and inquiry in a certain Inspector's district if a constable, although not recommended by him, has been promoted?—Yes.

26. But if a man has been promoted on the recommendation of an Inspector, then you see it must be assumed that he was promoted on his merits, even if he had political influence?—Of course, I am giving you my opinion.

27. In this case I will call for the papers, and see if there is anything to show to that effect, and I will also ask the Inspector, when he gives evidence, as to whether he recommended the promotion?—Very good.

Mr. Dinnie: I suppose that political influence would have the same effect on the Inspector as on the Commissioner.

The Commissioner: Presumably.

Mr. Dinnie: In fact, in this instance of Pardy's it was one of those cases in which the constable was not recommended by the Inspector. There are two constables in the Force I promoted without a recommendation, on my own responsibility, and on what my predecessor had said about them; two only, and Pardy is one of them.

28. *The Commissioner.*] I shall have to ask the Inspector what their qualifications were. (To witness): Who is the other?—Donovan.

Mr. Dinnie: No. He was promised promotion and recommended before I came here. The other is a man down south, I think.

29. *The Commissioner.*] You would not suggest that influence is used upon the Inspector, or what do you suggest?—I would not suggest that any influence is used on Inspector Cullen at all.

30. How would you suggest that influence is brought to bear?—I suggest that influence is used by members of Parliament on Ministers, and the Commissioner of Police takes his orders from the Minister.

31. I understand the Commissioner to say that he recommends the sergeants, and the Minister approves of them?—Yes; but there is such a thing as this: The Minister asks Mr. Dinnie, "Is Constable Dunne qualified for sergeant? Is there anything against him?" And naturally he would refer to Inspector Cullen; and the latter would say, "He is too old"; and so my application would be hopeless.

32. Harking back to your suggestion that the member for the district would be able to secure your promotion if, when you were doing this leave-taking, you had said, "Yes, you can do something for me," how do you suggest he would have gone about it?—There is only one way, to go and see the Premier, who was an intimate friend of his.

33. And the Premier would then do what?—Simply order the Commissioner to promote him. Probably it would be referred back to the Inspector, who would say, "I have nothing to say against Dunne; he has been a good constable."

34. By-and-by I shall have to ask the Commissioner to what extent political influence is brought to bear, and, of course, he would deny the existence of any political influence?—I cannot add other facts, but only answer the questions.

35. You can give certain facts, and ask me to draw a certain inference?—I am giving circumstantial evidence as to the way these promotions have been made.

36. In other words, that is the only way you can account for them?—Yes. If there were a system of examination, and one sergeant went up and passed a better examination than another, although his junior, I would say, "Let him have it."

37. What would you suggest that that examination should consist of?—I consider it should consist of the law of evidence principally, and the Police Regulations. I consider that when a sergeant is made he should be in a position to instruct the constables under him.

38. You would suggest a physical examination of every man before promotion?—Certainly not. I think that would be very wrong, because after a constable has done from ten to fifteen years' service on the streets he might have varicose veins, and that would prevent his promotion to sergeant.

39. But the duties, surely, of a sergeant in the city are very heavy, and naturally throw a considerable physical strain on him?—I consider that the duty of a long-beat constable is far more severe, as a sergeant can go about where he likes, and do pretty well as he likes; he can stand and talk to anybody, but no notice is taken of him; he is not tied down to the same irksome duty as a constable; in fact, he is more of a free agent.

40. Then, you think there is no necessity for a physical examination?—I am strongly of opinion there is not.

41. *Mr. Dinnie.*] Do you think that, because a constable can pass an examination, he ought to be promoted?—Yes, if he is qualified in other respects.

42. You would not promote him on examination alone?—Certainly not; but I do say that he should have a very strong claim.

43. As far as the question of influence is concerned, you have no real information, but simply hearsay?—None whatever.

44. Now, do you not think that, if you had got your promotion in your turn, that would have been some twenty years ago?—Yes.

45. Then, there are a good many officers responsible for your being kept back?—There was practically no promotion going on in those times—perhaps a sergeant a year, or one in two years. There were only twenty-three in the Force some twenty-five years ago; but in 1898 Commissioner Tunbridge made a number of appointments to sergeantships, and the Force was thoroughly satisfied.

46. How was it you were not promoted amongst those? You had plenty of service?—My Inspector probably did not recommend me.

47. You are much senior to the majority of those sergeants?—To them all.

48. Then, you had more occasion for complaint then than you have now?—I do not believe I would have complained now only for what the Minister said on the 2nd February last, when he held this promise out in front of me, and it caused me to come straight before you.

49. He said, "Provided they were efficient"?—Exactly so.

50. And, "Unless you are recommended": you know you have not been recommended?—You say I am a good constable.

51. Quite so?—What better proof do you want of the makings of a good sergeant than a good constable?

52. We have a great many good constables who would not make good sergeants?—I would like to see them.

53. As regards district clerks, do you not think that a clerical training is of service to a man after he is promoted subsequently?—Yes, undoubtedly.

54. Or a watch-house training?—Undoubtedly.

55. And you admit that a clerk is selected from the Force because of his qualifications?—Yes; and I also say that a man on a country station has equal, if not better, qualifications for promotion, because he gets a better insight into the laws and their administration.

56. When I came here, what age were you?—Fifty-two. Donovan was fifty-eight or fifty-seven when he was promoted.

57. I came here six years ago, and you were over fifty years of age then. Donovan was recommended before I came here, and, although he was not actually promoted, he got the next vacancy?—But you did not promote him for six months.

58. That may be so; but all the sergeants have an opportunity of coming forward and complaining?—All the sergeants.

59. Yes?—I think every member in the Force has an opportunity of complaining.

60. Did you ever mention it? You know that every member of the Force has an opportunity of explaining his views if he desires to?—Undoubtedly; but many of them would not do it, for various reasons. They simply think somebody had a down on them.

61. Do you think that is really true?—There is a guarantee given here that anything a person says, as long as he is respectful and is speaking the truth, will not be used against him.

62. I think your assumption that somebody had a down on them is mere imagination. Do you really think anybody will have a down on you because you have come forward? Would you suggest that at all?—I do not know. I have a guarantee that the Department will not have a down on me.

63. *The Commissioner.*] Is there anything more you wish to say?—There are two men stationed at Ponsonby with me. We received notice to attend the Commission. The two constables with me stated that they had nothing to say further than the points raised by Constable Thompson and myself—namely, as to increased pay, boots, free passes for the railway when on leave, attend-

ing Court when on night duty. If there is any doubt as to my conduct while in the Force, Mr. Blomfield, ex Stipendiary Magistrate, has kindly offered to come here and state what he knows about me.

64. *Mr. Dinnie.*] How long have you been at Ponsonby?—A little over eight years.

65. You were previously at Mangonui?—Yes.

66. How long?—Nine years.

67. You had a free house?—Yes.

68. What did you have in addition to your police pay there?—I could not tell you.

69. You have some idea?—£10 as Clerk of the Court, and the Bailiff's fees.

70. How much additional pay did you draw?—I dare say my whole perquisites would be about £1 a week.

71. It was when the station was reduced to a smaller station that you asked for a transfer?—The last time Commissioner Tunbridge visited the district I told him that I had heard that the constable at Ponsonby had died, and I would be very glad to get that station, as my family was growing up. He said that Inspector Cullen intended to put a sergeant there. I received a wire from Inspector Cullen appointing me to Ponsonby. I wished to get to the city, to get employment for my children.

72. But seeing that you were earning so much additional money, would you have accepted promotion?—Yes.

73. But you were not recommended?—No.

74. Did you not apply for promotion in Mr. Tunbridge's time?—No. On one occasion I spoke to Inspector Hickson about promotion, and he said, "Apply for nothing; your Inspector will recommend you when the time comes." I acted on that principle until the Minister of Justice made the statement I have referred to.

75. You suggest political influence in the case of Sergeants Moore and Watt?—I mentioned those as cases in which it might reasonably be inferred.

76. Do you know from what source the political influence might come?—Not the remotest.

77. There is no evidence of it?—I do not think there is.

FREDERICK AUGUSTUS MOORE, Sergeant, examined on oath. (No. 173.)

Witness: My name is Frederick Augustus Moore. I am a police sergeant, in charge of the Whangarei sub-district. I was enrolled in the Armed Constabulary in 1879, during the Parihaka Native trouble. I served in the Constabulary for seven years—until 1886. I then left the service to go to the Kimberley rush. The greater portion of my time I was in the Armed Constabulary, and the latter part I was in the Permanent Artillery. I received a satisfactory discharge. I returned to New Zealand in about twelve months' time, and put in an application for the Permanent Artillery, and was taken back. I then served about eighteen months in that force. I was then transferred at my own request to the Police Department, and have served in it ever since.

1. *The Commissioner.*] Where were you stationed after you were appointed a sergeant?—The first six months I did street duty in Auckland. I was then senior sergeant. I was then ordered to Newmarket, and after about two years was sent to Whangarei.

2. Have you any general remarks to make?—Yes. I think the present rate of pay for men joining the Force is too small, and suggest that another 1s. a day be offered, chiefly with the object of obtaining a better class of recruits. The pay, I think, should be increased from 7s. 6d. to 8s. 6d. per day, with increments of 6d. a day every six years up to 10s. I think we should have free uniforms. At present we have to pay the cost of making up the stuff, the average cost being about £2 10s. a suit. I suggest that two pairs of boots should be given to the police yearly. Warders are allowed two pairs of boots a year. I suggest that increased leave should be granted. Twelve days a year is very little. I am a native of Victoria, and would very much like to visit my relatives there. Even if the leave is allowed to accumulate for three years, thirty-six days is too little to allow one to visit Australia. I would suggest that the annual leave should be sixteen or eighteen days, and that it should be allowed, if desired, to accumulate for three years. I would also suggest free railway travelling when on leave. Saloon steamer fares should be allowed to married men travelling with their families on transfer. At present they are only granted steerage passages, and if they travel steerage they have to mix with a lot of low-down people, and sometimes with people with whom the police have been dealing. It is not right that they should have to associate with these people. In the cities I would like to see an increase in the house-allowance. One shilling a day house-allowance for constables is insufficient. I had to pay house-rent myself, and the rents ran from 14s. up to 17s. and £1—that is, for a decent house. I think there should be a definite ruling that the rank of sergeant is higher than the rank of detective. It happens, too, sometimes, that the sergeant in charge of a station may be travelling with a detective, and the detective is provided with a first-class fare, whereas the sergeant is only given a second-class fare. I think that the out-stations in some districts should be graded, and have a rate of pay in accordance with the grade. A man might start in one grade, and get an increase of pay of 6d. per day every two years up to 13s.; and in another grade they might receive 13s. 6d. up to 15s. 6d. I would certainly suggest that first-class fares on railways should be allowed and saloon passages on steamers when police officers are travelling on duty. The Northern Steamship Company kindly allow the police to travel saloon at steerage rates. There have been great complaints during my time amongst the men as to the inefficiency of the medical man here.

The Commissioner: I have called for the papers on that subject, and when they reach me I will go carefully through them.

Witness: With respect to selecting recruits, I would like to see the Department try the suggestions thrown out by Constable Thompson. I think it would be a good thing if the candidates were first examined by the Inspector, to see if, in his opinion, they are likely to be suitable men

for the Force. At the present time great expense is incurred by the police in going round the country ascertaining the previous history of the candidates. I think it would be better if there was a preliminary examination by the Inspector. The medical examination should also be made first

3. What have you to say with regard to the recruits?—Suitable men, like farmers' sons, do not think the inducements are sufficient for them to join the Force.

4. Do you notice any difference in the physique of the men coming forward at the present day?—They are not up to the old standard.

5. To what do you attribute that?—I do not know whether it is that the pay is not sufficient.

6. What have you to say with respect to education?—I think the Fifth Standard is quite sufficient, because a man can improve himself.

7. But is it too high?—I do not think so. A man after a few years on a station, having to conduct his own cases, only wants to know a little, and read a little law, &c., and he has an opportunity of doing that in the country.

8. Do you think it would be advisable to have the men undergo a period of probation after passing through the training depot, and before being finally admitted into the Force?—I do.

9. What would you make the probation?—I think, about six months.

10. That is six months actual active police duty?—Yes.

11. When you were in Auckland City was there any difficulty about giving the men Sundays off occasionally?—They got a Sunday off about once in every six weeks. The men could not be spared.

12. It is only a question of men?—Yes.

13. Was it felt to be a grievance?—Some of the men growled, while others took it as a matter of course.

14. What about time off to attend the Court?—I have known a man get a case, perhaps an indictable case, and be kept at the Court the whole of the following day, and then have to go on duty. In those cases they were usually allowed off a couple of hours sooner in the morning.

15. Have you any views on promotion?—No; I never applied for promotion. I was promoted on the recommendation of my Inspector. It was a loss of £130 a year to be promoted from Rawene. I was making £130 a year outside my police pay.

16. How did you manage it?—Bailiff's fees, pay for Clerk of Court, Deputy Registrar of Old-age Pensions, and about four other appointments.

17. You gave that up to be a sergeant?—Yes; because my Inspector recommended me.

18. I should think your case, receiving £130 a year in addition to your police pay, is an exceptional one?—I think Constable Dunne's station at Mangonui was a better one than mine.

19. The district has been cut up since?—Yes.

20. It has been urged that if a man is considered by the Commissioner to be deserving of promotion, having regard to the efficiency of the Force, he should not have the right of refusing it—that the interests of the Force should be paramount?—I think that should be so.

21. Every man considered fit for promotion is naturally a loss to the Force if he is not promoted?—Certainly.

22. You agree with that view?—I do, certainly.

23. Have you any views on the differentiation of treatment between the uniform branch and the plain-clothes branch with regard to promotion?—I do not think the plain clothes branch should come in for Sub-Inspectorships or higher rank without a due amount of service.

24. We will assume that they are not likely to get it without service and merit. There has been only one Chief Detective appointed Sub-Inspector within a good many years—Sub-Inspector McGrath: assuming that promotion has to be made from the ranks of either one or the other branch of the service, surely merit and seniority should be taken into account?—Yes.

25. A great deal has been said in other places with regard to the headgear of the police—whether the shako or helmet should be worn?—I have no fault to find with the shako.

26. *Mr. Dinnie.*] I suppose you think that promotion should be by merit and seniority, no matter what branch of the service the officer belongs to?—Yes.

27. You think promotion should be compulsory?—I do.

28. Do you think there are many possessing the necessary qualifications who have refused promotion?—Yes, there are many. I have mentioned one already.

29. How many more do you know?—I do not think Constable Dunne would have accepted promotion.

30. He was not recommended. Let us know some men who have been offered promotion and who have refused?—I could not mention any, but I know there are some cases.

31. But do not say that unless you know of particular cases?—It is a general rule that if a man has a real good station that he would rather remain there than be promoted to be sergeant.

32. *The Commissioner.*] The question is whether, as a matter of principle, the man should be given the option—whether he should be allowed to refuse, or be given the option?—I should say not. I say he is better out of the service.

33. *Mr. Dinnie.*] There may be a number with equal qualifications for promotion, and this man being offered promotion may refuse: would it affect the efficiency of the Force if the next man, with equal qualifications, were promoted?—I think so. If a man refused his turn for promotion, later on he might get shifted from that station and come to town. He might then apply for promotion, and think he had a grievance.

34. Do you think a man would possess sufficient energy and activity if he refuses promotion? You believe in six months' probation?—Yes.

35. Three months on the drill ground and three months on the street?—Yes.

36. Six months in all?—Yes, before being appointed officially a constable. By that time you would know what a man was like.

37. You have made inquiries as regards candidates very frequently?—I have.
38. Do you know that they are carried out more strictly now than ever before?—No doubt it is very strict.
39. And have not reports come in which are unsatisfactory, which are sent back immediately for further inquiry?—Yes.
40. So that all his lifetime, between the date he left school and the time he applies for admission, is covered?—Every day from the time he left school is gone over, so that it would be impossible for him to have been in gaol or elsewhere without the fact being discovered.
41. You say the Fifth Standard is not too high?—I do not think so.
42. Do you not think that we might sometimes enlist some young men from the farming districts who have not passed the Fifth Standard?—Yes.
43. But who may have passed the Fourth?—That is so.
44. You understand that it was raised to the Fifth Standard after the last Commission, as it was thought we might get a better class of men; but now we cannot get a sufficient number. Do you think, if we reduced it to the Fourth Standard, we might get a better field of selection?—You might do; but would they be capable men? Now a man has only a few years to put in in the city before he is sent away into the country. In years gone by a man would have to do duty for from ten to fourteen years before he went into the country.
45. But with a Fourth Standard certificate and with the attention he gets on the drill-ground, would not he be equal to the Fifth Standard before he left?—Yes, perhaps so.
46. As regards recruits being medically examined, is there not a form sent out showing the measurements of the men in every way?—Yes, the sergeant takes the measurements.
47. That gives you a pretty good idea as to whether the recruit is physically fit, does it not?—It does in a sense, but he may be suffering from some disease.
48. But you judge pretty well from appearance what he is like?—Yes.
49. Have you a great objection to travelling second class on the railway?—I do not think it is the thing. The policeman is supposed to keep himself respectable.
50. It is not like a steerage passage?—It is not as bad, but you meet a good many roughs in the second class.
51. So that you would not raise a strong objection to that?—No; but I think the first is better.
52. As regards the grading of stations, to my mind that would be rather a difficult thing to do, because at some stations the emoluments are greater than at others?—That is so.
53. It would be a rather difficult matter to carry out satisfactorily?—Is that in the sub-districts?
54. Yes, and out-stations for sergeants or constables. Would it not be a rather difficult matter, because of the emoluments and mileages?—They could be graded. A small unimportant station could be graded as a "B" station.
55. Would it not be better to grade them in accordance with emoluments received in addition to the pay?—That would be the matter to be taken into consideration.
56. You think sergeants ought to be placed in a higher position than detectives?—I do.
57. If a detective is sent up to your district to carry out an inquiry, is he not under you?—If a detective was sent down to the sub-district I am in now—Whangarei—he would be really drawing more pay than I do, and would be travelling first class, while I would have to travel second.
58. The position is what I am talking about: would not he be placed under you, and be subordinate to you?—Yes.
59. Of course he would. Have you ever at any time sought political influence?—Never.
60. It is suggested, you know, by Constable Dunne that influence was the cause of your advancement in each case?—I think my Inspector knows better than that. It is he who recommended me. I never asked for it. In fact, when the Inspector told me that he had recommended me for promotion I said, "Well, sir, it is no promotion to go to town and do street duty, and leave the station I am on."
61. You are quite satisfied that it was never used in your case?—It never was.
62. In neither of your appointments?—Anything I have got is by my own merit, and upon my Inspector's recommendation. I would not stoop to it in any case.
63. Do you know of any general dissatisfaction as regards the control of the Force at the present time?—No. As far as the Auckland District is concerned, I consider that in respect to discipline it is about as good as any part of New Zealand.
64. Everything is satisfactory?—It is now.
65. There is no general dissatisfaction amongst the men?—Not that I am aware of.
66. And you know of no dissatisfaction amongst the public as regards the police?—I cannot say I do. I do not know of any complaints against the police coming before this Commission. That speaks for itself, and speaks well.
67. *The Commissioner.*] Is there any objection, in your opinion, to the physical examination of a man before he is appointed sergeant?—Not at all.
68. I suggested it to one man, and he seemed to take strong objection to it?—I do not see much objection to it, because you might promote a man, and send him out to do street duty, and he might break down a week afterwards.
- Mr. Dinnie:* I am very much in favour of a medical inspection before promotion.
69. *The Commissioner.*] So am I, and I shall probably make a recommendation in that direction. (To witness): You agree with it, sergeant?—Yes, sir. There are lots of sergeants who have broken down.
70. There are some, I see, in different places, who, if they have not broken down, ought to soon do so, judging by the look of them. Is there anything you wish to add?—No.

WEDNESDAY, 25TH AUGUST, 1909.

EDWARD CLARE BLOMFIELD, Barrister, examined on oath. (No. 174.)

1. *The Commissioner.*] You are a barrister of the Supreme Court, practising in Auckland?—Yes.
2. At one time you were Stipendiary Magistrate of the Bay of Islands district?—Yes.
3. *Constable Dunne.*] You know the far north pretty well—the Mangonui Country?—Yes.
4. You knew me as a constable there, and you had knowledge of my capacity?—Yes, I was practising as a solicitor when you came there as constable and Clerk of the Court at Mangonui, Kaitaia, and Ahipara.
5. Will you kindly tell the Commission how, in your opinion, I performed my duties as Clerk of the Court and as constable?—They were performed satisfactorily.
6. In your capacity as Stipendiary Magistrate, did any complaints ever reach you as to my capacity or neglect of duty?—I do not think so. The district was a very big one. Being Clerk of the three Courts necessitated, in my opinion, long hard work, riding about and keeping in touch with the work of the different Courts. Immediately you left the district was divided into two, and two constables were appointed to do the work.
7. From your experience in the north, do you consider that any one but an active, energetic constable could have performed the duties?—No.
8. Do you remember any serious indictable cases which were brought before the Court by me, and how were they conducted?—The cases were properly brought, and the evidence was properly placed before me.
9. Do you remember an old-age pensioner whom I detected misleading the Court with a forged document?—Yes; and the constable was able to prove that the documents were forgeries.
10. *The Commissioner.*] Would you call it an exceptionally capable act on the part of the constable?—I think it was a smart piece of work. The man was prosecuted and convicted.
11. *Constable Dunne.*] Will you tell the Commission how long you have lived in Ponsonby, and how, in your opinion, I have carried out my police duties there?—I have been five years there, but I have not come very much in touch with the police. The district is certainly very quiet. I have seen Constable Dunne on duty from time to time.
12. *Constable A. McGillp.*] I would like to ask Mr. Blomfield a question. (To witness): You have known me in the Bay of Islands?
- The Commissioner:* Has Mr. Blomfield known you as long as I have?
13. *Constable McGillp.* No. (To witness): You knew me as Clerk of the Court both at the Bay of Islands and at Hokianga?—Yes.
14. How many years were you practising in the north?—I was about fourteen years there.
15. I have conducted cases before you when you were Stipendiary Magistrate?—Yes.
16. Some very difficult and important cases?—Yes.
17. Can you speak generally as to how you found me, both as to ability and otherwise?—Your cases were brought carefully before the Court. I do not think you ever missed calling a witness who should have been called. If you erred at all it was in the other direction.
18. *Mr. Dinnie.*] I suppose you can speak of other constables in similar terms?—Yes, practically every constable I have had to do with.

PATRICK JOHN DUNNE, Constable, further examined. (No. 175.)

Witness: I would like to supplement my evidence given yesterday. It would appear from my evidence given yesterday that I was seeking promotion to go on sectional duty; but that is not the case. I stated in my application of last February, and I repeat it now, that, considering the way I have been overlooked, I would not be asking too much promotion to be left where I am, or left in a suburban station. I have a large family. It would not suit me to go on street duty.

1. *The Commissioner.*] You would like to be promoted to the rank of sergeant, but only on the understanding that you would be allowed to remain in charge of a suburban station?—That is so; in consequence of the way I have been overlooked. If I had been promoted in my proper turn, I would have been receiving the full pay, and had a station by this time.

2. Your promotion now would be merely helping forward your superannuation?—I look on it that it is a reflection on myself and family to remain in the Force thirty-six years and then to go out on a pension as a constable.

3. Assuming you have been qualified for all time for promotion?—I did everything possible to qualify myself.

4. I understand from the Commissioner that you have never been recommended?—I never asked for it.

5. It should not be a question of asking for it. I should regard it as very poor administration if a man's promotion were dependent on his own application; and the Police Force—I say it advisedly—would not be worth a brass farthing if every man depended for promotion on his own application. You say you never applied for it: why should you apply for it?—Inspectors are only men, and constables who are under their notice constantly have a better show of coming into favour, and of being recommended.

6. I should not think they would be fit for Inspectors in that case. You have merely been overlooked for some extraordinary reason. You cannot assign any reason?—No. I believe if I had had a push as other men had I would have been promoted, but I do not believe in it on principle. I should not have been here to-day only for what the Hon. Dr. Findlay stated on parade last February.

7. By-and-by I shall have to ask the Inspector here his opinion about Constable Dunne, and if he at any time recommended him for promotion. If not, why not. Of course, it would be open

to you to ask the Inspector any question. Is there any other point you wish to mention?—Yes. I made rather a sweeping statement yesterday with reference to political and other influence, but I omitted one man who was promoted—Eccles. He was made a sergeant. He was sent to a city, and was subsequently promoted to a station at Devonport. It is a well-known fact that he applied for promotion, and it was refused. He then sent in his resignation, but was allowed to withdraw it, and was promoted immediately afterwards. That caused a lot of discontent and heart-burning in the Force. Another further statement I wish to make is about the rents in Ponsonby. There is a constable there, and I know he is paying £1 2s. 6d. a week.

8. Why does he pay that?—He cannot possibly get a house at a more reasonable amount.

9. Do you mean to say you cannot get a house in Ponsonby under £1 2s. 6d. a week?—I know that he was travelling about for a month and making inquiries, but he could not get a house.

10. What size is his family?—Two babies.

11. You do not want a very big house for that?—He cannot get a small one under £1 2s. 6d. I refer to Constable O'Neill.

12. It is a good thing for the landlords?—Yes. All the houses are about the same rents round about there.

13. *Mr. Dinnie.*] Could he not get rooms?—People will not take in a married couple with two babies.

14. *The Commissioner.*] Are you satisfied that that would represent a fair average rental?—I could not get a house in Ponsonby fit for a constable to live in under 15s. a week.

15. *Inspector Cullen.*] Is it the fact that there is another constable occupying the same house, and renting it with him?—He was there for about three weeks or a month. He could not get another house.

16. You should represent things as they are?—That is exactly the position. He cannot get a house. He has been living there a month because he cannot get a house.

GEORGE FOREMAN, Constable, examined on oath. (No. 176.)

Witness: I am a police constable, stationed at Otahuhu, and am in charge of the district. I was enrolled on the 29th March, 1873, and am the senior constable in the New Zealand Force. There are only three men that have longer service than I have as far as I know—Ellison, Bernard, and Higgins.

1. *The Commissioner.*] What about Inspector Wilson?—He may have more, but I only know of those three.

2. What do you wish to bring before the Commission?—I have no complaint to make and no grievance to air, and had it not been for your remarks on parade I would not have come here to-day. Before joining the Force I served in the Colonial Forces in the war, having been born in Taranaki. I have had thirty-seven years in the police, and during the last twenty-six years I have been in charge of stations. I have been a Clerk of Court for over twenty years, Bailiff, and Inspector of Factories. During all that time I have got up my own cases, and have prosecuted them. I have always had charge of licensing districts, where I had to conduct the licensing meetings.

3. You mean, put forward the police reports. The meeting is conducted by the Chairman as a rule?—Yes. I believe that during all that time I have given satisfaction to everybody—Magistrates, police officers, Justices of the Peace, and the public. I have no complaint to make, only that I think a lot of unfairness and injustice is done in respect of promotions. Men here have been promoted over more than a hundred of their seniors.

4. What are the names?—I do not want promotion myself, and I am not looking for it. I know that in coming here I am not doing myself any good.

5. You will not do yourself any harm. How old are you?—Fifty-nine next December. These men when they are promoted in that way must owe their promotion to something behind the scenes.

6. Give me the names?—I have not bothered my head about them, but there are four I know perfectly well, and with one or two I am the best of friends. But I say, if they were promoted, they were not promoted through merit. They are Hodgson, Keep, O'Grady, and Eccles. There are also Crean and Cummings. The latter was promoted over 230 of his seniors, and if I had the promotion of this man I would want to know something about the other 230 men before promoting him over them. An inquiry should be made into these promotions, and if it cannot be proved that they were promoted by merit they should be reduced to the ranks, and wait their turn. It is very disheartening to a constable who wants to rise to find juniors being put over his head when he does his work well, and I am speaking the truth straight out when I say that there are sergeants I have to take orders from who were not born when I was doing street duty. I do not blame the officers altogether, because I do not think they can help it.

7. Who do you blame?—I think it is influence. The officers are like the men—subordinate to others. I do not blame the Inspectors, because if they had their way I am satisfied that some of these promotions would not be made, and it must be just as hard on them to have to put these men in charge of other men who are two or three hundred their seniors. It is very degrading to men of such long service to be ordered about by these juniors. I have nothing to say against the men in respect of character or anything else, but they should take their turn for promotion, unless it can be clearly shown that they are much better men than their seniors. I have had a long experience of the Force, and consider I am in a position to judge. The stations I have taken over have been, as a rule, in a very bad state, but I have always left them in good order, and I have been picked out very often for hard jobs where there was a lot of work to do. As to the men joining the Force, when possible recruits find men leaving the Force because they are disheartened at the way things are carried on they will not come forward. Not long ago an eligible young man would not join when he heard of what happened, and he was a fine young fellow too. I was Registrar of Old-age Pensions for seven years, and gave every satisfaction, although I had a very large district, which included six sub-districts besides my own.

8. *Mr. Dinnie.*] Is it merely from the fact that junior men are promoted over seniors that you suggest influence?—Yes, to a great extent, but not altogether.

9. What other cause?—When a man is promoted over two or three hundred seniors there must be something working behind that.

10. Supposing I told you that I was promoted over fourteen thousand men would you believe that?—I could not dispute it.

11. Would you suggest influence in that case?—Perhaps in one case it may not be so, but when you see it occurring in connection with every promotion there must be something behind that.

12. Do you know anything about other Police Forces?—No; I was born amongst the Maoris in Taranaki, and have never been in other countries.

13. You said that junior men are promoted over hundreds of senior men?—That is what I say, and in this Force there are a lot of men promoted who ought not to be promoted.

14. That is your opinion?—That is my opinion.

15. But not quite the opinion of your Inspectors?—I do not know about that.

16. You know the system of recommending men?—Yes.

17. Do you believe in that?—I do not believe in it. If the Inspector here recommended men, and there were a lot of seniors in other districts, I would inquire into their claims before I promoted those recommended here.

18. But the Inspector in each district recommends?—Yet there may be better men in other districts who want promotion first.

19. The Inspectors recommend those that they get from the other districts at the same time?—I do not know whether they do so or not.

20. Do you think the Inspector is not in the better position to recommend a man for promotion?—Some of them are.

21. Do you know that they consult with their sergeants in respect to the qualifications of the men?—Some sergeants, in my opinion, would not be capable of judging.

22. But the Inspectors can judge from their own knowledge and that of the sergeants also?—The Inspector?

23. Yes?—Some of them could. I am speaking straight out with respect to some Inspectors.

24. Do you suggest that the Inspectors are not qualified for their position?—Some of them are not any more qualified than I am to judge.

25. Perhaps you will give the names of those you think not qualified?—I do not wish to speak of men who are not here to do them any harm. I know of three.

26. And they made promotions?—No, sir. I do not wish to say anything about them at all.

27. Do you not think it is foolish to suggest influence for the simple reason that junior men are promoted over senior men?—I believe that influence is at the bottom of this matter.

28. Why do you say that?—I have seen the promotions, and I know the men.

29. Do you not think you should give the proof by offering some evidence?—You cannot always get the proof of these things. A policeman very often knows a crime has been committed, but he cannot get any proof of it. And it is the same with influence in regard to promotions—you cannot always prove it.

30. But seeing that the Inspectors recommend, surely they would know. I know, and I do not suggest to you that influence is not tried, because it is tried; but the question is, is it now obtaining?—It is causing a great deal of discontent.

31. I should be very glad if you could prove it?—I cannot prove it.

Mr. Dinnie: Nor can I, unfortunately.

32. *Inspector Cullen.*] How long have you been at Otahuhu?—Nearly nine years.

33. You are Clerk of the Court there?—I have been a Clerk of the Court for twenty-six years.

34. You remember surely why you were transferred to Otahuhu? I suggested that I should recommend that you should be put in charge of Newton Station?—Yes.

35. Did not I suggest to you then that if that were carried out it would mean promotion?—Yes; I am not complaining. I am not wanting promotion.

Inspector Cullen: It might be misunderstood, and might be said that I did not recommend Constable Foreman, and that I was not prepared to do so or say why. I wish to say that I was prepared to recommend him, but he did not want it.

Witness: As far as Inspector Cullen is concerned, I believe I have been given every chance of getting fair play. I have no grievance against any officer in the Police Force, or against any constable.

36. *Inspector Cullen.*] You mentioned the name of Constable Hodgson, recently promoted. I suppose you think I recommended him?—I did not think anything of the sort.

Inspector Cullen: I did not recommend him, and would not have promoted him.

The Commissioner: Then, he must have been promoted on another Inspector's recommendation, Mr. Cullen.

Inspector Cullen: I would not recommend him.

The Commissioner: You do not think him competent?

Inspector Cullen: I do not think him a suitable man, and that is straight.

The Commissioner: By whom was he recommended?

Mr. Dinnie: By Inspector Ellison.

FREDERICK AUGUSTUS MOORE, Sergeant, further examined. (No. 177.)

Witness: I omitted to say something about back service. I had seven years' back service in the Auckland Constabulary Force, which does not count at the present time for superannuation, and Constable Carmody is in the same position. Is it within the scope of the Commission to deal with this matter?

The Commissioner: I will ask Mr. Dinnie to explain the position.

Mr. Dinnie: The whole of the facts have been submitted to the Minister of Justice, with a view to a conference being held by the men, and the papers were marked to stand over for three months. That is the present position.

The Commissioner: Mr. Dinnie agrees with me that it is a matter that should be dealt with, and the men ought to have the back service allowed.

BARTHOLOMEW SHEEHAN, Sergeant, examined on oath. (No. 178.)

Witness: I am a sergeant of police, stationed at Newton, and was enrolled in 1879, and promoted sergeant in 1901.

1. *The Commissioner.*] How long was it before you were put in charge of a station?—I did sectional duty in Christchurch for two years and four months, and from there I was transferred to Waihi.

2. I understand you are a delegate from the sergeants of the Auckland District?—Yes. I have suggestions to put before the Commission that the non-commissioned officers came to after giving the matter very mature consideration. They recommend that recruits be put on probation for twelve months, and if found qualified, the Inspector in charge of the district to appoint them constables at any time during that twelve months.

3. That is to say, that the twelve months should not be compulsory?—No; they could knock off any part of that twelve months. We also suggest that the pay of probationers be 7s. 6d. a day for the whole of the twelve months they are on probation, and on appointment permanently to constable to receive 8s. a day, rising by three-yearly-period increments of 6d. a day to 10s. We ask for saloon fares for married constables travelling on transfer with their wives and families, and a house-allowance of 1s. 6d. a day for constables and 2s. a day for detectives and sergeants. The standard of education not to be reduced but to remain at the Fifth Standard. Free uniforms for sergeants and constables, to consist of a jumper and two pairs of trousers yearly, the cost of making-up to be defrayed by the Department. All stations in grade "A" would receive that supply of uniform. Those are the men who are constantly wearing the uniform every day in the year. The leave should be increased from twelve to sixteen days for all constables and non-commissioned officers, and it should be allowed to accumulate as at present for three years. I wish to mention the difference in the pay of the plain-clothes men and the men of the uniform branch. This question has also been considered by a number of sergeants, of whom there are about seventeen in the Auckland District. It is more than regrettable that circumstances have arisen encouraging the use of the word *versus* as applicable to the relationship of men who should be comrades, but when members of the service read in the Press the following words as the considered opinion of an officer, great uneasiness was occasioned here, as the rights of all members of the service appear to be threatened. These words are: "He" (Sub-Inspector McGrath) "regards the detective branch as the right arm of the service. In classifying detectives he would have a Chief Detective in each centre classified as a Sub-Inspector . . . then the Sub-Inspector and Chief Detective would have the same claim on a vacant Inspectorship." The sergeants of this district have fully discussed the position, and are unanimous in the opinion that such a suggestion is not reform, but revolution. The sergeants heartily support the right of each man in the service to aspire to the highest rank. We are unanimously of the opinion that every man, whether he wears uniform or not, should have the limit of promotion in the service open to him. But most strongly, most emphatically, are we of opinion that the only basis for a healthy and desirable competition is that of equal opportunities for all—competition on fair and equal terms, and no privileged classes. Now, the total number of detectives, including the plain-clothes constables, is fifty (approximately), representing 6½ per cent. of the Police Force. It is apparent, therefore, that many men in the service, no matter how able, educated, or qualified they may be, cannot get into the detective branch because of its number being strictly limited. If Chief Detectives are to be eligible for the rank of Sub-Inspector (and that means Inspector in charge of a district three or four years afterwards) in accordance with their seniority as Chief Detectives, and not by length of service, it is clear that in the near future a preponderance of the commissioned officers will be men of detective experience and training only. There are five Chief Detectives and but four station sergeants. Taking the appointments to both ranks made during the past five years, what do we find? The rank of Chief Detective is reached on an average of fifteen years' service; the rank of station sergeant is reached on an average of thirty-one years' service. If the rank of Chief Detective can be reached in half the time the rank of station sergeant can be reached, and there being one-fifth more detectives than station sergeants, it follows that the promotion of men in the administrative service (represented by 93½ per cent. of the total service) must, in the future, be greatly restricted, and that almost all future promotions will be from the detective branch, representing but 6½ per cent. of the members of the Force. The uniform branch here does not wish to see any of the privileges in the way of higher pay and allowance at present granted to the detectives taken away or lessened. We do not think that they get too much; but when they complained of being badly treated in regard to commissions, we look at these facts. There are in all sixteen commissioned officers in the service. Of these, two are from the detective branch (Inspector O'Brien and Sub-Inspector McGrath), the balance—fourteen—go to the administrative branch. It will thus be seen that the proportion of commissions in the uniform branch is but 2 per cent., while the proportion of commissions in the detective branch is 8 per cent. In other words, under the existing conditions a man has a four times better chance of reaching commissioned rank by the detective channel than he has by following through the uniform branch. While the uniform man is going round the circumference of the circle the plain-clothes man cuts across the diameter, and during the latter's comparatively short service the detective receives 20 per cent. higher salary

and 33 per cent. higher travelling-allowance than does his comrade of equal service, and probably equal qualifications, who holds the rank of sergeant. We therefore ask that no preferential treatment be allowed to any one section of the service, but that if the same goal is to be open to all, then the race should be run on fair and equal terms; all to start from the same mark, and obtain successful promotion, after equal periods of service in the Force. To condense, we ask that detectives be placed on precisely the same footing as sergeants, in that, if sergeants are not to be promoted until after ten years' service, then detectives should not be promoted until they have completed the same period of service. The Chief Detective is a non-commissioned officer, and should be subject to the same rule as regards service as is applied to the station sergeant. It has always been the rule in this service that the sergeant in charge of a station or a sub-district in which a detective is also stationed (such as Gisborne, New Plymouth, and Timaru), the sergeant is in charge, and is the detective's superior officer. The whole service would like to see the position of Chief Detective clearly defined, so that all ranks might know where they stand. The detectives claim, because a Chief Detective draws pay approximately equal to a Sub-Inspector, that he is of equal rank. It is said that comparisons are always odious, and it is with reluctance that this matter is now mentioned; but it has been forced on us by what appears to us to be the extravagant claim now made by the detective branch for a privileged status. Presumably the relative positions of the Sub-Inspector and Chief Detective at Auckland will be applicable, in varying degrees, to the other centres. The Sub-Inspector here is continuously in charge of, and directly responsible for, a sub-district of sixteen suburban stations, and the City of Auckland, containing a population of some eighty-five thousand. Under him is one station sergeant, fourteen sergeants, and eighty-six constables, or a total of 101 men. For the apportionment of the duties, the maintenance of discipline, and the efficient control of these 101 men, he is, of course, responsible. The correspondence incidental to these seventeen stations, and the policing of his large and important sub-district, is, of course, very large. The quantity of Police Court work in this city, with its extensive shipping, will be readily appreciated by your Worship. In the absence of the Inspector, the Sub-Inspector, in addition to his own work, takes over charge of the whole police district, with its sixty-two stations and 172 men, including the detective staff. Under the Chief Detective there are six detectives and four acting-detectives—a total of ten men. He and his staff have a large amount of work to do, and, we believe, do it very well. We regard the Chief Detective here as a very capable and efficient officer, and we may here testify that the relationship between the detective branch and the uniform service is of a most cordial nature. But having said that, we respectfully submit that the importance and the responsibilities of the position of a Sub-Inspector in a centre such as this is—what the position was meant to be—only second to that of the Inspector himself. We submit there can be no parallel between the relative positions of Sub-Inspector and Chief Detective in this or any of the other three centres. If the position of the Chief Detective is not on the same plane as that of the Sub-Inspector, we would like to see those ranks so defined. We would comment, in passing, on the incongruity of the salary of a subordinate non-commissioned officer exceeding that of his superior commissioned officer, which appears to be subversive of discipline, a cause for legitimate dissatisfaction, and an anomaly that should not be permitted to exist. We do not think that Chief Detectives are too well paid. We consider the present pay of a Sub-Inspector incommensurate with the responsibilities of his position. We consider his minimum salary should exceed the maximum of a Chief Detective, so that not only an orderly sequence as regards the relative salaries of the different grades may be preserved, but the promotion of a Chief Detective to the superior rank of a Sub-Inspector will be something more than a promotion in name, and not as at present, a reduction in salary. The indefiniteness and uncertainty that exists in regard to the relative positions of Sub-Inspector, station sergeant, and Chief Detective is equally apparent in the relative positions of sergeant and detective. We have sergeants of unquestionable ability in charge of important stations and sub-districts, with a number of men, including detectives, under their control, and who are actually receiving less pay than the subordinate detective, while having twice or three times his service. Here are a few instances: New Plymouth Station, No. 109, Sergeant Haddrell, with thirty-seven years' service and eleven years a sergeant, in charge of an important town and sub-district, with several constables and a detective under him; the sergeant's pay is 12s. per day; his detective's is 13s. per day; the latter has been a detective less than ten years, and his total service is but little over half that of his sergeant's. Another instance: Gisborne, No. 570, Sergeant Hutton; service, nineteen years; sergeant for three years and a half; pay, 11s. per diem. Under his control is a large sub-district, several constables, and a detective; latter has nine and a half years' service; his appointment to rank of detective was nine months subsequent to date of promotion of his sergeant; his salary at present is 1s. per diem under that of the sergeant in charge, but will equal his in four months, and in twelve years from now will be drawing 2s. 6d. per day more than his sergeant. Other instances can be given. We propose to quote but one more, which still further emphasizes this peculiar anomaly: Newton Station, No. 276, Sergeant Sheehan, is in charge of a large section of the City of Auckland; he has under him three junior sergeants, ten constables, and two detectives; he has thirty years' service, and has been a sergeant just on eight years; his salary is 12s. per diem; his senior detective has fourteen and a half years' service, has been a detective for ten years and three-quarters, and draws 1s. per diem more than the sergeant in charge. We again respectfully submit that this is a very undesirable state of affairs, for the reasons already given, in regarding the pay of the Sub-Inspector and Chief Detective. We submit the following as a fair, practicable, and logical solution of the difficulty: (1.) That in future the rule governing the promotion of sergeants be applied to the promotion of detectives—viz., the ten years' minimum limit. (2.) That the promotion of detectives to the rank of Chief Detective be governed by the same rule (or condition) as regards length of service as is applied to the promotion of station sergeants, so long as the latter rank is allowed to exist, and so long as the rule

is maintained that uniform police must pass through the office of station sergeant to become eligible for promotion to the rank of Sub-Inspector. (3.) In view of the apparent breakdown of the station sergeant system, it is suggested in lieu thereof that a grade of sergeant, to be called "senior sergeant," be made; that sergeants by reason of exceptional ability and seniority be called "senior sergeants." (4.) That all stations be graded into two classes, "A" and "B." "A" station to be all headquarter stations, and such other stations as are of most importance, and at which a sergeant is in charge. "B" station to be all stations other than "A." (5.) Senior sergeants only to be in charge of "A" stations. (6.) Pay of senior sergeants to commence at 13s. 6d. per diem, and advance to 15s. 6d. by annual increments of 6d. per diem. (7.) The pay of all other sergeants to commence at 11s. per diem, and advance to 13s. by increment of 6d. every two years. (8.) Senior sergeants wear four chevrons. (9.) That all sergeants and detectives travelling on duty be allowed first class on railways and saloon on steamers. We understand the saloon on steamers has been practically arranged for, so nothing more need be said on that point. As regards first-class fares for sergeants on trains, we would draw attention to the fact that this would not involve one penny additional cost to the Department, and, as the sergeant would almost invariably be in plain clothes, no inconvenience or obtrusiveness would be experienced by the travelling public. No extra cost to the Railway Department would result, as the cost of haulage would not vary with the passenger's position in the train. Further, it would benefit the Railway Department in that second-class carriages are usually more crowded than are first class. Also, the sergeant would have right of entry to all parts of the train, which in certain cases might prove of great assistance not only to the guard in charge of the train, but also be of benefit to the Police Department and the cause of justice. Furthermore, detectives have this privilege, and their rank is no higher than that of a sergeant. When it is pointed out that Sergeant Haddrell and his detective, or Sergeant Sheehan and one of his, had occasion to go by train on the same duty, the detective would enter a first-class carriage, while his superior officer would have to travel second class. This, again, is subversive of discipline, a cause of friction, and therefore against the best interests of the service. This is another of those anomalies which has been a cause of dissatisfaction in the service: A constable of a week's service is allowed the same travelling-allowance as a sergeant or station sergeant of thirty years' service. A detective of seven years' service is allowed 8s. per diem, while a sergeant is granted only 6s. Again, taking the liberty of using Sergeant Haddrell or Sergeant Hutton to illustrate the point: One of these officers and his subordinate detective travel by the same conveyance to the same place on the same duty, perhaps at the same hotel, incur the same out-of-pocket expenses, and on return to their station together the senior officer is allowed 6s. per day, his subordinate 8s. If the conditions of promotion in both branches are made equal as regards length of service in the Force, and a man in the detective branch proves himself to be more fitted for the duty of a uniform sergeant, I cannot see why he should not transfer to the uniform branch as a sergeant without loss of seniority. So, also, if a uniform sergeant proved himself qualified for detective work, he also should be allowed to transfer to the plain-clothes branch without loss of seniority.

4. You refer to what you term the breakdown of the system of station sergeants: what do you mean?—We saw in the Press during the proceedings of the Commission where, with regard to a certain station sergeant in a certain place, the Commissioner said it was not considered that he was qualified for promotion. It was generally understood by the whole of the police when station sergeants were instituted that they would be eligible for the higher ranks.

5. I should not think you would be likely to have a young man promoted to the position of station sergeant unless he was qualified to go to the higher rank?—Quite so.

The Commissioner: You are quite correct in your statement with regard to a particular station sergeant, with regard to whom it was stated that he was not fit for promotion on his then qualifications.

Mr. Dinnie: I do not think it was quite that. It was said that the other officers were superior to that man.

The Commissioner: At that particular time. I should qualify it in that way.

Mr. Dinnie: If you please, sir.

6. *The Commissioner:*] I think you are on somewhat unsafe ground in referring to this as a breakdown of the system?—With respect to promotions, I think that has been the whole trouble. Three station sergeants have recently been promoted. Most of them were senior sergeants when they were promoted. Our argument is this: that if they were fitted to be station sergeants, then seven, eight, or nine years ago they were very much better fitted than when they were promoted a few months or years ago, as the case may be. That is how the sergeants look at it. It was considered when station sergeants were created that they were men who could be advanced to a higher rank.

7. I suppose you take it that there are station sergeants who will never be advanced?—I do.

8. Is there anything else you wish to say?—Yes; the matter that has been referred to as the "handy" or "useful" man. Some two years ago I was in charge of the same station as I am now, and there was evidently some disloyal man there. The first thing I got was a telegram, through my Inspector, asking me to report as to the conduct and supervision of the station, as the present Commissioner Dinnie thought that a change should be made. I was on my trial. I had to defend myself; and the result I leave the Commission to peruse in this file of papers. I applied to have the file produced to the Commission. I think you will see from the file that there was not one word of truth in what was alleged, and I can only come to the conclusion that there was a "handy" man at the station, and that certain information was sent to the Commissioner's office, and that the information was sent through some channel other than the Inspector or Sub-Inspector in charge of the station, through whom the information should have gone if there was anything wrong at the station.

9. *Mr. Dinnie.*] Is there anything in the file to show how the information came?—No, nothing but a newspaper clipping.

Mr. Dinnie: A clipping! That shows where it came from.

The Commissioner: This is apparently a clipping from a newspaper. What newspaper is this?

Inspector Cullen: *Saturday Night.* It is a weekly paper.

The Commissioner: Who is responsible for it? It is addressed, apparently, to the Commissioner of Police, and was sent to him.

Mr. Dinnie: Probably sent by *Saturday Night.*

The Commissioner: It is evidently addressed to you, Mr. Dinnie—to “The Commissioner of Police, Wellington.” And there is your memo.: “Inspector Cullen.—For your information and attention.” And then there are remarks I will not refer to, but evidently implying that the Commissioner had some previous knowledge.

Witness: I do not know where the information came from.

10. *The Commissioner:* It says, “Inspector Cullen.—For your information and attention. I trust there is no truth in the allegations contained herein, but I must admit that I have had occasion to consider whether a change in the supervision of that station (Newton) is desirable. Can you make a recommendation to that effect?—W. DINNIE, Com., 21/8/07.” (To witness: That is what you refer to?—Yes.

11. This you produce as evidence?—Yes, of a “useful” man.

The Commissioner: What paper is this in pink?

Inspector Cullen: That is a paper called *Sport.*

The Commissioner: Oh! There is another paper called *Sport?*

Inspector Cullen: Yes.

The Commissioner: Is this published weekly here?

Inspector Cullen: Yes.

12. *The Commissioner:* There is a reference to “Sheehan’s Physic,” I see. (To witness: You put in this file?—Yes. I have never been reprimanded by any officer under whom I served, and never by the Commissioner, certainly.

13. If you say that somebody was getting behind you in connection with this matter, have you any suspicion as to whom that person is?—Yes, undoubtedly I have a suspicion. I do not care about referring to it, but I cannot help it.

14. *Mr. Dinnie.*] Will you give the name to the Commission?—Yes.

15. *The Commissioner:* Is it the name of a man in the Force?—Yes.

The Commissioner: Well, write down the name.

[Witness wrote the name, and handed it to the Commissioner.]

Witness: I might state that no less than within a month the proprietor of *Saturday Night* met me in the street, and told me where he got the allegation from.

Mr. Dinnie: That will clear the matter up, I should think.

16. *The Commissioner.*] How did *Saturday Night* get the information, according to his statement to you?—I met him in the street, and he said he knew he had done me a grievous wrong. That was all I knew about it. He told me that is what happened.

17. Is that all you have to say of a general nature?—I would like to add that the system of appointing constables and sergeants is obsolete. Something should be done to improve the system. I think that the batons are very much too large and heavy, and I think a change should be made in regard to them.

18. Have you anything to say about promotion generally?—With regard to promotions, it is a fact that the men are dissatisfied with the way they are made. For instance, a man is eligible for promotion, and is passed over for several years; then he is promoted after a lapse of a number of years; but he then becomes junior to a man to whom he would have been senior if he had been promoted in his proper turn. There is no doubt that causes a great deal of friction in the service.

19. But you recognise that there will always be a certain amount of dissatisfaction with respect to promotion. Every man wants to be judged according to his own estimate of himself rather than on the estimate of others?—But the feeling is general about it; there is no doubt about it.

20. You think that is the main source of dissatisfaction?—That is a great source of dissatisfaction. A matter was referred to yesterday which I would like to refer to. It is about promotions in a certain district in the north. I was promoted at Kawakawa, and an ex-member of Parliament was referred to as being a large-hearted man. I can assure you that as far as that ex-member was concerned he would have been the last man in New Zealand I would have gone to if I had wanted promotion.

21. Why?—Because any little experience I had with him was very unsatisfactory. And that was in this way: He indicated a certain man to me as being wanted in Mangonui. I went to the station and sent a telegraphic message to the constable then in charge—

22. If you are going to refer to anything particular between yourself and this ex-member of Parliament, I think you had better not. It is quite sufficient for your case if you deny upon oath that you ever approached that particular member of Parliament with regard to promotion, or that you ever received anything at his hands?—I certainly deny that on oath, and I will go further, and say that he is the last man in New Zealand whom I would approach for such a purpose, or get anybody else to approach.

23. The inference is that he is the last man who would be likely to recommend you?—Yes.

24. You referred to the line of cleavage between the plain-clothes branch and the uniform branch, and the fact that the plain-clothes men are much better off than the uniform branch?—Yes.

25. A detective gave evidence before me the other day who said he was a sergeant, and considered he took a step down when he became a detective—I refer to Detective Siddells?—Probably he might have been better off if he had remained where he was, but that was his lookout. He thought he was improving his position, and he had to lose his seniority.

26. As a matter of fact, are not detectives put to considerably extra expense in connection with their duties?—I do not know. Take a man who is stationed in the country: he has to do his own detective work. I have had to do it for many years, and yet I was not put to extra expense.

27. What is your opinion on this point: When a constable is considered fit for promotion by the Department, is it in the best interests of the efficiency of the service that such a man should be given the option of saying whether he will accept promotion or not?—I think he should be compelled to accept it; he should not be given the option.

28. You know it is the practice?—I did not know it until I saw it stated in the papers, and I was very much astonished.

29. About this vexed question of the promotion of district clerks, have you any opinions upon that?—I think it is wrong, and causes a lot of trouble in the Force.

30. You think there should be a separate clerical branch?—No; I think if a man chooses to remain in the office he should get promotion in his turn. There should be no short-cut.

31. You recognise the fact that the district clerk should get some slight extra remuneration?—Yes.

32. He receives an extra 1s. a day, but it is in consideration of his not getting an allowance for his uniform. I understand that you think that if he is entitled to extra remuneration he should get it for the extra work he does, and not through the medium of higher rank?—Yes.

33. Do you think that creates any dissatisfaction in the Force?—Yes, it causes friction in the case of senior men looking out for promotion. These clerks are promoted after ten years' service.

34. You think that is not in the interests of the service?—I am certain of it.

35. There have been several recent promotions of district clerks: what about Sergeant Mugeridge's promotion?—I consider it is wrong, and it is so considered throughout the service. Every member of the Force entitled to promotion must consider it a grievance.

36. Do you say that it has caused dissatisfaction throughout the Force?—Yes; in this district it has been repeatedly mentioned to me.

37. Do you think it would help matters between the uniform and plain-clothes branches if there was a separate class for detectives?—Yes; I think it would be a very good thing if it could be done.

38. That means shutting the door to their promotion to the highest ranks?—They can have a rank of their own.

39. But look how small the detective force is proportionately?—Evidently the promotions are much higher, or that branch is more attractive.

40. You have had to do with station sergeants in the centres?—Yes, I have acted myself for five months.

41. What is your opinion with respect to the creation of that office?—I think the system of appointing senior sergeants, as I have suggested, would be very much better.

42. You know that the duties have never been defined?—I suggested to the present Commissioner that they should be defined.

43. Do you notice any falling-off in the physique of the men?—At one time—I think for a period of some three years—we had a very inferior class of men—nothing but what you might call a great number of "wasters"—men who were not suitable for the service; and they could not be got out of it so long as they conducted themselves well.

44. What do you attribute that to?—In addition to that, we had a great number of men from the other colonies and other places who were not suitable for the Police Force. It was found that they disorganized and contaminated the service—affecting prejudicially those who were willing to do their work.

45. Do you think there are the men available now?—Yes; but while the pay is as low as it is at present you will not get the better class to join. I should say the lack of recruits is owing to the low rate of pay; and then there is the fact that the colonial youth does not like discipline.

46. Is it a fact that the dissatisfaction with the Police Surgeon here is general?—Yes.

47. Do you know of instances of members of the Force consulting other medical men?—Yes.

48. *Mr. Dinnie.*] We will first deal with the "handy" man. I am glad you have produced the file, because it will prove conclusively what took place. My minute to Inspector Cullen has been read. The matter was sent to him for inquiry?—Yes.

49. But prior to that there had been dissatisfaction?—None that I knew of.

50. Are you not aware that Sergeant Abbott had tendered his resignation, and said he could not perform his duty under your supervision?—Yes; but I am also aware that he did not tender his resignation until he received a sum of money on the death of his mother.

51. Would not his resignation lead me to believe that there was something wrong?—I do not think so.

52. Did not Constable Blackwell resign under similar circumstances?—He did when the ex-sergeant told him to.

53. Would not these two resignations lead me to form an opinion that something was not right?—I should not think so when you had the Inspector, Sub-Inspector, and other officers in Auckland City.

54. But would it not be for me to cause an inquiry to be made, especially on this *Saturday Night* article coming immediately after?—If it came from the Inspector or Sub-Inspector, then I think it would be a matter for inquiry.

55. These two resignations came through the Inspector?—Yes.

56. And they were prior to this article appearing in *Saturday Night*?—Just about the time; I think it was in the same week.

57. Inquiry was made?—Yes.

58. This is my minute on the case after inquiry was made: “Inspector Cullen.—I am perfectly satisfied with the reports hereto annexed, and am now prepared to furnish my Minister with an answer should any question on the subject arise. I regret we cannot prevent information of this description reaching the Press, but it is deplorable that any member of the Department should associate himself with such a rag as *Saturday Night*. Further investigation is altogether unnecessary.—W. DINNIE, Com., 30/8/07.” Was not that satisfactory?—It was satisfactory to me.

59. In what way does that show that I had some “handy” man there?—I cannot say anything at present except that I felt that there was somebody behind my back trying to do me an injury, and failed.

60. I quite agree with you there. You have handed in two names—names of those whom you suspect. The first name is that of a private individual, whom I never spoke to, and do not know. Do you believe that?—Yes.

61. As to the second man, was he not recommended for promotion by the Inspector?—I have no idea.

62. And was he not reduced by me from detective to uniform duty?—Yes, when inquiries had been made.

63. Would I reduce a “handy” man in that way?—I do not know.

64. Are those the only persons you put forward as “handy” men?—There was a disloyal sergeant who tried to undermine the working of the station.

65. Perhaps you are justified in what you say as to that, but I had no knowledge of it?—I do not blame you at all, Mr. Dinnie; I never did blame you.

66. Do you suggest that either of those two men whose names you have written down were “handy” men for me?—I suggest that they were “handy” men for somebody.

Mr. Dinnie: One man I did not know at all, and the other I reduced for misconduct.

67. *The Commissioner*.] Do you mean that information filtered through somebody else to the Commissioner of Police?—Yes.

68. You mean that it filters through another person in contact with the Commissioner of Police?—Yes.

Mr. Dinnie: I am in the dark still on this matter. Perhaps you can give us some more information. I am in the dark still as to the “handy” man.

69. *The Commissioner*.] I suppose you suggest that the person who forwarded the information was trying to curry favour with the Commissioner?—Yes.

Mr. Dinnie: The writing ought to show who forwarded it.

Inspector Cullen: The writing appears to be that of Acting-Detective Abbott, who was sergeant at Newton at the time.

Mr. Dinnie: If I had been made aware of this beforehand I should have had an opportunity of looking into it, and dealing with it.

The Commissioner: You will have an opportunity of clearing it up later on.

Mr. Dinnie: I should like to have had an opportunity of clearing it up now.

70. *The Commissioner* (to witness).] Are there any other remarks you would like to make? Have you had to make inquiries with respect to applicants for the Police Force?—Yes.

71. *Mr. Dinnie*.] Do you think any stricter inquiry is necessary?—No.

72. They are more strictly made than they were years ago—much more strict, I should say?—I think in Mr. Tunbridge’s time they were just as strict.

73. Do you know that Mr. Tunbridge did not go back beyond five years?—I could not speak about that.

74. You know that district clerks are selected from the uniform branch?—Yes.

75. Because of their qualifications?—Yes; but I do not know that their qualifications are any better than those who are left out.

76. Do you not think that certain qualifications are required for a district clerk?—Yes.

77. He requires to have a certain education to go into the office?—Yes.

78. *The Commissioner*.] What do you wish me to understand with respect to the men selected as district clerks?—I think they are men fitted for the position, but there are a great number equally qualified who remain outside.

79. *Mr. Dinnie*.] Do you know that the Inspectors are asked once a year to recommend men for office-work?—No.

80. That is the case. Do you think that is a proper system?—Yes, I should think so.

81. It is the same in regard to promotion, mounted duty, and plain clothes: do you think that ought to be the case—that the Inspector ought to recommend in each case the men he considers qualified for the positions?—I do.

82. I suppose you cannot suggest a system of promotions that will give satisfaction to every one?—Not more than this: that if a man were fitted for promotion to-day, and it came his turn in three or four years, he ought to get promotion when it comes to his turn.

83. You know we have a certain number of men who are qualified to be constables only?—I suppose there are.

84. There are a certain number qualified to be sergeants only?—Yes.

85. In the case of constables promoted to be sergeants, if I am going to take all the senior men who are qualified for sergeants only, where am I to get men for promotion to the highest positions? Must I not go down the list and get junior men promoted?—Certainly; but I think that any system of promotion which jumps here and there and everywhere does not give satisfaction, and never will,

86. Do you believe in seniority and merit combined?—Yes.
 87. What better system can you have?—No better system.
 88. Is not that the system now in force?—I do not know.
 89. The men are recommended by the Inspectors?—Yes.
 90. Is not that the proper system?—Yes.
 91. If they are promoted in accordance with those recommendations, you would be satisfied?—Yes. When it comes to a man's turn for promotion and he is promoted I think there would be no complaints.

The Commissioner: I would like to know, in reference to the periodical recommendations that are sent forward, whether the men who are recommended one year and who are not promoted are included in the next year's list?

Mr. Dinnie: Yes, that is so.

92. *Mr. Dinnie.*] When Sub-Inspector Norwood was promoted, do you know that the Chief Detective applied at the same time?—I do not know.

93. And that Sub-Inspector Norwood had seniority by some six months?—Yes.

94. And that I recommended Norwood for promotion instead of McGrath for the simple reason that I believed his qualifications were equal, and he was the senior man?—Yes.

95. Do you suggest anything against the promotion of McGrath?—No.

96. Do you think it was a right promotion?—I am not prepared to say whether it was right or wrong. I know it has caused great dissatisfaction in the Force.

97. Do you suggest that he was not qualified?—No. I think for Court work he is a very capable man, but I do not see how he can be qualified for the work of a Sub-Inspector.

98. Have you read what he said as to his qualifications, and as to his detective work being of great assistance to him in his present position?—Yes.

99. Are you against detectives being promoted by merit into the uniform branch?—I am against that, unless it is done by seniority.

100. Not by merit at all?—No; because they go by a short cut.

101. It does not follow that each Chief Detective is qualified for higher rank, or is going to be promoted?—I do not know that; we have to wait and see.

102. As regards promotion from constable to sergeant, I want you clearly to understand that seniority and merit is considered at the present time?—If a senior man is qualified to become a sergeant he should be promoted when his turn comes.

103. Supposing we continue to promote the senior men, where are we to get our men for the higher ranks?—From among the senior men.

104. Do you know that fresh regulations have been sent out to the Inspectors for their suggestions?—I saw it mentioned in the Press.

105. I think it would be a wise plan for you to submit your proposals to the Inspector: it might assist him in making suggestions?—I would be only too pleased, if it would be of assistance.

106. You think that recruits should be on probation for twelve months?—Yes; twelve months from the time they join, including the time they are in the depot.

107. Do you not think six months would be sufficient?—Some men take a considerable time to develop before you know what they are going to become; and some of them become very capable men after they grasp their work.

108. And you find young men who sometimes have misconducted themselves who turn out very good men?—Occasionally.

109. The defaulters' sheets show that?—Yes, they may.

110. You have to be very careful in dealing with young men?—Yes.

111. We may dismiss men who may turn out good men eventually?—That has not been my experience. As to those who have been dismissed, I think it is a good thing for the service.

112. Some of them, undoubtedly. It depends on the nature of the misconduct?—I mean for general misconduct.

113. As regards the general efficiency of the Force, what do you say as to that?—At present in the Auckland District there is no cause to complain—none that I am aware of.

114. Do you think the public feel any unrest with respect to the police in Auckland?—I have never known of it. It is well known from the north to the south that the discipline in the Auckland Province is much more strict than in any other province. Young men tell us that when they come from the south.

115. I am afraid the south will not be pleased to hear it?—That is a fact.

The Commissioner: We will hear what they have to say in Wellington.

116. *Mr. Dinnie.*] Of course, you think we would get more recruits if the pay were raised?—Yes.

117. It would encourage more men to apply?—Yes.

118. And we would have a better selection?—Yes.

119. In regard to candidates for the Force, you do not suggest that the inquiries are not sufficient as regards character?—The inquiries are thoroughly made.

120. You know that files are sometimes sent back when the inquiries are not considered satisfactory?—Yes; files have been sent back.

121. *Inspector Cullen.*] You have been asked about the resignation of Constable Blackwell and Sergeant Abbott?—Yes.

122. What was Blackwell worth as a constable?—Worthless. Every sergeant on the station would tell you that, and has reported to that effect, I think.

123. How long was he in the Force?—I think, about twelve months, but I would not swear to it.

124. After your promotion, was his uselessness particularly shown?—He was a man who if he went out on the street with his sergeant would see nothing, and do nothing; in fact, the man should never have been in the service.

Mr. Dinnie: Here are Sub-Inspector Gordon's remarks in respect to this particular man: "Constable Blackwell is a very respectable young man, and I had hoped he would, in time, make a fairly good constable, but he is lacking in force of character, and from what I have heard from the sergeants who were over him I have come to the conclusion he is unsuitable for the service."

The Commissioner: Would you have any papers relative to his admission? Would he be reported on to you at the time of his admission?

Mr. Dinnie: Yes. Mr. Gordon says he is a very respectable young man. He came from the probation class the same as the others, so that the probation instructor would know.

125. *Inspector Cullen* (to witness).] You have also been asked about Sergeant Abbott, who complained that he would not serve under you, on account of your attitude towards him?—Yes, sir.

126. That went on to the Commissioner, did it not?—Yes.

127. And no inquiry was made or exception taken to it by the Commissioner?—None whatever that I know of.

128. Do you know the time he was up there with you?—I remember it.

129. Did he exhibit a spirit of hostility to you?—Very marked.

130. *The Commissioner.*] What did that arise from?—Nothing that I know of.

131. You did not quarrel, as a rule?—We never had a quarrel.

132. How long had he been a sergeant when he came into contact with you?—On promotion.

133. *Inspector Cullen.*] He came from Wellington?—Yes.

134. Was it not the fact that he was trying to subvert discipline all the time?—Yes, he did it to a certain extent.

135. Was it not alleged that he tried to get up a petition amongst the residents with a view to having you removed from there?—I would not say that, but I heard that a petition was got up, but I never heard that he was at the bottom of it, although I suspected he would be.

136. *The Commissioner.*] Where was he promoted from?—Wellington, sir.

137. *Inspector Cullen.*] Is it not at Wellington that he has a very intimate friend in the Sub-Inspector in the Commissioner's office?—He told me himself.

138. You suggest that if there was any communication about you that it would go through him to the Sub-Inspector?—Yes.

Mr. Dinnie: This is a report of late Sub-Inspector Gordon in respect to that matter: "I have known Sergeant Abbott for nearly six years as a thoroughly decent, efficient officer, and I should be very sorry to learn that he had been obliged to resign under a sense of injustice."

Witness: You might read the remainder of that report, for the Commissioner's information.

Mr. Dinnie: I have read it.

Witness: There is another paragraph there.

Mr. Dinnie: That is about Blackwell. I read that before.

Witness: What he says about myself.

Mr. Dinnie: I will read it. "The case he refers to in his reasons for resigning was inquired into by the Inspector, and proved. Sergeant Sheehan is a painstaking, energetic officer, who does his duty to the best of his ability. The facts as to the fracas that almost occurred at the Newton Station are fully explained in Sergeant Sheehan's reply to Constable Blackwell's statement of his reasons for resigning, and speak for themselves." The sergeant's report is here, and my minute I have already referred to.

Witness: May I ask that Sergeant Ramsay's report attached to that file be also read?

Inspector Cullen: And my minute might be read too.

The Commissioner: Yes. They are as follows:—

"Queen Street Wharf Station, Auckland, 23rd August, 1907.—Report by Sergeant William Ramsay, No. 488, *re* friction at Newton Station (*vide* cutting, *Saturday Night*).—I respectfully report that I know nothing whatever about the friction at the Newton Station. I have done duty at Newton Station under Sergeant Sheehan some eighteen months ago, and, although the sergeant and I had a few words when I was under him, I must say, in fairness to Sergeant Sheehan, that he always done his duty in a straightforward manner, and was always willing to teach and instruct the constables under him. I have never at any time seen or heard Sergeant Sheehan speak disrespectful to any of the men under him.—WILLIAM RAMSAY, Sergeant, No. 488.—The Sub-Inspector of Police, Auckland.—Forwarded to the Inspector.—D. GORDON, Sub-Inspector, 23/8/07.

"Police Station, Auckland, 21st August, 1907.—The Inspector.—*Re* article in *Saturday Night* of the 17th instant on friction amongst police at Newton Station.—I beg to report that I know absolutely nothing of the alleged harassing of members of the Force at Newton. I am aware that when Sergeant Ramsay was stationed at Newton there was considerable friction between Sergeant Sheehan and him, but that was inquired into and settled, Sergeant Ramsay being afterwards brought into the city for duty. There was also trouble between Acting-Detective Macartney and Detective McIlveney, but that also was inquired into and settled. Since then I was under the impression that the work at Newton was going on fairly smoothly, and it was only when Sergeant Abbott and Constable Blackwell were called on to furnish reasons for their resignations that I learned there still existed a serious disagreement amongst the staff. Whether Sergeant Abbott and Constable Blackwell have any just grounds for their complaints I know not, and whether they have or not can only be discovered by a thorough investigation. If there were any just grounds for complaint, they are both aware that the regulations afford the fullest remedy. Neither have made any previous complaint, so that it was only reasonable to suppose that there was none. I have known Sergeant Abbott for nearly six years as a thoroughly decent, efficient

officer, and I should be sorry to learn that he had been obliged to resign under a sense of injustice. Constable Blackwell is a very respectable young man, and I had hoped he would, in time, make a fairly good constable, but he is lacking in force of character, and from what I have heard from the sergeants who were over him, I have come to the conclusion he is unsuitable for the service. The case he refers to in his reasons for resigning was inquired into by the Inspector, and proved. Sergeant Sheehan is a painstaking, energetic officer, who does his duty to the best of his ability. The facts as to the fracas that almost occurred at the Newton Station are fully explained in Sergeant Sheehan's reply to Constable Blackwell's statement of his reasons for resigning, and speak for themselves.—D. GORDON, Sub-Inspector.

“New Zealand Police, District Office, Auckland, 27th August, 1907.—Memorandum from the Inspector of Police, Auckland, to the Commissioner of Police, Wellington.—Subject: Alleged Friction at Newton.—The attached reports from sergeants who have had ample opportunities of seeing and judging for themselves how duties at Newton Station have been carried out will show you that the supervision at that station is quite satisfactory. If Sergeant Abbott had a grievance he could have made representations through the usual channel and got redress; but when he makes no such representation to either the Sub-Inspector or myself, it is obvious he could have little to complain of. Even when asked by you to state his grounds for resigning he replies that it is because he will not serve under Sergeant Sheehan, but makes no specific complaint or charge against Sheehan. Now, everybody connected with the Force here knows that Abbott is resigning because he has inherited sufficient money to enable him to retire from the service to enter into the motor and cycle business, which he believes will be more remunerative than police work. This sergeant has been in a chronic state of bad health ever since he came here, and I feel sure the condition of his health has a good deal to do with his imaginary grievances. Had there been anything wrong with the supervision or the regulation of duties at Newton, the Sub-Inspector who exercises immediate supervision over that station, and myself, must have heard of it, and, as both of us have more interest in the service and regard for our own reputations than that gutter-rag *Saturday Night*, I think you can take it for granted that we are not likely to allow abuses to exist at any station under us. However, if you think things are not as they should be at Newton, I would be obliged if you could find it convenient to come here as early as possible, and hold an inquiry into the working of Newton Station. From my point of view, the supervision exercised there is as good as it is at any station in New Zealand; and, holding such views, I cannot see my way to do a capable officer an injustice by recommending his transfer. If Sergeant Sheehan were transferred from there at the present time, every member of the Force here would feel that it was done as a salve to Sergeant Abbott's feelings, and to placate *Saturday Night*. Insubordination would then become rampant, and disorganization must follow once the men knew they had only to ventilate their grievances through the gutter-rag. I am pursuing inquiries *re* the channel through which police information is being conveyed to *Saturday Night*, and will report fully later on if I am successful in my inquiries.—J. CULLEN, Inspector of Police.”

The Commissioner: That is followed by the Commissioner's minute.

Mr. Dinnie: That I was perfectly satisfied. Knowing the good work Sergeant Sheehan has done at Waihi, I am quite satisfied with the matter.

139. *Inspector Cullen* (to witness).] Regarding Abbott: This man resigned from the service, did he not, and went into the cycle business; but after a time he found that the cycle business did not pay him?—He and his partner dissolved, because the business did not turn out a success.

140. Then he went to Wellington?—Yes.

141. And got reappointed?—Yes.

142. Do you know his age when he went there?—He told me himself he was forty-two.

143. That is above the prohibited age?—Yes; two years above it.

144. And is it not reputed that he has done no uniform duty since he joined?—I understand that is so.

Mr. Dinnie: That is so.

145. *Mr. Cullen.*] It is a matter of report that he has done no uniform duty?—I have heard it repeatedly by members of the Force.

146. You have been asked about the inquiries made before men are appointed. So far as you know, was any inquiry made as to how he had conducted himself during the time he was out of the service here?—None that I am aware of.

147. *The Commissioner.*] I think you said that in your opinion forty-five should be the age?—I said that at the last Commission, and I still hold that view.

148. Do you think it is a good thing that a man should do sectional duty in a town before he is put in charge of a sub-district?—I certainly think that it is a good thing. Respecting men being given charge of stations, some of the sergeants who have been doing duty in the city fear that the claims of certain men to stations might be overlooked in favour of men who had not gone through their apprenticeship on the streets as the former have done.

149. You refer to the case of a man, say, who has thirty years of exemplary service?—Yes.

150. And who may be admitted on all hands to have been passed over in respect to promotion?—I admit there are such cases, myself.

151. You admit you know of no reason why this particular man should have been passed over?—I think I know the man you refer to, and I have always been astonished that he was passed over.

152. He is now, after having been passed over, about fifty-three years of age. What would you do with that man?—Of course, men of that age cannot do the sectional duty at present.

153. This man has not many years to go, you know. You would not remedy an injustice in a case of that sort if it is to be done at the expense of men who have been from two to three years in town?—I am just telling the Commission what the feeling is.

154. What is your own feeling?—My own opinion is that the man should not suffer, and if he has been looked over, I think he should take his place amongst the men who have been promoted. Other men over that age have been promoted, and are doing sectional duty on the streets.

Mr. Dinnie: As regards that constable, I wish it to be clearly understood that I am not the Commissioner responsible for his non-promotion.

The Commissioner: I have said so on every occasion, Mr. Dinnie, in the south.

Mr. Dinnie: As regards Abbott, it has been suggested that he was forty-two years of age. That is not the case, and the suggestion should not have been made. He is only forty at the present time.

The Commissioner: How long has he been reinstated, Mr. Dinnie?

Mr. Dinnie: Over a year ago.

155. *The Commissioner* (to witness).] Would you be in favour of an examination as to medical fitness before a man is promoted?—I think it is very important.

156. Before he is offered promotion to sergeant?—Yes.

157. You have had a long experience, and have served in all sorts of stations: have you any views as to the length of time a man should remain in a station, having regard to the complete efficiency of the Force?—Eight years was the longest I was in one station. There should be transfers occasionally.

158. You cannot differentiate. If you make the rule you must fix the time?—Of course, there are numbers of men in whose cases more frequent changes might be required than in others.

159. But that does not answer my question?—I consider six years is a fair time for any man to remain in one station, a country station particularly.

160. *Mr. Dinnie.*] Then, do you think you were too long there, and that therefore you were not performing your duties satisfactorily?—I do not think so. I was in Waihi eight years, and I performed my duty as well the day I left as the day I went there; but I know of others who could not do it.

161. It depends entirely on the man?—Entirely.

162. So that it would not do to make a fixed rule?—The man who does his duty I would be the last to have removed. But I think there should be a system of changing.

163. Of course, you know that men are changed for misconduct or when it is found necessary?—Yes.

The Commissioner: I was referring generally to all-round inefficiency: in a small place a man soon becomes inefficient.

Mr. Dinnie: And the information very soon comes to me from one source or another.

The Commissioner: From what we have heard to-day I have no doubt it would.

164. *Detective Marsack.*] You have given us some figures as to the time it takes a man to rise to Chief Detective and the time it takes to rise to station sergeants?—Yes.

165. How far back have you gone in making up your figures?—To the commencement of the instituting of the station sergeantship.

166. Station sergeants were first appointed in 1906. I know now, of course, that Mr. Hendrey was not then thirty-one years in the service. Seven station sergeants have been appointed, and the average time they served as constables before becoming station sergeants works out at 29½ years. You told us that it was thirty-one. There is a difference, although it is not much; but I wish the figures to be correctly given?—Yes.

167. Taking the Chief Detectives, I find the average is 16·9 years. There your figures are a little bit wrong again?—I quoted mine for the past five years.

168. Then, with regard to the last batch of Sub-Inspectors who have been appointed, I think you can take my figures for it that they have served on an average 25·9 years?—I did not go into that, but I will take them as correct.

169. And, again, taking the last seven Inspectors who have been appointed to that rank, their average service is twenty-seven years?—Yes.

170. So that really in quoting against the detective branch, that it takes a man thirty-one years to become station sergeant, you overlook the fact that a man might become an Inspector in twenty-seven years, and has done so?—In days gone by.

171. No, in the present day. Now, during the past twenty years I think there has only been one detective promoted to the rank of Inspector, and he has served from 1874 to 1900, or a total of thirty-six years, which is considerably longer than the average service of the last seven Inspectors?—Yes.

172. Do you consider that that detective was wrongly promoted, and that he was promoted out of his turn?—I do not say so.

173. Do you consider it to be so? You have said you do not believe in the detectives being promoted to the commissioned ranks at all?—I do not.

174. I may be wrong, but is it your opinion?—No; it is not my opinion, but I think they should not be promoted more than in a fair ratio to the number of your men.

175. Then, we come back to the fact that we are only a small number of men, and that for each detective who may stand a chance of being promoted some fifty constables have a chance. You spoke in rather a complaining way as to the difference in the remuneration accorded to a detective and to a sergeant?—I did.

176. Do you not think that the difference in favour of the detective is rather more apparent than real? How much a day more is the detective getting than yourself?—One shilling a day, and in the course of a year or two he will get more.

177. That is the apparent larger pay he is getting than you. But at any rate you are getting a free house?—Yes.

178. Also free uniform?—Yes.

179. Do you not think those privileges wipe out the difference the detective is getting in the shape of extra pay, seeing that he has to pay rent and clothe himself?—What do I get for the responsibility I have to take? I am responsible for from sixteen to twenty-two men, and the detective only for himself.

180. Then, it is in respect to the principle, and not the money, you complain?—Yes.

181. You also complain that the detective receives a higher travelling-allowance than the sergeants?—Yes.

182. Do you not think it is reasonable, when a detective is sent far inland to inquire into some crime, that he should receive a larger travelling-allowance than the ordinary constable or sergeant?—Not more than the ordinary sergeant.

183. Why?—Because the sergeant has to pay the same expenses.

184. Do you know that the detective's hand is in his pocket all the time when he is making inquiries?—I do not.

185. *Mr. Dinnie.*] Have you any knowledge of what is done in other Forces with regard to the promotion of clerks?—No.

186. *Sergeant Wohlmann.*] You were present at the conference of sergeants?—Yes.

187. Is it not the fact that the sergeants did not object to the promotion of district clerks to the rank of sergeant if it was their turn?—Oh, yes; that is so. As to the clerks in the office, it was considered that they should not be interfered with—that they should be office clerks solely. That is what the sergeants thought.

188. *The Commissioner.*] Do you mean that if a man were promoted as district clerk to the rank of sergeant that he should remain a district clerk?—No; but the staff in the district office should not be asked to do any duties—on Sundays, for instance—excepting on special occasions.

The Commissioner: I had practically abandoned that question, because after hearing what was said in other centres I formed a certain opinion, and thought it would be an unfair interference with the assistant clerks. I am quite satisfied with the position. You understand that, *Mr. Dinnie?*

Mr. Dinnie: Yes, sir.

THURSDAY, 26TH AUGUST, 1909.

EDWARD CLAUDE BUDD examined on oath. (No. 179.)

Witness: I am a clergyman of the Church of England, and am chaplain to the Gaol, Hospital, and Asylum.

1. *The Commissioner.*] What do you wish to say?—I wish to make a statement in connection with the treatment by the police and detectives of men discharged from prison. Men who have served time in gaol make frequent complaints of being interfered with when they are trying to live honestly and respectably. The committee of the Discharged Prisoners' Aid Society have had this matter under consideration, and we believe there are cases of unnecessary and improper interference by members of the Police Force—*e.g.*, a discharged prisoner may have obtained a situation, he may have worked in that situation for days or weeks, and an overzealous constable or detective has gone to the employer and said, "Do you know that man? Do you know his character? He is ——. He only left prison on ——" with the result that the man has been turned adrift, and, in anger and bitterness, has again taken to evil courses. I believe this sort of thing has happened again and again. The question of police supervision of discharged prisoners is admittedly difficult and delicate. The professional criminal needs close watching, but if he shows a desire to lead an honest life he should be helped rather than hindered. In this connection perhaps I may be allowed to say that the Habitual Criminal Offenders Act is exercising a wholesome influence over a number of offenders. They see the risks they run; the time to be served is unknown. They call it the "Kathleen Mavourneen" Act—"It may be for years, or it may be for ever"; and if some of the "hard cases" attempt to lead a respectable and useful life, let us give them credit for sincerity, and try and help them. I do not forget that ex-prisoners' statements are *ex parte*; at the same time I am convinced they are not always groundless. There are two men in the Auckland Gaol to-day, serving long sentences, who declare it was the daily following about, and at last open interference by the police, that drove them to the committal of the offence. In one case a young man—a first offender—was refused a driver's license because he had been to prison for a short term. In that case I saw the Chief Inspector, who explained the circumstances. The parents wrote to me about it, and the young man—about nineteen—had to leave home. Another man whom I assisted several times complained bitterly of being dogged by the police, and committed suicide at Tamaki. My opinion is that the majority of the police do their duty faithfully and well, and in many cases go out of their way to help men—as do many prison warders—but some members of the Force are indiscreet.

2. You refer to an overzealous constable or detective having gone to the employer of a discharged prisoner and told him his antecedents and record: that is a very much wider allegation than in regard to the police or detectives keeping criminals under surveillance. That is very necessary, but I should regard it as a very wrong thing indeed that the police should go to the employer about the man: just read that passage again?—It is not quite as you put it.

3. I am open to correction?—"The committee of the Discharged Prisoners' Aid Society have had this matter under consideration. We believe there are cases of unnecessary and improper interference by members of the Police Force."

4. It is the next passage I am referring to?—For instance, I can give you an example, but it does not refer to the action of the society.

5. At any rate, it is a fact made by you in your statement. What is that founded on?—Several instances.

6. You can see the difference between the ordinary surveillance of the police and the going direct to a prisoner's employer. It seems to me a very serious thing?—That is what we complain of mostly.

7. Do you mean to say that a constable or detective would deliberately go to the employer of a man who has been in trouble and inform him voluntarily that a man in his employ was an ex-prisoner?—Let me cite a case like this: I think it is a fact. I know a young man who has served several sentences. He came out, and obtained a situation at a leading hotel in Auckland, and I was informed that, in consequence of what the police stated to the licensee, it was thought desirable that that young man should be discharged. That may have been perfectly justifiable, because in this case the young man was in a position of trust. So that from the police point of view it might have been justifiable.

8. I do not quite agree with you there?—I look at it from their point of view.

9. Can you give me any evidence of a case where a detective requiring to make certain inquiries about an alleged offence went to the place where the person he suspected was working, during working-hours, and made those inquiries, of course, naturally to the detriment of the men?—That is the nearest approach to anything of the kind I know of, but I know nothing certain.

Mr. Dinnie: In that case the employers knew his character beforehand.

10. *The Commissioner.*] Yes, that is correct; but that fact would not affect the principle of the undesirability of a detective or the police going to a place where a man was working, and in the presence of his comrades, because they cannot know personally about the record of their mate. I regard that as distinctly objectionable, and I have no hesitation in commenting in no unmeasured terms about it. But I do not believe it is the practice. Is it the practice, Mr. Budd?—I believe it is quite exceptional. I spoke to Inspector Cullen about this question of the police making such distinctions, and he said his officers had no desire to do it.

11. That is quite a different thing?—Inspector Cullen gave a perfectly satisfactory explanation of that case.

12. *Mr. Dinnie.*] Do you know of any definite case in which a detective has gone to the employer in the manner you mention?—I have often come across cases, and I have the names now; but as a rule, when men have been to me, they are very adverse to going on with it. You cannot sheet it home.

13. But would not the parties tell you who were the detectives who made the inquiry?—The parties complaining are usually the ex-prisoners.

14. Would they not tell you who the detective was who inquired?—Yes, they did sometimes.

15. Have you made the inquiries to ascertain whether it was true or not?—I am referring to two cases now where I can give all particulars.

16. Did you inquire of the police to see what happened?—I have the particulars from the men.

17. Do you think that that ought to be the proper procedure?—I think not in this case.

18. *The Commissioner.*] Does it not bring the men themselves again into conflict with the police?—Yes.

19. *Mr. Dinnie.*] Of course you know, Mr. Budd, that criminals do not always speak the truth? What experience have you had of criminals?—Twenty-five years, here and in the Old Country.

20. *Inspector Cullen.*] When you saw me did I not tell you that I disapproved of detectives, or any one else, interfering between the discharged prisoners and their employers?—Yes.

WARD GEORGE WOHLMANN, Sergeant, examined on oath. (No. 180.)

Witness: I am district clerk in the Auckland office, and a sergeant of police. After twelve months in the Permanent Artillery I joined the police on the 14th November, 1895. After some four or five years' uniform duty, when I did a good deal of relieving duty at country stations, I was put in the district office in Dunedin. On the 1st October, 1903, I was promoted to be district clerk, and transferred to Invercargill, the new Southland police district having been given its separate existence from that date. After three years and a quarter at Invercargill as district clerk I was transferred on the 28th February to fill a similar position at Auckland.

1. *The Commissioner.*] What do you wish to bring before me?—In conjunction with Sergeant Sheehan, I was appointed by the sergeants of this district one of their delegates. In reference to the suggestion to increase the pay of constables, we feel the service is not attracting men who are available, and that to enable it to do so the pay should be increased. Due to the relatively higher rate of pay obtainable in civilian employment, many desirable men, such as artisans' and farmers' sons, will not join the police. If we can get better men the status of the whole Force will be raised. We would like to see it considered an honour to belong to it. There are many New-Zealanders who might be induced to join, but when they are informed that they must commence at 7s. 6d. per day, that the men work seven days a week, are subject to strict discipline, and to the other limitations inseparable from service in such a Force, they prefer to remain in the independent position of civilians. We see no other way of inducing suitable men such as farmers' and mechanics' sons to join except by increasing the pay. We suggest a rise of 6d. a day, with a minimum of 8s. and a maximum of 10s., the increments to be at the rate of 6d. every three years, instead of four years as at present. At present most sergeants are promoted before they reach the maximum pay of a constable. We ask for saloon passages for married men travelling with their wives and children on transfer. I do not think it is necessary to point out the undesirability

of the wives and families of police officers being required to travel steerage, where they come into contact with a class it would be desirable to avoid. We suggest an increase of house-allowance to constables of 6d. a day in order to induce married men to join the service. They are more reliable and trustworthy, and sooner settle down to discipline.

2. It is more difficult to get married men?—I think so.

3. I should agree with you that married men would be the best if they could be obtained, which I am very doubtful about. But the married man does not care about starting a new walk of life?—No; it might induce the single men in the service who desire to settle down in life to start earlier. We consider that the standard of education should not be reduced. We find that under the present standard of education the reports of some of the recruits are no better than they should be. Spelling is bad, grammar and composition inferior, and if the standard is reduced to the Fourth, it would probably be worse. It is generally conceded that the educated man makes a better policeman than the illiterate one, therefore the standard of education should be maintained. With regard to leave, the present privilege of allowing it to accumulate to thirty-six days in three years is greatly prized, and it would be very much regretted if it were curtailed. We are now allowed twelve days per annum, but when a long distance has to be travelled it is not sufficient, so advantage is often taken of allowing it to accumulate for two or three years. It is easier to relieve a man for a short period than for a long one, and we suggest the annual leave be extended to sixteen days a year, which we think will induce more men to take their leave annually. In view of the long distances men are transferred from their homes, the Sunday duty, and no weekly half-holiday, we think the present annual leave should be extended to sixteen days. The reasons for our asking for free travelling on the railway when on leave have already been gone into exhaustively.

4. Some of you seem to think that it is not going to cost anything, and if the Railway Department will not grant it as a concession, then it can only be secured by the Police Department paying to the Railway Department a certain annual sum as a set-off against the concession. You understand?—I do. Could it not be arranged on a reciprocal basis, for the Railway Department carrying our men on leave free, the police doing—as they do now—a lot of important work for that Department in return?

5. Now you are touching on a very important matter. Other Departments do not work for nothing, and I fail to see why the Police Department should do their work for nothing?—Yes. We recommend an increase of pay in the case of police sergeants of 6d. per day, with the present rate of increment. If the pay of constables be increased, and pay of sergeants is not also increased proportionately, there would not be sufficient difference between the maximum pay of a constable and the minimum pay of a sergeant to maintain the relative difference between the two ranks. The present difference is 1s., and this should not be reduced. Some years ago, when the difference was only 6d., it was found that constables in country stations either refused promotion, or, if they accepted it, complained, with apparent good reason, that promotion was too great a loss financially, for it meant not only the loss of a free house and the other benefits of a country station, but they found, in the cities where they were required to do duty, high house-rent, costly living, &c. It was therefore found advisable to increase the difference in pay between a constable and a sergeant to 1s. We think that difference should be maintained. We think an increase of house-allowance from 1s. 6d. a day, as at present, to 2s. a day should be given to sergeants, on the broad principle that superior rank should carry superior allowances and pay. The large increase in house-rent since the house-allowance for sergeants and constables was fixed about nine years ago is an additional reason for asking for an increase now, when not only rents, but the whole cost of living has increased. With reference to sergeants travelling first class by train or steamer, the reasons for same have been given pretty fully by Sergeant Sheehan. It has been suggested that assistant clerks in the district offices should be called upon to do Sunday duty in order to enable Sundays off to be given to the uniform men. I look on it as almost impracticable, in the first place; but even if it were quite practicable—which is doubtful—it would be against the interests of the service, and the resulting benefit to the uniform men would fail to justify the innovation. It is almost impracticable, because it would—at least, in Auckland—seriously interfere with the work of the office. District office work is never absolutely regular in quantity, but comes in rushes, and is of such a nature that it cannot be put aside to wait a more favourable time. Criminals may be escaping justice; the interests of innocent people may suffer by even slight delay. The rule in my office is that no office-hours are recognisable if work demands attention. We are not overstaffed. My senior clerk, who is responsible for the recording and despatch of correspondence, is a good and quick worker, but is so fully occupied from 9 to 5 that it is his regular practice to enter up and despatch correspondence not put through by 5 p.m. later on in the evening. He is a single man, and lives in the barracks. As the bulk of the Dominion lies to the south, it follows that a preponderance of our correspondence is despatched by the south mail. No south mail leaves here between 9.15 p.m. on Friday nights and 9.15 p.m. on Sunday nights; consequently urgent matter coming in on Saturdays must be entered up and despatched on Sundays. Again, if the Inspector urgently requires files or information from the office, or to despatch wires on Saturday afternoons or on Sundays, one of the two single clerks must attend to it. As regards Saturday afternoons, one clerk is on duty till 5 p.m. to take telegrams, get the newspapers, &c. If my record clerk is to be required to perform Sunday duty, how can he be asked to work overtime on week evenings or on Sundays? Clerical work is of a sedentary nature, and to be cooped in an office during daylight, and when Sundays come to be confined in a watch-house, would, I submit, be injurious not only to the health, but to the mind also. My accountant is a married man, who has responsible work to perform. If he were required to do watch-house duty he would not have any time to himself, in daylight hours, during several months in the year. If clerks were given outside beat duty—where, of course, they would get fresh air—

they must do the duty of beat constables—effect arrests, attend to cases of sudden death or accident, and other similar matters of ordinary everyday police duty. Their services as clerks will be practically lost on the Monday following, as they must attend Court, inquests, or, as the case may be. Mondays, as a rule, are the heaviest days of the week for office-work. But even if these practical difficulties did not exist, it would be undesirable to require clerks to do uniform duty. To keep clerks loyal and reticent is essential for obvious departmental reasons. From the day they enter the office they are taught that their interests lie in the office—that they must preserve departmental information inviolate. To that end they are discouraged from forming intimacies with men outside the office—intimacies which might open the way to confidences that in all probability would tempt them to indiscreetly divulge official information of a confidential nature. It is the rule of the service that clerks are responsible only to the commissioned officers of their district and to the sergeant in charge of the office. If clerks are placed, even temporarily, on duty as comrades on even terms with uniform constables, and under the control of uniform sergeants, it will tend to weaken the control of the district clerk, weaken the interest of the clerks in the office and their work therein, and be a source of temptation to indiscretion. I would submit that if the foregoing objections did not exist, the benefits to those who ask for the change would be very much less than they anticipate. There are under the Sub-Inspector at Auckland fifty-three constables doing uniform duty. Even if my three clerks were put on duty every Sunday in the year, the increase of Sunday leave to the uniform constables would be only three Sundays per man per year. Regarding the alleged breakdown of the station-sergeant system, our reasons for thinking it has broken down are these: Mr. Dinnie is reported to have said that one of the four present station sergeants was not qualified for further promotion, and it is understood that one of the others has almost reached retiring age; therefore but two are left, and, presuming both are qualified for commissioned rank, it follows that the uniform service of some 750 men are represented by but two candidates for the next vacancy as Sub-Inspector, while the detective branch of some fifty men are represented by five candidates (the five Chief Detectives) for promotion. We do not think that a fair position. It has given much dissatisfaction to the uniform service. The senior-sergeant scheme has been formulated for the purpose of removing the cause for dissatisfaction by giving the uniform men, representing 96½ per cent. of the service, twenty or twenty-five of their best sergeants, as men available for selection for commissioned rank, in comparison to the five Chief Detectives, who represent but 6½ per cent. of the service. We consider the competition between the two branches, under existing conditions, unfair to the uniform men. If the same goal is to be open to all we ask that the conditions governing the competition be made the same for all, so that no man or class of men receive any unfair advantage over his comrades. The uniform men do not object to the competition of the detectives; we welcome it, only asking a fair field and no favour. If sergeants must have ten years' service before promotion to that rank, then detectives should be required to conform to the same condition, and, similarly, the rule as regards seniority of station sergeants (or senior sergeants) be applied to Chief Detectives. Another important advantage which would accrue to the Department if the suggested senior-sergeant scheme with grade "A" stations (Headquarters, and such other important stations as Hamilton, Gisborne, &c.) were adopted would be this: At present if one or more of the present station sergeants should be found to be unequal to the heavy work imposed on station sergeants at the four centres, he cannot be relieved except by reduction in rank. Under the new scheme he could be transferred to some of the less important grade "A" stations without loss of rank or pay, and the best of the twenty or twenty-five senior sergeants not stationed at a centre could be selected to replace him. By the scheme suggested senior sergeants could be shifted round until it was ascertained by actual experience who were the best men and most qualified for further promotion. Our reason for suggesting that the pay of senior sergeants commence at 13s. 6d. and advance to 15s. 6d. is to make it commensurate with the rank, preserving the same difference—1s.—between the maximum of a sergeant and the minimum of a senior sergeant as we have regarded as proper between the maximum of a constable and the minimum of a sergeant. Furthermore, as the rank of senior sergeant would be higher than that of detective, it follows the pay of the former should be higher than that of the latter. The suggested maximum of 15s. 6d. is 6d. per day higher than the present day of a detective. It is expected senior sergeants will have detectives under them, as the sergeants at Newton, New Plymouth, Gisborne, &c., now have; and if the pay of detectives is raised in the future, we think the pay of a senior sergeant should be correspondingly increased, so that it may not again happen that an officer of inferior rank receives higher pay than his superior. In reference to the travelling-expenses of sergeants and detectives, the Chief Detective sought to show that a detective should receive a higher allowance because the detective in the course of his inquiries would not follow a direct course, while the sergeant, who would probably be on such duty as inspecting his sub-stations, would travel direct to his destination, and therefore not incur so much expense. The objection to that argument is this: The sergeant might also be—and in country districts frequently is—travelling on detective duty, making his own inquiries into offences committed in his sub-district. Further, if a sergeant and a detective are on duty together at races, or a show-ground, or have to attend Court, and cannot get home for meals, or are on transfer, the detective receives an allowance of 8s. per day, while the sergeant receives only 6s. But we think the fact that constables are allowed 6s. a day should justify an increase to sergeants. We think the principle of pay and allowances being in relative proportion to rank should always be maintained. I would like to briefly refer to the Victorian system of promotion of detectives, because a southern detective officer has quoted that system, and he argued that because half of the superintendents in the Victorian service had been through the criminal investigation branch that was a reason for promotion of detectives in New Zealand to commissioned rank. I may say I am not acquainted with the Victorian service. I have received

my information from Detective Porter, of the Victorian Police. He has been here on duty, and returned to Melbourne only a couple of days ago, otherwise we would have asked your Worship's permission to call him to give evidence before you. I have here a copy of the *Victorian Police Gazette*, of the 14th of last January, from which I will quote. The southern detective officer referred to is reported in the Press to have said, when giving evidence before this Commission, "With regard to the detective force, he thought that the Victorian system might well be adopted here. . . . Half of the Superintendents in Victoria were men who had been detectives. That was an argument in support of a detective here having the right to enter any part of the uniform service." On examining the seniority list of the Victorian police I found that the officer's statement that half of the Superintendents in Victoria had been criminal investigation men was literally correct, but a further inspection does not appear to justify the impression the officer quoted apparently sought to produce—*i.e.*, that the same proportion of detective officers existed in the other commissioned ranks there; and, further, that the detectives in Victoria were promoted under a system more favourable to them than was the case in New Zealand. From what Detective Porter told me, it appears the detectives in Victoria did, prior to about 1881, enjoy special treatment as regards promotion; but so much dissatisfaction was engendered in the rest of the Force that about 1881 a Royal Commission was set up, the result being that the system of preference to the criminal investigation men was swept away, and they were placed on precisely the same footing for promotion as their uniform comrades, and have remained so since. I have here a table prepared from the *Victorian Police Gazette*, No. 2, dated the 14th January, 1909, showing the number of officers and men who are in or have been in the criminal investigation branch, and the percentage of same to the rest of the service, and comparing the whole with the New Zealand service. It will be seen that the only Inspecting Superintendent in Victoria has never been in the criminal investigation branch. Of the ten Superintendents, four have been in the criminal investigation branch, and are now in charge of uniform police; but I understand from Detective Porter that these officers obtained their initial advantage over their uniform comrades prior to 1881. The fifth criminal investigation Superintendent is still a criminal investigation officer, and is not in charge of uniform men. Of the seven Inspectors, not one has been in the criminal investigation branch. Of the sixteen Sub-Inspectors, but one has been in the criminal investigation branch. Of the officers, therefore, six, or 17 per cent. approximately, have been criminal investigation men, and twenty-nine, or 83 per cent., have not. Of the first-class sergeants, two, or 4 per cent., are criminal investigation men; and forty-seven, or 96 per cent., are uniform men. Of the second-class sergeants, none are of the criminal investigation branch. Of first-class constables, five, or 3 per cent., are criminal investigation men, and 158, or 97 per cent., are uniform men. Of the ordinary constables, twenty-six, or 2 per cent., are criminal investigation men, and approximately 1,534, or 98 per cent., are uniform men. Of the total service, thirty-nine, or 2½ per cent., are criminal investigation men, while 1,534, or 97½ per cent., belong to the uniform service. In New Zealand, the proportion of officers who have been detectives is 12½ per cent., and the proportion of detectives to the whole service is 6½ per cent. It is remarkable that in the Victorian Force, where the detectives are but 2½ per cent. of the whole Force, they have 50 per cent. of the Superintendents. The reason given by Detective Porter has been already mentioned—that these gentlemen received their advantage prior to 1881, and have since gone up in accordance with seniority. We do not ask for a system of promotion based on absolute seniority, because we believe the principle is wrong which gives to the slothful time-server the same claim on promotion as the hardworking able man who gives the State good value for his pay. We only ask that the same conditions as regards service be applied to both the uniform and detective services—that is to say, that the rungs in the ladder to be climbed by the detectives be placed the same distance apart as the rungs in the ladder to be climbed by his uniform comrade. The most efficient man in his rank to receive preference, but, if qualifications are equal, seniority to carry the day.

6. What do you think would be the best method of selecting men for service as assistant clerks in the district office?—I think the present system is satisfactory. The system is that the Inspectors nominate the men for clerical work. They are asked to do so by the Commissioner, and a list is sent down of the men who should be promoted.

7. Do you often get men sent into your office from the local Force?—I cannot speak from my experience here, because the men in my office were here when I came here.

8. Something was said down south about the desirability of having a gymnasium or something answering to it in connection with the station at each large centre; and it was stated that where there is a gymnasium the men do not take much interest in it. What is your experience?—There is a good gymnasium here, and the men take a very great interest in it, and keep up their interest. The men attend the gymnasium well every evening, and practise handball and other exercises.

9. You think it is a valuable assistance?—Yes. It keeps the men from running down town to a great extent. They work off their animal spirits, and then perhaps settle down to a quiet evening. In the barracks we have a good billiard-table.

10. Are you generally present when inquiries are held by the Inspector?—No.

11. Who takes the evidence?—Occasionally, when the inquiry is a lengthy one, one of my clerks takes the evidence down in writing.

12. *Mr. Dinnie.*] You have not been long here?—About two and a half years.

13. With regard to the detectives in Melbourne, I suppose you know that Chief Detective Herbert was really speaking of many years ago?—I only know what I read in the newspapers.

14. He was in the Force there up to about 1880, and apparently was speaking of the Force at that time?—I merely gave my impression from what I saw in the papers.

15. As regards travelling-expenses, that is provided for in the new regulations?—Yes.

Mr. Dinnie: As to station sergeants, that is also provided for: they are to be called "senior sergeants," and it has been my intention for some time past to create more appointments in out-districts so that we should have a better selection for the higher ranks.

The Commissioner: I intend to deal with that in my report.

Mr. Dinnie: Our station-sergeant system was a new departure.

The Commissioner: Yes, experimental.

16. *Mr. Dinnie* (to witness).] I suppose you know that I made application to the Railway Department in respect to granting free passes, and that that Department could not see its way to grant the request. However, the matter will be considered?—Yes, I understand that is so.

17. As regards the Fifth Standard, I suppose you do not know that we send out a great many application forms, and they are not returned for the reason that the Fifth Standard is too high for many wishing to join?—I was not aware of that.

18. I have had many applicants who have come to my office who have not passed the Fifth Standard. Do you not think we could get some very good men in the Force if we reduced the standard?—Yes; but taking a broad view, if a man is anxious to get into the service, he could, with a few months' study, pass the Fifth Standard.

19. I quite agree, but from the training they get in the probation class they can pick up a good deal of their education?—I have no doubt.

20. So that we might get more applicants and a wider selection if the standard was reduced?—After they were three months in the depot they might be required to pass an educational examination.

21. I think the sergeant in charge would be quite capable of judging of their education?—I have no doubt of his ability.

22. You spoke of married men joining the Force in preference to single men?—Yes.

23. Married men, of course, would naturally be older?—There is a tendency to marry late in New Zealand.

24. Do you think they would be so easily trained as younger men?—I think they would be much more easily trained, and they would be more amenable to discipline, because they have a stake in the country. A young man can pick up his swag and go away; but a married man, having a stake in the country, is naturally desirous of earning the good opinion of his superiors. Of course, I think the same age-limit should apply to married men as to single men.

25. Do you not think it is desirable that there should be a large proportion of single men in the barracks in the cities, to be available at once in case of fires, &c.?—Yes.

26. In all large bodies of men there is bound to be a certain amount of dissatisfaction?—Yes.

27. You have been in the south as well as here: have you ever heard of this "handy" man?—I never heard of him.

28. *Inspector Cullen.*] You know that we are not allowed forms of application for candidates for the Force: do you think it important that we ought to be allowed to keep them?—Yes.

29. You know that young men come to the office as candidates for the Force, and we cannot supply them with these forms. Do you not think it would be well if we could supply them with these forms, and have the measurements and height of the candidates taken, and also have them medically examined?—Yes, and for another reason: the officers could see them.

30. Do you know why these forms were withdrawn from the Inspector's office?—No.

31. *Mr. Dinnie.*] Do you know when they were withdrawn?—No.

32. It was before I came here. I see no objection to sending these forms to the district offices. It would be much more convenient, I think. I will inquire into the matter.

Inspector Cullen: It is years back since they were withdrawn.

The Commissioner (to witness): You have given me some very valuable suggestions, and I am very much obliged to you.

GEORGE HASTIE, Sergeant, examined on oath. (No. 181.)

Witness: My name is George Hastie. I am a sergeant of police, stationed at Hamilton, and am in charge of that sub-district. I joined the Armed Constabulary in 1879, and served five years and three months in that Force. I then joined the Police Force. I was promoted sergeant in January, 1905. I was on street duty for about two years before going to Hamilton. I have ten stations and thirteen men in my sub-district.

1. *The Commissioner.*] Have you any remarks of a general nature to make?—We appointed delegates, and the delegates have already given their evidence. Personally, I have no complaints to make.

2. Do you know of any general dissatisfaction in the Force?—I know there is a certain amount of dissatisfaction in regard to juniors being promoted over seniors.

3. You know there will always be a certain amount of dissatisfaction?—Yes.

4. Has that been intensified of late?—Since the pension fund came into force, because the question of rank affects the amount of the pension.

5. Do you get any young men new to the service in your sub-district?—No, because they have to do a certain amount of street duty in the towns.

6. Do you notice any difference in the physique and intelligence of the men lately?—As far as the men in my sub-district are concerned, you could not beat them. I have not done duty lately in Auckland.

7. We are faced with the position that men are not coming forward for enrolment: to what do you attribute that?—Not enough pay is given to the men joining. There is plenty of work in the backblocks; and lately men have been able to make big wages—from 10s. to 14s. a day. Men have spoken to me about joining the police, but on hearing the pay they would not join.

8. You are in a position to say that money is the principal reason?—Yes, that is the principal reason.

9. *Mr. Dinnie.*] You came from Wellington?—Yes.

10. Was there any general dissatisfaction?—No.

11. You have noticed the men there with reference to their physique and educational qualifications?—They were a very good class of men with regard to physique, with a few exceptions. Some of them were not very good in writing reports.

12. There always have been a few exceptions in the service of men who are not up to the standard?—I think the education standard should be lowered. A boy might pass the Fifth Standard at school, but might not be able to do so some years later. I may say that I have seen some men who could not pass the First Standard, and they were good men all the same.

13. *The Commissioner.*] You think a standard equivalent to the Fourth would be sufficient?—Better education is becoming more general, and the varied duties of the police require that they should be pretty well educated.

JOHN HANSON, Sergeant, examined on oath. (No. 182.)

Witness: My name is John Hanson. I am a sergeant of police, stationed at Auckland. I was enrolled in 1881, and was promoted sergeant in 1902. I was forty-five years of age when I was promoted, and have been doing sectional duty since 1902.

Mr. Dinnie: Witness is a single man.

1. *The Commissioner.*] You live in the barracks?—Yes.

2. What interest do the men take in the gymnasium?—Some of them take a very great interest, and others do not.

3. What do the majority do?—I should say that at present they are about equally divided.

4. Do you think the gymnasium is a valuable help?—Yes.

5. You think there should be a gymnasium in every centre?—Yes.

6. About the Police Surgeon, what is the general feeling amongst the men?—Against the Police Surgeon.

7. They want a change?—Yes.

8. You are able to say that the feeling is general?—Yes, it is.

9. Is it a rule not to appoint single men to out-stations?

Mr. Dinnie: We have a house always.

The Commissioner: Then a man practically debars himself from advancement if he does not take unto himself a wife?

Mr. Dinnie: We have had one or two stations where we have had single men; but being single usually debars a man from getting a station.

10. *The Commissioner* (to witness).] Have you ever applied for a station?—Only on one occasion.

11. Do you find sectional duty a strain on you?—Yes.

12. An increasing strain?—Yes.

Mr. Dinnie: I do not see why we should not find a station for him.

13. *The Commissioner.*] Would you like a station now?—Yes, certainly.

14. *Inspector Cullen.*] You find street duty very fatiguing?—I do. I may say that the Inspector tries to relieve me in every possible way.

The Commissioner: Do you recommend him for a station?

Inspector Cullen: Yes; I could not find a more exemplary or trustworthy man in the service. He is trustworthy in every way. We have no station in this district at present to which he could be appointed.

Mr. Dinnie: There is a difficulty in finding a suitable station.

The Commissioner: The efficiency of the Force suffers if a man like that is retained on sectional duty.

MARTIN ROGERS, Sergeant, examined on oath. (No. 183.)

Witness: I am a police sergeant, stationed at Onehunga, and am in charge of that sub-district, having two constables and one sub-station—Waiuku—under me. I was enrolled on the 6th February, 1878, and promoted sergeant on the 1st January, 1899. I was two years a sergeant before I was put in charge of a sub-district, doing duty in Christchurch.

1. *The Commissioner.*] Do you think the gymnasium is a valuable institution?—I think so.

2. Do you think the men take any interest in it?—I think it is a very good thing for the young men.

3. When either you or your men require medical assistance, where do you get it?—I do not belong to the city Force. We call in a local doctor.

4. Do you know of any dissatisfaction in the Force?—Personally I do not, but I hear a good deal about it. Some of the constables, I hear, are dissatisfied owing to the junior men being promoted over them.

5. Is it more noticeable lately than it has been?—I think it is more noticeable within the last four or five years.

6. Do you think that that is due to the superannuation?—I do.

7. Do you know anything about political influence at all?—I never used any outside influence with a view to promotion as sergeant, or any other billet in the service. I was promoted without applying for it. I do not know anything about outside influence at all.

8. Do you hear it spoken of?—I hear it frequently.

9. As being successfully used?—Sometimes successfully, but I do not think the result has turned out successful.

10. You think such influence gets a credit it does not deserve?—I think so.
11. *Mr. Dinnie.*] You have been in Christchurch?—Yes.
12. And here some time?—About two years in this district.
13. And outside the question of promotions there is no general dissatisfaction regarding the control of the Police Force?—No.
14. You have no complaint to make?—None whatever.
15. I suppose you have not heard of this "handy" man?—No, not until this Commission.
16. Do you believe such a thing exists?—I do not.

ARCHIBALD MCPHEE, Sergeant, examined on oath. (No. 184.)

Witness: I am a sergeant of police, at present in charge of the Newmarket Station. I was enrolled in 1892, and promoted sergeant in 1906. I was about twenty-two months before being appointed to the charge of a district, and did duty then in the City of Auckland as sergeant. I have been in Newmarket just over a year. I have three constables and one out-station under me—Epsom. I have no complaints to make as regards the men under me. They are tried men. They did their probation in the city, and were known to be reliable before they were sent to the station.

1. *The Commissioner.*] Are you aware of any dissatisfaction in the Force?—No. I hear individuals complaining, but I do not think there is any general dissatisfaction in the Auckland District.
2. So far as you are aware, the Force is efficient and well disciplined?—It is well disciplined in Auckland. I have put in the whole of my service in the Auckland District. I was six years at the Thames, and was then transferred to Te Awamutu.
3. You really do not know anything of the conditions obtaining outside Auckland?—Only from hearsay.
4. When you were in Auckland City, had you any experience respecting the Police Surgeon?—There was general dissatisfaction amongst the men about him, but I never had any personal experience of his treatment, excepting on one occasion for a day, but I know that there was very general dissatisfaction amongst the men. For what reason I do not know.
5. A sort of lack of confidence in him?—They had no confidence in him, and on many occasions they paid for doctors out of their own pockets rather than go to him.
6. Is the gymnasium of value?—I think it is of very great value.
7. Would you be in favour of having them in other places?—It is a splendid thing for young men.
8. Do you think they would use it?—I think they do.
9. *Mr. Dinnie.*] Sometimes there was a little difficulty about getting a teacher for the gymnasium, was there not?—That difficulty will arise at times.
10. Of course, we had a good man in Mr. Skinner, but we cannot always get a man to take the interest we would like in the gymnasium?—No, doubt, sir.
11. But it is a good thing for the men?—Yes.
12. You know that men in charge of stations have been selected from the steady men?—Yes.
13. And the Inspector selects them and recommends?—Yes.
14. You know that the trouble we have is generally amongst the men who are just posted to the stations?—That is so.
15. There is not the same trouble with men who have had a little service?—No.
16. How long were you in Auckland City?—About twenty-two months.
17. What was the conduct of the men as regards morality at that time?—Generally speaking, I do not think there was very much wrong, and there was no particular case of immorality in the whole Force.
18. And they were dealt with?—Yes; I think everything that could be discovered in the way of any wrongdoing was strictly inquired into in Auckland.
19. And nothing much would escape notice if the supervision was good?—I think it was good.

LAWRENCE CARROLL, Sergeant, examined on oath. (No. 185.)

Witness: I am a sergeant of police, in charge of Eden Terrace Station. I was enrolled in October, 1881, and promoted in January, 1903. I served as a sergeant for two years and seven months before being placed in charge of a district. I have four constables and two sub-stations—Mount Roskill and Kingsland—under me.

1. *The Commissioner.*] Are you sufficiently well policed there?—Not at all; the population has increased so rapidly within the last few years. And traffic has increased also.
2. To what extent is it under-policed?—I should say that Eden Terrace alone is two men short; and Mount Roskill's population is seven thousand—too much for one constable. There is a good class there, however.
3. Have you ever made representations?—About two years ago I applied for a man for Eden Terrace, and got one.
4. You want two more. Have you made representations?—No.
5. Have you had any discussion with the Inspector on the matter?—I do not think I have.
6. It cannot be a very crying matter if you have not represented it?—I mean to.
7. Is there any dissatisfaction that you are aware of in the Force?—I think there is with regard to promotions.
8. Is that due to the alleged promotion of juniors over seniors?—I think so.
9. Do you think that complaint is well founded, or not?—I hear that men who have not been promoted can get out-stations without applying for them. I do not know whether they apply or not.

10. You would agree that promotion should not depend on a man's application?—I would, indeed.
11. Do you believe that juniors have been promoted unnecessarily over the heads of others?—I cannot express an opinion, as I have not looked into the matter.
12. Do you know anything about political influence at all?—No; I have heard of it only.
13. Taking the Force as a whole, you think it is efficient and well disciplined?—In Auckland, yes; but the physique of the men now is not nearly as good as it used to be.
14. What do you attribute that to?—To the want of sufficient pay.
15. You think the weedy man is more likely to apply for admission than the well-set-up man?—I think the pay is too small to attract the best class of men.
16. You mean intellectually or physically?—Physically.
17. The well-developed man can get employment better outside?—If he is a good worker.
18. You think that increasing the pay would assist recruiting?—It would attract the better class of men.
19. You think the pay compares badly with the pay outside?—That is so.
20. *Mr. Dinnie.*] You say you can do with two extra men?—Yes.
21. You have not much crime in your district?—Yes.
22. You have?—Undoubtedly, in a large population like that, which is increasing yearly.
23. Is crime increasing to a great extent?—Not to a great extent, but we are coping fairly well with it.
24. *Inspector Cullen.*] The police-quarters there are very inconvenient, are they not?—Very; but I do not wish to complain about them.
25. The quarters are not suitable?—Not at all.
- Mr. Dinnie:* The matter has been recommended to me, and it is under the consideration of the Government. We have been trying to get a place.
- Witness:* The house is forty years old, and there is no office. The place is too small.
- Inspector Cullen:* I merely wish to expedite the purchase of a site and the erection of a building. There is no accommodation in the present building.
26. *Inspector Cullen.*] With reference to Mount Roskill, you say the population there is over seven thousand?—That is so.
27. And in Kingsland it is also rapidly increasing?—Yes.
28. Your district would represent from ten to twelve thousand people?—From twelve to fourteen thousand.

JAMES COGHLAN GRIFFITHS, Sergeant, examined on oath. (No. 186.)

Witness: I am a sectional sergeant, stationed at Newton, and was enrolled on the 12th May, 1894. I was promoted sergeant on the 1st June, 1907. I came here from the Wellington District, and did three or four months' duty in Auckland City when I first came here.

1. *The Commissioner.*] Was there any dissatisfaction in Auckland with the Police Surgeon when you were in the city?—There was general dissatisfaction. It was not confined to a few men. There was a general lack of confidence in him, and a desire for a change.

2. Was the gymnasium fairly well patronised?—It was not going in my time, but I have been there several times since, and have seen a good many men taking an interest in it. It is a valuable help to the Force, and keeps the young men off the streets.

3. Are you aware of any dissatisfaction in the Force?—No general dissatisfaction, but there are always a few men who think they have been passed over.

PATRICK CREAN, Sergeant, examined on oath. (No. 187.)

Witness: I am a police sergeant, stationed at Newton, and am doing sectional duty. I was enrolled in March, 1895, and promoted sergeant in December, 1907. I was transferred from Wellington to Newton direct, and have only done duty as sergeant there. It is practically the city.

1. *The Commissioner.*] What about this dissatisfaction with the Police Surgeon?—There is general dissatisfaction with the surgeon, but personally I know nothing about it. The men look upon the doctor as incompetent, and would like a change.

2. What do you think of the gymnasium?—I think it is a splendid thing, and of very great use. I think the recruits joining should get some instruction in that direction, and in wrestling. They could be taught certain holds that would be most useful to them.

3. Do you know of any dissatisfaction generally in the Force?—I do not. Personally, I am satisfied. I have been fairly dealt with.

ALEXANDER MCGILP, Constable, examined on oath. (No. 188.)

Witness: I am a constable, stationed at Birkenhead, and am in charge there. I was enrolled in 1876, and have been in charge of stations for about twenty-two years.

1. *The Commissioner.*] What do you want to say?—I complain about the promotions. I did not intend to come here at all to give evidence about my case, because it is no use now, as I have been passed over for promotion. In a sense a stigma is placed on us old constables when we parade with the rank and file on account of our non-promotion, and it is a reflection on our families that such should be the case.

2. Have you ever been recommended for promotion?—I have, in 1897 or 1898.

3. By whom were you recommended?—By Mr. Hickson.

4. And it did not go through?—I did not apply. Constable Gordon, now deceased, went to the office with me, and applied for promotion to sergeant, and I did not. I was told by Mr. Hickson that I was recommended for a sergeantship, and to take charge of Dargaville. It ended there, and I pretty well know the reason.

5. Tell me all about it?—I was at Rawene, and the Stipendiary Magistrate and myself fell foul of one another. That was Mr. Clendon. It was at the time of the Maori trouble at Waima, and when matters were in a very bad state, the Natives arming and marching on Rawene. A man-of-war and a contingent was sent from Auckland. The Magistrate wished to leave the place, and I reasoned with him to stay. We had words, and I insinuated that he was a coward. He went as far as Okaihau, and there received a wire from Mr. Hickson to turn back. A few weeks after my interview with Mr. Hickson I had the opportunity of meeting Mr. Tunbridge, and I introduced him to the Magistrate, and, of course, I came to the conclusion that I had put the rope round my neck by introducing him, because Mr. Hickson afterwards told me that it seemed to him that it was Mr. Clendon who stood in the way of my promotion. That was the only occasion I was recommended.

6. Did you every apply subsequently?—I did not. My career is clean, and my efficiency will be shown by the public police records, and your Worship has known me for many years.

7. I have known you for nearly thirty years, and your conduct has been exemplary. You know of nothing else beyond what you have mentioned that would have interfered with your promotion?—No.

8. You have no cause for that ground excepting your belief?—No.

9. The parties are dead since?—Yes.

10. How old are you?—Going on now for sixty-one.

11. Then, you can retire?—I mean to. I might retire in a couple of years.

The Commissioner: What does the Act say, Mr. Dinnie?

Mr. Dinnie: They can retire at sixty, but they are compelled to at sixty-five.

12. *The Commissioner.*] Do you wish to add anything?—In support of what I said, I may say that while the proceedings I refer to were going on at Rawene the County Council had a special meeting. I do not know what it was about, but Mr. Hickson had just arrived in Rawene, and representation was made to him regarding my services. I know I was recommended.

13. So you left Rawene under a cloud?—Yes, under a cloud.

14. Then, you were removed from Rawene without having any voice in the matter?—Yes.

15. Where did you go to?—I was shifted to Cambridge, and they might as well have sent me to the Bluff, as the different climate nearly killed me.

16. *Mr. Dinnie.*] When were you removed to Cambridge?—In 1897.

Inspector Cullen: Much after that.

17. *Mr. Dinnie.*] You are sixty-one?—I am just going on for sixty-one.

18. You do not attach any blame to your present Inspector or Commissioner for your non-promotion?—None whatever. I have found them very straight indeed under the circumstances in the way they have provided for me.

TIMOTHY DONOVAN, Constable, examined on oath. (No. 189.)

Witness: I am a constable, stationed at Parnell. I joined the Force in 1883, and came to Auckland in October, 1883, where I remained till June, 1890. I took charge of Newmarket Police-station in June, 1890. In January, 1891, the late Inspector Broham sent for me, and told me in his office that the constable who was in charge of Coromandel got into trouble through being mixed up with the publican in some scrip, and that he wanted to send a man to Coromandel on whom he could depend, as the place was far away. He then told me that he was going to send me there, telling me that it was the best station in the North Island. In October, 1891, I was transferred back to Newmarket, and after I had been there about a week Mr. Broham came to the station and asked me if I had any idea of the reason why I was transferred. I said, "Not the slightest." He then said he was sorry, but that the first station that offered in his district would be given to me if it suited me. In about a week after this he sent for me, and told me in his office that I was transferred back to Coromandel. I went back about the 1st November, 1891. About 1892 the late Mr. Seddon said that all third-class constables of seven years' service or over with a clean defaulter's sheet would be promoted to second class. I did not get promoted on account of my being reprimanded for not reporting a constable who was on escort duty from the Thames to Auckland, and permitted his prisoner to escape. I captured the prisoner; he was under a house, and I went under and pulled him out. When we reached the station, the sergeant who was in charge of the section was there. I told him about the incident, and asked him if I would report it. He said that the constable could report his own case, and that I must be fond of reporting. The affair appeared in the Auckland *Star* that evening. Mr. Broham had me before him, and reprimanded me for not reporting the constable. I shielded the sergeant by not telling the Inspector that I had reported the occurrence to the sergeant. Some time after Mr. Seddon gave another order, that all constables with trivial charges on their defaulter's sheet were to be promoted. I was not promoted, although the constable who permitted the prisoner to escape was promoted, and has since refused promotion to the rank of sergeant. A considerable time after, Colonel Hume—the then Commissioner—was in Auckland in the Inspector's office. I was in Auckland from Coromandel, and asked to be taken before him, which I was. I asked him why I was not promoted when the constable who let the prisoner escape had been. He was severely reprimanded, while I was only reprimanded. After some argument Colonel Hume said, "Donovan, you have not enough uncles and aunts." Inspector Ellison was then sergeant in the district office, and heard what was said; he may now remember the conversation. I was very nearly fourteen

years a third-class constable. In 1894 the mining boom started in Coromandel, and people of all classes kept coming into the place. The whole of the peninsula from the Thames to Cape Colville was pretty well pegged out. The population of the two townships and surrounding flats would be very near five thousand. Buildings went up everywhere, the flats and hills being covered with tents. In 1895, as a result of hard work, being out night and day, I was attacked with an illness which laid me up for some time. During my illness a sergeant and constable were sent to take my place. As soon as I was able to resume duty both were ordered back to Auckland, and I was again left by myself, with the exception of a constable who was sent to me on special occasions, such as pay week. I had eleven hotels to attend to. About the end of 1895 Constable Smith was sent from Auckland to assist me. During his time the Star and Garter Hotel was burned down. A man named Mackrill, who obtained a bed in the hotel that night, lost his life in the fire. I left the street at 12 midnight, leaving Constable Smith on duty. He was to remain on duty till 2 a.m. The fire occurred at about 4 a.m. The hotel was rebuilt shortly afterwards. Constable Smith was taken back to Auckland about the end of January, 1896. Constable Dempster was permanently transferred from Auckland to Coromandel about the middle of February, 1896. I objected to his staying in a hotel, so he boarded in a boardinghouse. I had great trouble with the Star and Garter Hotel, and did my utmost to prevent Sunday and after-hour trading. Colonel Hume (Commissioner) and the late Inspector Hickson went to Coromandel. I told them how the Star and Garter Hotel was conducted, and that it was rumoured that if I reported the licensee to the Licensing Committee in June I was sure to be shifted. The Commissioner told me to report it, and that he would see I was not removed. I reported the licensee of the Star and Garter Hotel. The June meeting was held at the Thames. Constables Dempster and Smith went to the Thames to give evidence for the publican. When the case was called, Mr. Cotter, who was one of the solicitors appearing for the licensee, objected to the licensing report being read, as it was not signed by the sergeant, who was the chief officer of the Thames Licensing District. The reports were signed by me before posting them to the Inspector. The Chairman and Committee upheld the objection, and the report was not read. Mr. Kenny, Stipendiary Magistrate, said he had not the power to read the report, although it was a terrible one, and from what he knew of me he was sure I must have had good grounds for sending in such a report, suggesting to the Committee that the licensee be severely cautioned. He was cautioned, and his license granted. A constable named Sharp was sent to do duty at Coromandel during the absence of Constable Dempster and myself at the Thames. We arrived at Coromandel from the Thames on the Friday night. On the Saturday I wired to the Inspector for permission to keep Constable Sharp at Coromandel till the following day, as there was about £3,000 to be paid out in wages that afternoon by mine-managers. I obtained permission. At about 7 p.m. I posted Sharp and Dempster on their beats, and at about 9 p.m., when I went to visit them, I found them on the middle of the street drunk, swearing at civilians, and wanting some of them to come out of the crowd to fight them. I managed to get the crowd that was around them to disperse. I took Constable Sharp to his boardinghouse, but was unable to take Dempster. I came back to the street as quickly as I could, and kept Constable Dempster by my side till about 1 a.m. He was then sober. Constable Sharp went by steamer to Auckland on Sunday. I posted my report to the Inspector on Monday. Mr. Kenny, Stipendiary Magistrate, arrived by steamer on the Monday evening, when the two constables were reported to him by civilians. He wired to the Inspector on Tuesday, saying, "The police at Coromandel totally disorganized. Mine-managers and others assaulted by them." The Inspector wired to me repeating the Magistrate's wire, and asking why he had not received my report. I wired back to say, "Report posted yesterday." He then wired to me to say he had received my report, and that I was to take instructions from the Magistrate, and that he would be in Coromandel in the evening with Constable Sharp. The Magistrate instructed me to lay informations against them for being disorderly whilst drunk. I did so. They were before the Court at about 11 p.m. In those days the Magistrate frequently sat on the Bench till 11, and often till 1 o'clock in the morning. Mr. Baume appeared for them. The Inspector prosecuted. After several witnesses were examined Mr. Baume pleaded guilty on their behalf, on condition that they were not sent to gaol. They were fined, and afterwards discharged. The Inspector recommended me for promotion from third-class to second-class constable. The Inspector also recommended me for praiseworthy conduct, as will be seen by my file. The licensee of the Star and Garter Hotel addressed the people from his hotel balcony, and said that he was going to stand for Parliament against all-comers. He also addressed the people at a race-meeting at Kennedy Bay. He afterwards withdrew from the contest, and I was told by people who said that he had told them that I was to be shifted from Coromandel, and that by withdrawing he had a guarantee to that effect. It was a well-known fact that I was transferred by influence. There were a number of sly-grog shops in Cabbage Bay and Kennedy's Bay, about sixteen miles from Coromandel. I found out all about them, and then reported the matter to the Inspector. I was too well known to be able to catch them, so I applied for two recruits, and they were sent to me. I gave them all the information and instructions I could. After they had been in the locality a few weeks they were supplied with liquor by all who were selling it in the locality of Cabbage Bay and Kennedy Bay. By this time I was under orders for Tologa Bay, but in the meantime I had to take the whole responsibility, as the constables and their reports were sent to me with instructions to prepare informations. I did, and sent a constable named O'Brien with the recruits to make the seizures. Of course, they had warrants. One of the constables rode seven miles to a telephone to get instructions from me. They seized a great quantity of liquor, and a number of convictions followed. I had strict instructions not to take any part in the seizures, therefore I received no part of the rewards. I was under orders for Tologa Bay. I was Bailiff of the Magistrate's and Warden's Court at Coromandel, as well as Inspector of Factories and Sea-fisheries. In February, 1897, the Inspector informed me that I was transferred to Tologa Bay. I left Auckland on the 17th

March, 1897, in the s.s. "Dingadee." She was a cargo-steamer, and the steerage was that bad that I could not put my family in it. I paid the difference between steerage and saloon. When we got to Tologa Bay it was too rough for the boats to come over the bar to meet the steamer. The steamer's boat was lowered, and we were lowered into it in baskets, and landed on the beach, about two miles from the hotel. It was a bitter cold and wet evening. I had five children, the eldest ten years and the youngest eight months, having only what clothing we took for the journey; consequently I had to buy changes at a store at a very high price for the whole family. I applied to the Department for a refund of the difference I had paid between steerage and saloon, but was told that I would not get it. My furniture and effects were taken up and down the coast for very nearly six weeks, and when landed it was very much damaged. I did not apply for compensation for the damage done to my furniture because of being refused the difference that I had paid between steerage and saloon. In November, 1901, Commissioner Tunbridge came to Tologa Bay to visit the station, and, whilst examining my books, said, "What were you sent here for?" I said, "For doing my duty." He said, "Yes, it was, and a jolly shame, too." He then said, "This is no place for a man like you. I have a place that will suit you. Sergeant William Walker, who has been in charge of Newton, is going out on pension; he is now on three months' leave of absence." I said, "I do not wish to be shifted about from one place to another with my family so often." He then said, "By taking charge of Newton promotion will soon follow." He said, "Do you know Mr. Cullen?" I said, "I do not, but I am not frightened of doing my duty for any Inspector." In about a week from then I received orders to take charge of Newton, which I did on the 10th December, 1901, having four constables under me. About the 1st February, 1903, Inspector Cullen instructed me to apply for promotion to the rank of sergeant. I did. My application will show how I was recommended by the Inspector. In August, 1903, I was transferred to the charge of Freeman's Bay Station, which is the worst and the hardest station in the North Island. I was there by myself. There are two men stationed there now. In September, 1904, I was transferred to the charge of Parnell, where I am at present, and have two constables under me. I was replaced at Newton by Sergeant Hendry (now Sub-Inspector), two other sergeants, two detectives, and extra constables. The place had not grown to that extent from the time I took charge of it. Sergeant Moore said in his evidence before the Commission that by accepting promotion he lost his station, which was worth £130 a year to him. I lost my station at Tologa Bay, which was worth at least £80 a year, to take a sergeant's place at Newton, with the promise of promotion to the rank of sergeant, but, unfortunately, I did not get the promotion. My file will show what Inspector Cullen said about the arrest of a man named Christian, who was sentenced to ten years and two floggings. I also wish to refer to what the late Inspector Hickson said about my conduct in the conviction of Constables Dempster and Sharp, which my file will also show. I consider I have been cruelly, wrongly, and unjustly treated. Men of half my service and half my experience, and who were never in charge of important stations such as I have been, were promoted over me. I feel it very much to be at times ordered about in front of the public by these sergeants. I also wish to produce Mr. Barton's recommendation, showing how I acted as Clerk of Court at Tologa Bay; also as to how I did my duty as constable: "Magistrate's Court, Gisborne.—William Alfred Barton, Stipendiary Magistrate at Gisborne, do hereby certify that Constable Donovan served under me as Clerk of the Magistrate's Court at Tologa Bay from June, 1900, to June, 1902, during which time he paid strict attention to his work in a most satisfactory manner, and I had no occasion to find fault with him. In my capacity as Magistrate I had full opportunity of judging of the manner in which he discharged his duties as a constable, and I have no hesitation in saying that he performed his duties faithfully, and to the satisfaction of the public.—W. A. BARTON, Stipendiary Magistrate."

1. *The Commissioner.*] What do you mean when you say it was a well-known fact that you were transferred from Coromandel through influence?—It was a common remark that I was too active amongst the hotels and in doing my duty generally, and that I was to be shifted, and right enough I was.

2. Did you renew your application for promotion?—No. I think you will see that I was very harshly treated.

3. How old are you now?—Fifty-nine. I think it is the only recommendation of the Inspector in this district that has not been granted.

4. It was not refused. It was left in abeyance apparently by Mr. Tunbridge, who was then leaving New Zealand?—I did not get promotion. I would like to read the following memoranda and correspondence relative to my services:—

"Police-station, Newton, 9th February, 1903.—Application of Constable T. Donovan for promotion to the rank of sergeant.—I respectfully beg to apply for promotion to the rank of sergeant. In support of this application I beg to state that I have served in the New Zealand Police Force for nineteen years and six months. For the past thirteen years I have been in charge of out-stations—namely, Newmarket, Coromandel, Tolago Bay, and Newton, my present station. During the whole of my service I have endeavoured to do my duty honestly, and to the satisfaction of my officers, and I have in the past been complimented by some of my officers for the manner in which I have carried out my duties. I have now served under my present Inspector for over fourteen months, and if he considers I am qualified for promotion to the rank of sergeant I would respectfully ask that he will be good enough to recommend and forward this application for the favourable consideration of the Commissioner.—T. DONOVAN, Constable No. 447.—The Inspector of Police, Auckland.

"Forwarded for the favourable consideration of the Commissioner.—Since Constable Donovan's transfer to Newton he has proved himself a very energetic, painstaking man, and thoroughly trustworthy. I am satisfied he would prove a very useful sergeant if you could see your way to promote him.—J. CULLEN, Inspector, 12/2/03.

“Inspector Cullen.—If there are any vacancies in the rank of sergeant to be filled before I leave I will consider this constable’s claims and qualifications.—J. S. TUNBRIDGE, Commissioner, 16/2/03.

“Police-station, Coromandel, 10th June, 1896.—The following is a copy of the entry made in the diary by Inspector Hickson at Coromandel Station on the 10th June, 1896: Arrived at Coromandel at 10.30 p.m., 9th June, 1896, having received a telegram at Auckland from Mr. Kenny, S.M., that Constables Dempster and Sharpe were charged with having been drunk and disorderly in the streets on last Saturday night about 9 p.m., and also with having assaulted some peaceable citizens. The Magistrate’s Court, which had been adjourned for the hearing of their charges, was reopened at 11 p.m. Constable Sharpe pleaded guilty to the charge of having been drunk and disorderly. Constable Dempster denied it until seven witnesses had testified and clearly proved the offence. His solicitor, Mr. Baume, who pleaded strongly that neither constable should be sent to gaol, but fined, withdrew the plea of guilty. Both constables were then strongly admonished by the S.M., and fined £1 each, with £1 18s. costs. The only man who laid a charge of assault against one of the constables (Sharpe) is F. G. Le Manquais, who withdrew it. Constable Donovan gave evidence that he had placed both constables on duty in the street at 7 p.m., and found them drunk and abusing peaceable residents at 9 p.m., when he visited them. He deserves much credit for the tact he displayed in removing them to their lodgings, the street being crowded, it being pay-day. The Court adjourned *sine die* at 1.30 a.m. this morning. Soon afterwards I suspended both constables, and ordered them to proceed to Auckland by steamer, leaving at 7.30 a.m. on Thursday, 11th instant. Examined station books, and found all correct.—T. DONOVAN, Third-class Constable, No. 447.—J. Hickson, Esq., Inspector of Police, Auckland.

“The Commissioner.—I think it is only right that I should bring under your notice the praiseworthy conduct of Constable Donovan. But for him some of the residents would have turned on Constables Dempster and Sharpe, and in all probability a riot would have ensued. It came out in evidence that there was a fight in the street, and some windows broken, close to where the constables were found. The Stipendiary Magistrate and several respectable persons have spoken highly of Constable Donovan for the tact he displayed in this case, as well as for the quiet, steady, efficient, and impartial manner in which he performs his duty. As he has been in charge of stations some years, I strongly recommend him for promotion to second class.—J. HICKSON.

“Inspector Hickson.—I am glad to find Constable Donovan did all he could under the trying circumstances, and that he prevented a riot. As he is, however, eighteen (18) on the seniority list of third-class constables, and in view to a classification scheme being adopted shortly, I regret I cannot recommend him for promotion.—A. HUME, Commissioner, 17/6/96.”

5. *The Commissioner.*] The difficulty is that you have been passed over, and, like the rest of us, you are getting up in years?—It is very hard on me. You have heard the whole of my career in the Force, and I think it is a very hard thing that I should be ordered about by men with not half my service. For my good services I was shifted to Tolago Bay. That was the promotion I got. I am at Parnell now.

6. What are your emoluments at Parnell?—Fairly good.

7. A free house?—Yes.

8. *Mr. Dinnie.*] What age are you?—Fifty-nine.

9. What is the date of your application?—February, 1903.

10. Are you junior in service to Sergeants Dew and McKinnon?—Junior in service, but senior to pretty well all who have been promoted since.

11. It appears, apparently, that the late Commissioner considered that they were entitled to promotion before you?—I never had anything to say while senior men were promoted, but it is not fair that junior men should be promoted. In years gone by promotions were very stagnant in the Force.

12. Since your application the late Commissioner promoted two men before he left?—Yes.

13. And did not promote you?—Yes; but they were senior to me. McKinnon was the last senior man to me who was promoted.

14. What age were you when I came here?—Fifty-two.

15. How many men were promoted over fifty-two years of age?—I cannot say. There was one case where promotion was given when the man was fifty-eight.

16. The files will show that he had accepted promotion before I came here?—Watt was promoted.

17. He was recommended by the Inspector?—So was I. I think it is very cruel that I should stand here to-day in my present position after the work I have done. Do you think it is just or fair?

18. I do not know anything about your work prior to the time I came here?—Do you think that a man who has performed the duties I have should be so treated, and to be ordered about by men of very little experience?

19. You cannot all get promotion: there may be many cases like this?—I do not think that in New Zealand you will find a man who has been treated the same as I have been. I have never been shifted to or from a station for misconduct. I think the Commission will see that my case is a very hard one.

20. *The Commissioner.*] But my difficulty is how to deal with it?—I am satisfied to take promotion now.

The Commissioner: It is rather a big order to promote a man of your age. Do you know any reason, Inspector Cullen, why this man should not be promoted: would he make an efficient sergeant?

Inspector Cullen: He would have made an average sergeant at the time he was recommended. It would be cruel, I think, to put him on street duty now. I think when a man gets over fifty night duty cripples him.

21. *Mr. Dinnie* (to witness).] If you had got your turn, when would you have been promoted?—In 1903.

22. Were there not a lot of promotions in 1898?—They were senior men to me. There was no man junior to me promoted up to the time I made my application.

23. *The Commissioner*.] It would seem that, in common with one or two other cases that have come under my notice, you have been passed over. I must confess I do not see my way to interfere. However much my sympathies may be with you, I have to be thoroughly practical, and I must not allow my sympathies to outweigh my judgment?—It is very hard, and I understand this Commission is to right wrongs.

24. Yes, in practical directions?—I am sure this is a wrong.

25. There is another very important feature that must not be lost sight of in connection with long-delayed promotion of men getting up in years, and that is the serious manner in which it would affect the Superannuation Fund. Promotion to you at the present time would mean practically an increase in your superannuation, for which you have paid no equivalent into the fund. However, my sympathies are entirely with you, and I shall consider your position very carefully from the file, coupled with the statement of the Inspector that he believes if you had been promoted you would have made an average sergeant.

FRIDAY, 27TH AUGUST, 1909.

Hon. J. McGowan, M.L.C., ex Minister of Justice, attended.

The Commissioner: I understand, Mr. McGowan, that you desire to give evidence?

Hon. Mr. McGowan: Yes.

The Commissioner: I understand that Mr. McGowan voluntarily attends as a witness. I may point out that there is a very important question of privilege involved in calling even an ex Minister of the Crown. This question was raised very prominently during the sitting of the Commission in 1898. The difficulty in my mind is this: When once a Minister or ex-Minister submits himself for examination the question is where the line is going to be drawn as to the questions to be asked him.

Mr. Dinnie: I do not intend to go far in the examination.

The Commissioner: It is not you. I leave that to your discretion as head of the Department; but there are other persons interested in the inquiry. The difficulty to my mind is to always know where to draw the line, because there is undoubtedly a privilege that a Minister of the Crown has a right to claim. However, I am quite willing to take up this attitude so long as it is understood that Mr. McGowan voluntarily tenders himself as a witness, and that I have had nothing to do with his coming forward as a witness; but as a Commissioner, or by virtue of my Commission from the Governor, I should decline to call upon a Minister or an ex-Minister of the Crown to attend. But if Mr. McGowan voluntarily tenders himself that is another matter altogether. I draw, of course, a very strong distinction between the voluntary action of an ex-Minister of the Crown coming forward and offering himself as a witness and a Minister or an ex-Minister of the Crown being compelled to attend here by subpoena. I have no doubt as to my power to compel anybody to attend, but I have very grave doubts whether I have power to compel a Minister or ex-Minister to give evidence.

Mr. Dinnie: Of course, you understand that there is one matter that really affects the Minister himself.

The Commissioner: I am not questioning Mr. McGowan's discretion at all. So long as he says that he comes here voluntarily that will satisfy me.

Hon. Mr. McGowan: I have been requested to come here. If you have any objections, then I say I appear voluntarily. I have been requested to come here on account of an imputation being cast upon the Commissioner of Police in connection with a relative of his, and having some little knowledge of that matter I come to give evidence.

The Commissioner: I quite understand that; but when once you are sworn in as a witness I shall have to ask you one or two questions with regard to certain things.

Hon. Mr. McGowan: I shall be very pleased to answer them.

Mr. Dinnie: I regret having to call Mr. McGowan; at the same time I know that he comes willingly, and in the interests of the Department.

The Commissioner: I do not mind so long as the position is understood, and must not be taken as a precedent. It is no part of my duty to bring Mr. McGowan here; in fact, I should have very strong objection to bringing Mr. McGowan before the Commission.

JAMES MCGOWAN examined on oath. (No. 190.)

Witness: My names is James McGowan. I am a member of the Legislative Council.

1. *The Commissioner*.] And you were for a long period Minister of Justice and political head of the Police Department?—Yes, about nine years.

2. *Mr. Dinnie*.] You were nine years Minister of Justice, and the Police Department is included in the portfolio of Minister of Justice?—Yes.

3. Have you during my administration had any grounds of complaint with respect to the administration or control of the Department?—No special ground.

4. I think when you left you were good enough to give me a testimonial expressing appreciation of my devotion to the interests of the Department?—Yes; and I think you were very well entitled to it.

5. Were you, or are you now, aware of any general dissatisfaction existing in respect to the control of the Department?—Not in respect to control by yourself. But there seems, from what I have seen in the newspapers—and this can hardly be taken as evidence—that there is a general desire on the part of the men for more pay, and each one desires to get promotion, and thinks he is overlooked.

6. I presume you know that a certain amount of dissatisfaction has always existed as regards promotion?—That will always exist while there is the qualification of the individual and length of service to be considered. When these two elements are taken into consideration there is bound to be dissatisfaction.

7. I suppose you know you have not had many appeals from my decisions?—From memory, I could not say there have been any.

8. You remember me speaking to you in regard to the promotion of detectives to the uniform branch?—Yes.

9. I think on the first occasion we were rather of opinion that it would create dissatisfaction, and we thought it better to send them out on probation first?—We discussed the question from both points of view. I certainly considered it most unfair to the uniform branch that detectives should receive during their period of service higher pay and other advantages that I need not mention, and then that they should immediately take precedence of the uniform men in getting promotion.

10. And subsequently I recommended Chief Detective McGrath for promotion during your time because of his splendid qualifications, and you approved of his being put forward for promotion?—Yes. I do not say that a detective should not arrive at the position of Sub-Inspector or Inspector; but the consideration of the whole service must be taken into account, and where special qualifications are shown with regard to detectives being qualified as Sub-Inspectors or Inspectors then they ought to get promotion.

11. You know that in order to maintain efficiency and discipline it is necessary to promote by merit and seniority combined?—It appears to be necessary. It is a pity that it is so. If I were an autocrat I imagine that I would take qualifications instead of seniority, and leave the seniority out.

12. That is taking into account efficiency?—But if the qualifications were equal then seniority should tell.

13. What do you say as regards the efficiency of the Force now as compared with years back?—I was always satisfied with its efficiency during my period; and I left at the beginning of January last. Of course, I have not been paying any attention to the question since that time, but I do not imagine that any great change can have taken place since.

14. Not in so short a period?—That is so.

15. You know that from time to time it has been necessary to dismiss men from the Force for misconduct of various kinds?—Yes.

16. And it always has been so?—Yes.

17. And I suppose you know also that police constables—young constables—are apt to be led into temptations very often as regards being induced to drink; and, notwithstanding their previous history, they will sometimes bring discredit upon the service?—That happens to both young men and old men.

18. As regards influence, political or otherwise, I suppose you will say that it is frequently brought to bear as regards transfers and promotions?—I do not know what political influence may actually mean. If you mean that attempts are made to influence a Minister, I have no doubt I have frequently been inquired of or spoken to with reference to promotion of men by members of Parliament, and that must always take place under our present system of government, and also by private individuals, but it has had no effect upon myself.

19. You have also had many letters?—I dare say there are letters on the file now.

20. In fact, I suppose some transfers or promotions have been delayed owing to these letters, so that inquiries could be made?—After a transfer was ordered a circumstance might arise, and it might be considered advantageous to countermand the order for transfer for a period. That has happened.

21. Owing to these letters?—Not owing to the letters, but owing to the information.

22. But in no case has that influence obtained?—I can only speak for myself in that respect. So far as I know, if a man was entitled to promotion or transfer, and was recommended by a member of Parliament, I would not object to it because he was so recommended; neither would I agree to transfer or promote a man because he was so recommended.

23. So that, really, the recommendation of members of Parliament would have little or no effect?—It has this effect: that it gives you for the time being the opinion of the member of Parliament, and the Minister receiving that opinion has to carefully weigh whether it does not pay the politician to make the recommendation for some one in his district whether he absolutely has a strong view upon it himself or not, inasmuch as he is dealing with a constituent of his own, and that he ought to do what he can in all fairness for his constituent. But it is the duty of the Minister to form his own judgment of the position, and not be influenced in respect to the promotion by the recommendation of any member of Parliament.

24. But at the same time, notwithstanding such recommendation, if you found that the case was not a deserving one, you would not comply with it?—No, I have never done so, to my knowledge.

Mr. Dinnie: I have got here eight files, as samples, in which members have recommended certain action as regards certain men—not only members, but there have been petitions and letters

from private individuals in respect to some constables. I would like you to identify one letter in each of these files, so that they may be put in as evidence. I do not think it is necessary to mention names.

The Commissioner: No, I do not think it is necessary. The order of reference in the Commission is as follows: "3. As to whether any political or other improper interference exists in connection with the said Force; and, if so, to what extent, and whether such interference has any influence in the administration of the said Force."

[Witness identified letters in each of the files.]

The Commissioner: You say these letters are typical of the general treatment of such applications?

Mr. Dinnie: That is so. You will see that there are petitions in some of these cases from private individuals and others either to prevent transfers or to get transfers.

The Commissioner: That is so. I suppose there is a fair inference to be drawn in these cases that constables themselves sometimes assisted in promoting them?

Mr. Dinnie: Undoubtedly.

The Commissioner: That is an important aspect of it.

Mr. Dinnie: Otherwise I do not see how these persons could know what was going on.

25. *Mr. Dinnie* (to witness).] Of course, Mr. McGowan, I suppose you know that every year the Inspectors send in recommendations as to promotions?—I know they send in recommendations, but I could not say there was any stated time for it.

26. And it is principally on those recommendations that men are advanced?—It should be, if the recommendations are borne out by you. I depended upon you giving me proper recommendations and information. It was impossible for me to have all the proper information. I depended upon you.

27. You think the Inspectors are the proper persons to recommend?—I think, on the whole, we have a very fine body of men as Inspectors of Police in New Zealand.

28. Of course, such attempts to introduce influence has to a degree a certain effect on the men, causing a tendency to be insubordinate?—No; if the Minister has firmness of character they will soon come to know that these applications will have little or no effect. The unfortunate thing is that political heads sometimes change, and the result is that they try the same thing with each new Minister.

29. But if their grievances are ventilated in any way, is not that an inducement for them to seek influence?—They should have their grievances ventilated only through their superior officers.

30. But I say, if they are ventilated otherwise, does not that induce them to seek influence?—If they succeed in getting what they desire in the way of promotion or transfer owing to the application through some political party, they naturally may think that it is because they have spoken for them, but it may not happen in that way at all: it may happen because they were really entitled to it.

31. But if they find that their grievances are ventilated, except in the proper manner, they will go in that direction again?—I am inclined to think the Police Force is an intelligent class of men, and I think they will adopt the course by which they suppose their grievances will be redressed.

32. That is, generally speaking?—Yes; I can only speak generally.

33. You know they do seek influence continually?—Yes.

34. What is the cause of that?—They must, I suppose, have succeeded at some time or other, otherwise they would not pursue that course if they did not meet with success.

35. Do you think ventilating grievances in the House has any effect?—I think one of the worst effects that could happen to a Police Force is to have their individual affairs brought up in Parliament.

The Commissioner: If we are to believe constables, certain members of Parliament have invited them to say whether they could do anything for them.

Mr. Dinnie: That goes further even than I am going. I do not want to go too far in that direction.

The Commissioner: There is no reason to doubt the evidence that has been given.

Witness: I have no doubt that has been done.

The Commissioner: I have no doubt of it, knowing some of the men as I do.

36. *Mr. Dinnie* (to witness).] It interferes to a degree with the maintenance of discipline?—It is bad for discipline.

37. *The Commissioner.*] Can you suggest any remedy in a democracy to stop that sort of thing?—I am afraid it is impossible. Do you ask me to suggest a remedy?

38. Yes?—I am afraid you are giving me a rather difficult task. There is a remedy, though I would not like to apply it, and that is if the franchise was taken away from the police.

39. The removal of the franchise might have that effect, but I doubt whether it could be carried out in New Zealand?—I do not think so.

40. *Mr. Dinnie.*] Do you believe in the Commissioner of Police having the sole administration—a free hand, as it were?—Up to a certain point.

41. *The Commissioner.*] Up to what point?—I would give the Commissioner absolute control, even to the extent of suspension of a man; and he has now under the law the power to dismiss. I would allow him the power to suspend. I would not like to express an opinion as to whether the power to dismiss should be taken away.

42. Is that up to certain ranks?—Yes.

43. Short of commission rank, he should have the power of dismissal, and as to commission rank, you would leave that to the Cabinet?—Yes.

44. *Mr. Dinnie.*] I think at the present time he has the power to dismiss any constable?—Yes.

Mr. Dinnie: I think I have the power up to the commissioned officers.

45. *The Commissioner.*] Does the Commissioner recommend merely and the Minister appoint—he enrolls the constables?—Yes.

46. Suppose a man has to be promoted from constable to sergeant, what is the practice?—In my time he recommended the promotion to the Minister; and I discussed the question with him, and if I was satisfied with the reasons given by him I would approve.

47. Then, the Commissioner has no power *per se* to appoint a man from constable to sergeant?—The practice has been that the Commissioner has consulted with the Minister with reference to promotions to sergeants.

48. But I want to understand on what the practice is based: is it upon long usage, or on any principle laid down by the Minister, or under the regulations, or what?—That was the practice when I took office. In Mr. Tunbridge's time it was carried on, and it has been continued.

49. Then I take it the Commissioner has no power to promote a man at all?—Oh, yes; he has great power.

50. He cannot have any power to promote if the appointment must be submitted for the Minister's approval?—I do not know that there is any written authority, but the practice has been as I have described.

51. Do you think that it is in the best interests of the service that every appointment of a sergeant should be subject to the revision of the Minister, or should it be left to the discretion of the Commissioner?—I think the Commissioner is perfectly qualified to decide upon the appointment or promotion of a constable to a sergeant.

52. After all, you only voice his recommendation?—Yes, that is so.

53. In the case of a sergeant that is so; but for commissioned rank, does the Minister appoint or the Cabinet?—The Cabinet appoints.

54. Upon the recommendation of the Minister?—Yes.

Mr. Dinnie: There is no regulation providing against the Commissioner promoting non-commissioned officers.

55. *The Commissioner* (to witness).] Does it not appear to you that if what you say is correct that the Commissioner has gradually parted with his right?

Mr. Dinnie: Practically he makes the appointment.

The Commissioner: The best Mr. McGowan can say is that he found this the practice when he took office, and continued it.

Mr. Dinnie: Yes.

The Commissioner: I think it seriously affects the authority of the Commissioner of Police, if he is the right man in the right place in carrying out his duties, if he is deprived of the right to promote a man from constable to sergeant.

Mr. Dinnie: He is not deprived.

The Commissioner: I say technically he is if he has to get the approval of the Minister for making promotions to sergeant; he is parting with the right.

Mr. Dinnie: He has not objected to any of my recommendations.

The Commissioner: Mr. McGowan is not in office, and you might have a man in office who would object to every recommendation you make. I want to get from Mr. McGowan what he considers best in the interests of the Force.

Mr. Dinnie: I quite agree that the Commissioner ought to do so.

The Commissioner: Mr. McGowan does not dispute the fact.

56. *Mr. Dinnie* (to witness).] I suppose you believe in the regulation which prohibits members of the Force divulging departmental information?—I think that was quite a proper regulation, and I think it was mainly to carry out that—I think it was under your recommendation—that the clerks in the main office were chosen from the service, so that there should be no opportunity of leakage of information, because naturally and necessarily the police become possessed of certain information, and it is very unwise that it should be made public; and for that reason I think it is a wise provision that the officers of the Police Force who are appointed or promoted, if it is promotion, should be men who had joined the Police Force, and have shown that they possess qualities fitting them for the position.

57. They are selected because they are special men in whom one can place confidence?—I presume that would be the course.

58. *The Commissioner.*] Do you remember the reasons that influenced you to make the Chief Clerk a Sub-Inspector?—No; I do not know that I could call to memory the particular reasons.

59. *Mr. Dinnie.*] He was holding the position of Chief Clerk and Accountant was he not?—I am unable to give the particular reasons at the moment.

Mr. Dinnie: Only that he was recommended by me for that rank.

The Commissioner: You would have to show some special reasons that would influence the Minister to make this new departure. It has created dissatisfaction, and will be touched upon still further by-and-by. I only want to know whether there was anything particular in the Minister's mind that caused him to authorise it.

Mr. Dinnie: I had a conference with him on the subject. I told him the system that exists in all other Police Forces practically; and it was simply with the view of the duties being carried out, as Mr. McGowan says, confidentially, and preventing the divulgence of departmental information?

Witness: I think one of the reasons adduced by the Commissioner at that time was the fact that Mr. Wright was occupying the Chief Clerkship, and would be in the office, and would be dealing in some instances with Sub-Inspectors and Inspectors, and that instructions might sometimes have to be given in the absence of the Commissioner.

60. *The Commissioner.*] Give him a higher status?—Yes.

Mr. Dinnie: The point is easily answered. He could not have the pay unless he had the rank.

The Commissioner: To my mind that is subject to comment—whether it is in the best interests of the service that a man should be promoted to police rank simply to secure him extra pay.

61. *Mr. Dinnie* (to witness).] You understand, as you have said already, that it is essential that he should have police experience in that position?—It is better.

62. There is a regulation that men should be in the barracks by 11 o'clock: it has been said that that is too restrictive: what is your opinion?—It depends on circumstances, and the decision should be left to the Inspector.

63. As you know, if they apply for extra leave off they are allowed it?—That is a matter of detail I have not a knowledge of.

64. You know when I took charge here I first organized the finger-print branch of the service?—It was in operation partly, I think, before, but you certainly took the matter over, having the knowledge, and having come direct from Scotland Yard, that we had not at that time.

65. Perhaps you will remember that I had to order the destruction of two or three cabinets which had been made, and reorganized the matter entirely?—Yes.

66. Perhaps you will also remember that on my recommendation you approved of the raising of the status of the Chief Detectives by giving them 1s. a day extra pay?—Yes.

67. And to make future appointments on merit and seniority, and not on seniority alone. Prior to that you will perhaps recollect that seniority alone would qualify a Chief Detective?—Yes; I have expressed my opinion on that matter.

68. You know also that I have revised the *Police Gazette*, and that the photographs appear in the *Gazette*, and every constable gets a copy of the photographs?—I am not at all acquainted with the *Police Gazette*.

69. You know the pay of the sergeants was raised, so as to prevent a large reduction when they were transferred on promotion?—I know there was an increase of pay all round some time ago.

70. You know that weekly classes were introduced in the cities?—Yes.

71. A system of drill adopted?—Yes. It would be to the interests of the Force if we had one central training-place, instead of five or six.

72. You know that all photographs are now produced by members of the service instead of by private individuals, and you know the saving this has made?—Yes.

73. You know that you approved of the erection of new barracks for the probationers, with up-to-date accommodation, in Wellington?—Yes. I think it is important where you have a centre and a number of young men to train to have a room in a proper barracks where they can get recreation.

74. You know there was an increase of pay generally on my recommendation which you approved of?—Yes; I think we discussed that matter.

75. And that there was an augmentation of four station sergeants and several other sergeants, which was recommended by the Commission, which improved the supervision of the Force?—Yes.

The Commissioner: That was the outcome of the Commission held by myself, so that you did not recommend it, Mr. Dinnie.

76. *Mr. Dinnie.*] It was carried out. (To witness): The most important matter, Mr. McGowan, that I desired your attendance about is the one you have read of in the papers. I suppose you know what has been said in respect to the leave granted to my son?—Yes; I have been following the Commission in the papers, seeing I was not busily engaged otherwise.

77. Now, I will produce to you a file in respect to that leave, and ask you whether this is not the original application [file handed to witness]?—Yes; this is the application.

78. The initials thereon are yours?—Yes.

79. *The Commissioner.*] Was that the only document in connection with the matter which was laid before you?—I have no recollection of any other, and, speaking of what was in the newspapers, if such an application had come before me it would never have been considered.

80. The suggestion was that probably the recommendation of the Commissioner was made in a certain form, that it was afterwards withdrawn, and this one substituted for it?—It never came before me.

81. *Mr. Dinnie.*] The suggestion is that he was granted leave on full pay, and that it was altered after a certain paragraph appeared in the paper?—There is no alteration as far as I am concerned.

82. The paragraph is here. I want you to look at the date on this paper—*New Zealand Truth* [paper handed to witness]. The date of this paper is the 27th February, 1909, and it mentions that my son is on leave with full pay. The leave, it will be seen, commenced on the 12th February, so that by the time this paper appeared my son was a good way on the water on his way Home. The alteration could not possibly have been made, even if we had wanted to make it. That is what I want to show—

The Commissioner: I think it should be quite sufficient for your purpose if Mr. McGowan says this was the only application that came before him in connection with the matter.

83. *Mr. Dinnie.*] This application is dated and numbered, Mr. McGowan, and that number would refer to a record in our register?—That is so.

84. I think you know Detective Herbert?—Yes.

85. Do you know anything about his previous history at all?—Yes; I have known him for many years. I knew him when he was stationed at the Thames many years ago.

86. Perhaps you have noticed what he said when speaking of your remarks in the House respecting the promotion of Chief Detectives?—Yes.

87. Do you wish to give any explanation about that at all?—It is not necessary. At the time he interviewed me—I do not say he did so because of his previous acquaintance with me—he wanted

promotion, and I declined, and I may have used the words he referred to. It is possible I used that as a reason for his not being promoted, but even now he is not the class of man I would promote to Inspector or Sub-Inspector.

88. *The Commissioner.*] Touching political influence, Mr. McGowan, when you get letters from members of Parliament marked "Confidential," and from other persons, what do you do with them?—I keep them.

89. What action do you take on them?—I generally wait to see the people, as I want to know the reasons in regard to anything wanted to be done in connection with any department I had the control of.

90. No "confidential" letters would appear, of course, on these files?—They should not appear.

Mr. Dinnie: There might be some.

91. *The Commissioner.*] That is what I want to know, because when anybody approached Mr. McGowan about matters they did not want to be made public they marked the letters "confidential." What would be done with those letters?—They should not appear on the file. The "confidential" letters regarding the Police Force would be considered between the Commissioner and the Minister.

92. Of course, members have also approached you personally?—Yes.

93. What did you do? Did you discuss the matter with them, or tell them to again put it in writing?—Sometimes I discussed the matter, and at other times I told them to put it in writing, and I would make inquiries.

94. Then that also would pass through the Commissioner?—The letter would be embodied in the file.

95. Coming to other matters of detail, have in any instance promotions been made other than on the recommendation of the Commissioner?—Not in my period. I do not remember any.

96. In making these promotions on the recommendation of the Commissioner, have you, as a rule, examined the general papers in connection with the matter, or have you simply acted upon the recommendation of the Commissioner?—I have, in general, had the papers, and the Commissioner has given his reasons for making such recommendations, and supported them from the file in some instances. In other instances I would take the Commissioner's statement, without reference to the file at all.

97. Would he, when recommending constables for promotion, state the fact that the men were recommended by their Inspectors?—He would, and, in addition to that, would give all the information he had; and I myself had from the late Commissioner a "confidential" document embodying a very great number of the names of those men who were entitled to or suitable for promotion, and I used to compare this document, which was a "confidential" one of my own, with the recommendations of the Commissioner.

98. You safeguarded it in every possible way?—Yes.

99. A great deal has been said about anonymous letters: does the Minister often receive such letters?—Very often.

100. What does he do with them?—They generally go to the waste-paper basket.

101. You know it is not the practice to do that in the police?—No, but I was not a policeman.

102. No; but take the practice in the Police Department, which you were the political head of?—I also may have received anonymous letters, and I believe I have consulted the Commissioner of Police with reference to handwriting, but it was useless to keep them.

103. But it seems to have been the general practice—the Commissioner of Police will correct me if I am wrong—in all cases of anonymous letters containing allegations against particular constables to send these on for inquiry in the district where the constable was stationed?—If it came before me I would make a note of the fact.

104. If you received anonymous letters regarding the conduct of a constable you would hand that letter on to the Commissioner?—Most likely.

105. With regard to promotions, a practice seems to have grown up of "offering" a man promotion. It seems to me if a man is considered worthy of promotion, and is given the option, and he declines it, it means possibly a very serious loss to the efficiency of the police. What is your opinion about that?—My opinion would be opposed to that. I believe in the man being entirely the servant of the public.

106. You agree with me. I would not give the man the option at all. I would say you are promoted, and you have to go?—I know it has been done. I have had men I was acquainted with myself, and who by their services and qualifications were entitled to promotion, and I have known them refuse because they were financially in a position to obtain more money, and the result was that in that case promotion would have been a loss to them financially; but my opinion, nevertheless, was that they should take the promotion, and that they should always remember they were the servants of the public.

107. But did you act on that?—No, I did not.

108. Why?—I am giving an instance where the man's family was employed in a particular town, and he did not wish to be removed from that town. One of his boys was learning a trade, and he had two girls employed, and he therefore did not wish to be shifted.

109. Those reasons can generally be urged?—I suppose they could at any time.

110. Therefore you think that, having regard to the complete efficiency of the Force, and making that the main consideration, that every man should do what he is told?—That is my opinion.

111. Would you lower the standard of education?—No.

112. We are faced with this serious position: that for some reason men are not coming forward to join the Force; and the position sooner or later will be very serious indeed: how is it

to be met?—I have discussed the same difficulty with the present Commissioner, and I would like to give my opinion as to the reason there is a scarcity before suggesting the remedy. The reason has been, in my opinion, on account of the action of unions, and the result of the Arbitration Court awards, which have given men employed in manual labour, and in some trades, a very much higher rate of wage than they previously obtained. Many of those men would otherwise have perhaps joined the police, but they have found that they can do very much better by going in for trades. The principle of increasing wages by the Arbitration Court is an unsound one, because every one is really a seller of something. He is selling his services, his labour, or his advice; and if the Arbitration Court appraises the services of any man, or of labour even, above its economic value, then the country, or that particular trade, is in danger; and that is the trouble, so far as I can see, if the wages are going on rising. While the country is prosperous these increases can be given, but when a depression comes we will all suffer. This being the position, then we must increase the pay of the Police Force to some extent.

113. So as to get over the difficulty of meeting the attraction afforded by outside avenues of employment?—Quite so.

114. Then, you do not think it is an element in the falling off of the recruiting-power that the educational standard is, say, the Fifth instead of the Fourth?—I think I would keep it to the Fifth.

115. There is one aspect of that matter that is worthy of consideration, where a young man, seeking enrolment, having given no evidence of having passed the Fifth Standard, might be able to meet the requirements of the Fourth Standard, and in his case, if he entered the Force, he would be as suitable a member as though he had passed the Fifth when a boy?—The way in which you put it is quite correct. You might get a man who has not perhaps passed more than the Third Standard, but if he has a well-balanced head, and has brains, when it comes to practical work at twenty-two or twenty-five years of age, perhaps he is a fairly smart man.

116. Then he has to start and go to school again, and pass the standard?—He should be able to do that if he has the qualifications, but I would not say he should only pass the Third Standard.

117. You would leave the question to the personal judgment of the Inspector or Commissioner?—Yes; I should say the Inspectors would be qualified to judge, as well as the Commissioner.

118. A curious matter came under our notice yesterday. You might remember something about it. For some years past the Inspectors have not been supplied with forms of application for enrolment to the Police Force?—I was not aware of that.

119. That is the fact, and I have not been able to trace why. The Commissioner agrees that there can be no possible reason why there should not be every facility afforded for enrolment?—I know nothing about it.

120. It is a curious fact, but the forms were suddenly withdrawn, and the Inspectors now are not supplied with them: would you be in favour of having the period of probation enlarged before men are finally and absolutely enrolled in the Force?—No; I would have the strictest inquiry before enrolment, and I think it would be a wrong thing to let a young man do twelve months' probation, and then to dismiss him. Three or four months ought to be quite sufficient.

121. Six months has been suggested as a maximum?—If an Inspector was not able to recommend a man after three months I think it would be a folly to keep him.

122. Has it ever been brought under your notice the desirability or otherwise of empowering Inspectors to take evidence on oath in connection with their departmental inquiries?—That matter has never come before me.

123. You know of no reason why an Inspector should not be empowered to take evidence on oath?—No. I also think—and I say it with all due respect—that such a Commission as this should be in the nature of a departmental inquiry. A Commission of inquiry such as this, whether held by yourself or any other Commissioner, should not be a public Commission.

124. You, as an ex-member of the Cabinet, know that these matters are dealt with in Cabinet, and whatever may be our matured opinions about it, they are our masters for the time being. But I am very much inclined to think that publicity is not always in the interests of the Force. For a long time I have held the opinion that the police might be utilised as a nucleus of a Force to be relied on for assistance in any emergency. I would be in favour of encouraging them to qualify in rifle practice. Have you considered that?—No; and I do not think it would be a wise thing. The police at the present time have quite enough of their own work to do without the additional work involved in qualifying as marksmen.

125. I would encourage them merely. I would not make it absolutely obligatory. I would offer prizes?—Then you would have jealousy between the regular Forces and the Police Force who qualified.

126. No; I think it would help them?—It might. I would not like to say that it would not.

127. A great deal has been said about the difficulty of the Police Force getting concessions from other Departments, and they do a great deal of work for other Departments for which they get no credit?—That is true.

128. For instance, the Postal Department makes every other Department pay for the work it does for them. Why should not the police be credited with the work they do for other Departments, and in that way the cost of little concessions such as railway passes on holidays could be defrayed? Is there any reason why that should not be considered?—No reason, excepting that the Minister in charge of the police would require to take a larger vote in the meantime; but the credits would appear in due course on the other side of the ledger.

129. The work done for other Departments would go to the ultimate credit of the Police Department?—Unfortunately, the Police Department never gets the credit it ought to receive. I am not speaking with reference to the money, which is one thing, as against the Police Department. Some of the finest men in New Zealand are in the Police Force, and yet they are mentioned disrespectfully.

130. One might give that as a reason for men not coming forward for enrolment—that they do not like to be called policemen. They should be treated with every respect, but I am afraid it is not so?—Quite right, sir; that is so.

131. And, after all, the country depends on the support of the self-respecting men rather than on the others?—That is true.

132. When you were a Minister, was the question of the desirability of dealing with the Police Surgeon here ever raised?—We had an inquiry.

133. It was held by Mr. Brabant. That inquiry was probably set up by you?

Mr. Dinnie: Yes, by Mr. McGowan.

134. *The Commissioner.*] On representations made to him?—Yes, which went to Cabinet through the Minister.

135. Did you ever realise, Mr. McGowan, that there is a very deep-seated objection to the present medical officer, apart altogether from the merits of the question?—I noticed that from the papers.

136. I have, however, to form an independent and unbiassed judgment on the matter, and it seems to me there is a very deep-seated objection to that officer. Would you be in favour, as Minister in charge, of retaining an officer the men complain of, and say they do not want?—I would not like the position; but, at the same time, if I found that the medical officer was doing his duty fairly, I would not be in favour of dismissing him merely because members of the Police Force said they did not want him.

137. I think it was the unanimous wish?—Even if I was satisfied that it was the unanimous wish, and I considered he was doing his duty properly, I would not dismiss him.

138. At the same time, he might not have the quality of inspiring confidence, and if there is anything at all in having faith in your medical man, the absence of that quality would be a disadvantage, would it not?—I do not attach any importance to having faith in a medical man so far as the Police Force is concerned. If he does his duty properly, although he might be unpopular, I would decline to dismiss him simply because he was unpopular.

139. Even if there are sixty men here, and those sixty strongly object to a certain man attending them, would you keep him longer in the service?—If I believed the medical man was right I would say so.

140. How are you going to find out?—By inquiry.

141. These inquiries go to a certain point only. This officer is qualified, and it is not within the right of any constable to say whether he is duly qualified or not, but it seems to me there is a personal question involved. It is only £100 a year?—The principle is the same if it is only £50 a year, and I would not be one, if I were in charge of the police, to make a change if I thought the officer was doing his duty. If some policemen object to a certain man there is no great hardship in their applying to be allowed to consult another doctor.

142. They have been paying for another man themselves rather than have the man paid for by the Government?—If I found that state of affairs continued long, the likelihood is I would be very sorry to have to shift the medical man; but I certainly would be in no haste to act if I thought the officer did his duty properly, or if he were a man who had been very badly treated because of an unpopular feeling.

143. There is just one other matter with regard to the districts, some of which appear to be absolutely out of proportion?—That is true.

144. Have you ever considered the desirability of rearranging the boundaries of some districts?—It has been considered.

145. How many stations are there in this district?

Inspector Cullen: I have sixty-two stations, and about 172 men under me, including district and Native constables.

The Commissioner: You might compare that with some other district, please.

Inspector Cullen: The closest district to me is Thames, which has, I think, twenty-two stations and about thirty-eight men. Greymouth has twenty-one stations and thirty-seven men.

The Commissioner: And the Inspector there holds equal rank to yourself?

Inspector Cullen: The same rank.

The Commissioner: Have you any views on that matter, Mr. Cullen?

Inspector Cullen: Yes. The Inspector at Invercargill has twenty-one stations and thirty-eight men.

146. *The Commissioner.*] What is your opinion, Mr. McGowan, of the size of these police districts?—The Inspector here had the whole of the Auckland District under his charge some time ago, and, seeing that it was the largest one in the colony, a proposal was made to cut off a portion somewhere about Hamilton, and constitute it a separate district. I found on consultation with the Commissioner that to make the Thames a separate district would be to the best advantage, on account of the line of railway; the new district would then lie to the eastward of the main range. Hamilton would be served by the northern railway. I think Mr. Dinnie's recommendation was that the division should take place about Hamilton. The alteration finally arranged was an improvement, on account of affording an economic method of dealing with the different parts of the province. Coming to the number of districts, I do not think it is wise to have what might be termed an equal district for each Inspector, because you have Inspectors and Inspectors, without speaking disparagingly about any one; and I would like to see always the best Inspector in charge of the most important district.

147. Of course, the West Coast must be worked as a separate district?—On account of the main range again. Invercargill, Napier, and Thames are small districts.

148. And the Inspectors ought to be able to go upwards from those districts to the more important ones?—Yes.

149. So that you see no objection to small districts from the police point of view?—No.
150. *Mr. Dinnie.*] The Inspectors in charge of cities receive better pay than the district Inspectors outside?—Yes; they have increased expenses.
151. The question of the size of the districts depends entirely on the conveniences and the railway provision for conveying instructions?—Yes.
152. Christchurch is a big district, but the railway is so convenient that it takes no time to get about?—Yes.
153. Regarding this district, the only question was whether we should not make Hamilton one of the headquarters, and give it part of the King-country, and include it in the Thames?—The difficulty is that you would still have a sort of circle in connection with traffic, and when you get southwards of Waihi you have the main range coming in. From Te Puke to get to Hamilton is a day's journey, whereas from Auckland you can get there in three hours.
154. If the Department were credited with services rendered to other Departments our expenditure would not be so great?—That is a matter that can be easily settled, as I have no doubt the Government would agree to it if the recommendation were made.
155. Do you think constables ought to have a fixed rate of pay, and no further emoluments for other appointments they might hold?—Other emoluments are added to their pay from motives of economy. A policeman's time may not be altogether taken up with police duties, so he becomes Clerk of Court and Bailiff, and he gets paid for the extra services he renders. The services of a separate officer are saved.
156. The suggestion has been made to grade the stations according to emoluments, so that the best men should receive the most emoluments?—I believe it has.
157. As regards rifle practice, do you not think that every man in the Dominion should be able to use the rifle?—Well, every one could use it.
158. I mean with effect. Do you not think that all recruits ought to be trained?—I think most of the police, in connection with their drill, should learn enough to be able to shoot straight.
159. I understand that the police in the country do have shots occasionally?—Yes.
160. Do you remember that I spoke to you about reducing the educational standard from the Fifth to the Fourth, and you were not quite in favour of it?—I have not altered my opinion yet.
161. Do you know that we send out a great many application forms, and they never come back, and there is no doubt that the reason is that the men have not passed the standard?—That is very likely.
162. And we lose a great many of the farming class who might make good constables because they have not passed the Fifth?—Every boy in New Zealand ought to be able to pass the Fifth Standard.
163. Of course, when members of Parliament speak to you about an officer of the Department being promoted, or appointed to some position, you generally send for the files, or consult me, as to the position of things?—Yes, if it is a case worth troubling about. But I have been spoken to about cases that I knew at once were not worth troubling about.
164. When a man is offered promotion, do you not think he cannot be very much of a man if he does not accept it?—His ambition is only to get as much money as possible, and when he finds that by accepting promotion he is going to lose money he will refuse it. I know a case in point of an officer I was acquainted with personally for many years.
165. But with numbers applying for promotion there would be no loss to the service if two or three refused it?—Yes. I follow the line of His Worship's argument just now—that when a man is entitled to and is qualified for promotion, and he refuses, it is a loss to the service, because you have to bring another man up.
166. Where other men are equally qualified?
- The Commissioner:* I think you are on very much safer ground on the proposition I put forward, Mr. Dinnie.
167. *Inspector Cullen.*] As to the disparity in pay, Mr. McGowan, you know there is a small difference of pay between Inspectors in the small districts and those in the large ones. It is only £50 a year?—Yes, and £50 is £50, and £2 more would make it £1 a week.
168. You know it costs more for a man to keep himself in town: he has to dress better?—I have considered all that.
169. And there is more expense generally?—And there is more credit, which naturally follows the position. An Inspector feels, as it were, a better man if he is the Inspector of a large district than he does if he is only head of a small one.
170. He may be?—He ought to be.
171. You know that an Inspector in a large centre like Auckland or Wellington has his whole time occupied, every day in a week, and until after 9 o'clock every night?—Yes; but his is not a single case. Every true officer—in fact, every true man—is working all the time, whether he is engaged in the public service or not. The Magistrates work all hours. The whole point is as to whether a man likes the business he is engaged in. If he does not like it, then it is all labour to him.
172. But supposing a man does like his business, and he cannot find enough work to do, what then?—If he cannot find work to do, he is either a very good man or a very poor one.
173. I was in charge of the Greymouth District when it was much larger than it is now, but I could not find work to keep me going more than a couple of hours a day, no matter how much I tried to make work; yet the Inspector in charge there will be drawing within £50 of me when he reaches the maximum?—Circumstances alter cases. That is a special case, and circumstances make it special. I suppose you could not very much increase that man's district without cutting down some others.

174. But they have reduced his district by taking off the ten stations at Nelson and adding them to the Wellington District?—I see the line you are going on—whether the better plan would not be to equalise the districts. If the men who have the large districts are working all hours, then they should get some relief by adding to the districts where the men have not too much to do.

175. The Thames District was taken off my district, but it has not made the difference of fifteen minutes' work a day to me, taking my last week's work as a basis?—If I were the Commissioner I would note that, and try and manage to give the Thames District a wider sphere of operations.

176. There is the fact that it has not made a difference of fifteen minutes a day since the change took place?—Did you report that to the Commissioner?

177. I was not asked whether it was necessary?—Do you not make suggestions without being asked?

178. I would not make a suggestion of that kind to him. I am making it now. The same applies to Invercargill. There was a new district created there when there was no need for it. It could be worked from Dunedin. The same applies to Greymouth?—That is evidence suitable for the Commission.

179. These are matters I wish to refer to, but there is no comparison between my work and the work that the Inspectors in these small districts do?—I would increase the small districts by taking off a portion of the large districts that are heavily worked.

180. Then that would not be enough?—I would increase them still further, and then if they had not enough work I would abolish them altogether.

181. Now, leading up to that, I think you will admit that no business firm would run their business on the same lines as the Police Force is being run in respect to small districts. No firm having its headquarters in Auckland will pay an agent at the Thames almost as much salary as they pay the head manager here?—The Police Force is a different thing, and is not run on business lines in the shape of making money. It is run in the interests of the public, and the police are the servants of the public. It cannot be dealt with as a money-making concern. If the districts are too small, they ought to be enlarged. I would not be in favour of increasing the salaries of Inspectors of larger districts, because you would then at once introduce an element of unfairness to the others.

Inspector Cullen: What I am driving at is this: that the men in the small stations should have work to do commensurate with the pay they receive.

The Commissioner: That would be the answer to Mr. McGowan's suggestion in regard to districts. I quite agree with Mr. McGowan that there should be prize districts the same as prize districts for Magistrates.

Inspector Cullen: I intend to go into that point.

182. *Mr. Dinnie.*] It was during my time that the difference was made in the pay between the districts and Inspectors outside and those in the cities. There was no difference at all when I came here. Do you not think an Inspector is pretty well paid at £450 a year and a free house?—I am not going to express an opinion upon that point. I do not believe that an Inspector should be paid in proportion to the size of his district, but I believe that the districts should be more equalised, so that they should have districts somewhat compatible with the salary they receive. The principle of paying an Inspector according to the size of his district would, I think, be a vicious one.

183. The difficulty, you know, would be how to work the districts geographically?—Yes, that is so.

HENRY WILLIAM NORTHCROFT, Stipendiary Magistrate, examined on oath. (No. 191.)

Witness: My name is Henry William Northcroft. I am a Stipendiary Magistrate, and take the Lower Waikato District.

1. *Constable Donovan.*] Did you know me at Coromandel?—Yes; you were constable and Bailiff there.

2. And Inspector of Factories?—Yes.

3. What was your opinion of me?—You did your duty fearlessly and well. I gave evidence in regard to you before the Commission of 1898.

4. Did I satisfy you in every way in connection with the discharge of my duties?—Yes.

5. You remember me being shifted from there?—Yes.

6. Was there any question of political influence in connection with that transfer?—No. Mr. Tunbridge told me afterwards that you were shifted because you treated some of the licensees a little too strongly, and they brought pressure to bear; and you were shifted to Tolago Bay.

7. Did you consider that was very hard?—No doubt it was a hardship at that time.

8. Did you consider that I interfered unduly with the publicans, or was I only doing my duty?—I think you did your duty fearlessly.

9. *Mr. Dinnie.*] I suppose you could speak in similar terms in regard to other constables?—Yes, in most instances.

10. *The Commissioner.*] Have you any opinion upon the present condition of the Force—as to its efficiency, and so forth?—I think there is a feeling in the Force, rightly or wrongly, that a great many get on because they have what is called a political "pull." They will tell you that it is not done openly, as before the 1898 Commission, but that there is political influence right through, or influence in some form or other—that influence is brought to bear in respect to some getting promotion and others not getting promotion.

11. You have heard Mr. McGowan's specific denial of that?—No; I was not present when he said that.

12. He absolutely denied that political influence influenced him in any way?—There are some men who have been left behind—men who have been in the Force a long time. I noticed that Constable Foreman has given evidence. I know him. He served with me in 1874 in the Armed Constabulary. He has been a Clerk of Court for nine years. I should think that men who are capable of taking charge of out-stations, where they have no one to guide them except the Magistrate occasionally—men who are capable of doing that work are fitted for non-commissioned rank.

13. What about the capabilities of the constables generally in your district?—Very good right through.

14. They are a good stamp of men, and reliable for their work?—Yes. A Magistrate is brought very closely into contact with the men in country districts. As to the discipline of the Force, I would like to say that I was astounded to read in the newspapers that a constable, in his evidence before the Commission, criticized the method of a Magistrate in conducting the business of his Court.

15. Or rather, attempted to criticize?—I should say that if the local Police Force decided to bring that before the Commission it shows an absolute want of discipline. When I read the statement it almost made my hair stand on end.

The Commissioner: He acted as a delegate on behalf of the rest, and he did not feel very happy in alluding to the question. He spoke in a very apologetic way. I think it is very greatly to be regretted that it should have been referred to—it is unfortunate it should have occurred.

16. *Mr. Dinnie.*] You can understand that I had no knowledge of what was going to be said?—Yes; I am sure you would have stopped it if you had known.

The Commissioner: We had an instance quite as bad—indeed, I think much worse—of a meeting of police at Wellington criticizing a Royal Commission.

Mr. Dinnie: I quite disapprove of anything of that sort.

The Commissioner: The only way to deal with these cases is to treat them with contempt. I treated the case in Wellington with perfect contempt.

17. *Mr. Dinnie* (to witness).] I understand that the Inspector speaks to you occasionally about the qualifications of the men: that is a good idea, is it not?—Yes; it was in the old regulations, and when Inspector Cullen comes through my district he does so.

18. *The Commissioner.*] I have heard of a Magistrate making it a grievance because he was not consulted. I would not do that, would you?—Sometimes one would rather not be consulted.

19. *Mr. Dinnie.*] You believe in the system which obtains of Inspectors recommending the men for promotion?—I think the roll should be taken, and the men oldest in the service, unless there is some reason, should have the first right to promotion. I quite admit that a man may be a first-class constable, but not be fit to be a non-commissioned officer. The non-commissioned officers are the backbone of the Force. The men in the out-stations have in most instances to act on the moment; they cannot always get the advice of their officers. Surely they are fit for the rank of non-commissioned officers.

20. Those are the men we select from?—I have heard of a murmur throughout the Force.

21. *The Commissioner.*] It is more than a murmur: we have it in evidence?—District clerks and others get speedier promotion than other branches of the Force where the men have to do the practical work.

22. *Mr. Dinnie.*] What are you to do with the old members of the Force who have been overlooked in the past?—I should say rectify the wrong. I saw a statement that men applied for promotion. I think that is absolutely wrong. You generally find that the man who is continually blowing his own trumpet is not the man who is going to do the work. There should be no application for promotion.

Mr. Dinnie: It is the recommendations, not the applications, that are taken notice of.

Inspector Cullen: I merely wish to say that, so far as the officers and non-commissioned officers are concerned, we had no more idea what the delegates from the constables were going to say than the Commission had. There was no non-commissioned officer present at their meeting; in fact, they would not go there. It was desired that the men should have an opportunity for free discussion amongst themselves. The Sub-Inspector tells me that some of the men present at the meeting say that the question of the Magistrate was never discussed. The senior delegate never mentioned the matter in his evidence.

The Commissioner: I think the witness who mentioned the matter ought to be brought forward again, and asked for an explanation.

JOHN THOMAS WAINHOUSE, Constable, examined on oath. (No. 192.)

Witness: I am a police constable, stationed at Kingsland. I was enrolled in 1895. I was present at the meeting of constables that has been referred to.

1. *The Commissioner.*] What was said at that meeting about the manner in which the local Magistrates administered justice in the Court?—It came up at the meeting about the men being kept at the Court, but no Magistrate's name was mentioned. The question was raised whether it was advisable to bring up the subject before the Commission in regard to the men getting time off, and we decided before doing that that the delegates should wait on the Inspector. I was present at the meeting from start to finish.

2. You, as a senior constable, would deprecate any reflection on the Magistrate?—Yes. I might state that at the end of the meeting it was agreed that if anything else was thought of the delegates were to be notified.

The Commissioner: We shall have the constable back again to give an explanation, because it affects the discipline of the men under Inspector Cullen's jurisdiction.

THEOPHILUS WAKE, Farmer, examined on oath. (No. 193.)

Witness: I am a farmer, residing at Hobsonville.

1. *The Commissioner.*] I think you were at one time in the Police Force: what do you wish to say?—I was in the Force from 1886 till 1892, when I resigned. We have a very excellent district constable at Hobsonville, but I think that district now deserves more than a district constable. Some time ago I had occasion to draw attention to the fact that a district constable only was stationed in another district. I made a complaint in respect to that matter. It does not work out well to have a district constable in some districts. Showing that I was right, the Department eventually granted the request for the appointment of an ordinary constable. The unsuitableness of having district constables has been also made clear to me in other districts. District Constable Roser, at Hobsonville, is in every way suitable for appointment to the regular Force as an ordinary constable, and I would be glad if the Commission would make inquiries, and see if it could not see its way to recommend his appointment. There is no ordinary constable within a considerable distance, and I feel sure the circumstances warrant the appointment of a regular constable there. I may state that Commissioner Dinnie has just informed me that the matter is receiving the consideration of the Department. I may add that there is a big gum-digging community round about that district, and the settlers are being continually worried by people going over their land with their spears and spades. I think if the district constable were elevated to the position of a regular constable that trouble would be removed. The district constable feels that he is in an anomalous position, working as he does in the potteries, and alongside men whom he may have to deal with in his official position. In my opinion, time off should be allowed the police for attendance at Court. As to police pay, and increasing it, I think it would be better to make a good man's promotion sure than give him temporary higher pay as a constable. I suggest that there should be no extra emoluments given to the police beyond their departmental pay. I think the fees and extra pay for services to other departments, &c., should go to the Department, and be devoted, say, to the Pension Fund. The present method of allowing a constable to draw extra outside pay is a haphazard way of rewarding him instead of promoting him.

2. Would you not give extra remuneration to a constable acting as Clerk of Court?—The constable does the duty in police time. In regard to mileage, would it not be better to allow more mileage, and let it go into the Police Provident Fund? I think the old idea of promoting men for length of service should go by the board. Merit should be the main consideration. I feel also that men should not be kept in the service unless they are capable; and if a man is not capable of being promoted he should not be there. Men should not apply for promotion; but if they are thought fit by the Department for promotion, they should have no option, but should accept it.

3. Do you know that a man may show great ability as a constable, and yet make a very inferior sergeant?—Possibly.

4. And, on the other hand, a man perhaps might not distinguish himself very much as a constable, but having the advantage of position, may develop into an excellent sergeant. I do not see how you are to get over the consideration of seniority?—If you promote a good man in the country to be a sergeant he has to go to the town for a time and do duty there. I may here state that some years ago a large amount of revenue was lost through evasions of the Beer Duty Act. In 1889 Mr. Jackman was appointed a detective to see that the provisions of the Act were carried out, and in three years there were forty convictions against brewers for evasion of that law, and a large amount was added to the revenue by the fines imposed. I think it is open to doubt whether we are not losing a lot of duty now through evasions of the law in this respect in connection with the illicit manufacture and sale of whisky. Under the old system, if a constable obtained information as to the existence of a still, he had to advise the Inspector, and if a conviction was obtained, and a fine of, say, £150 was imposed, the poor constable perhaps only got £5 out of it; and the constable frequently had to put his hand in his own pocket in order to get information leading to the conviction. As the Inspector had to be advised of these cases, it sometimes happened, too, that he came along with his commanding presence, and the result was, when the officers got to the place, the bird had flown. At one time it was well known that the illicit manufacture of whisky was rife in certain bush districts, and comparatively recently a still with great capacity was discovered near Wellington; and not so many years ago a whisky-mill was found within a stone's-throw of the Invercargill Police-station. There are more whisky-mills in existence than people imagined. Greater encouragement should be given to the police in connection with the carrying-out of the law under this head, and some monetary assistance should be given to them to help in working up these cases.

5. The increase of no-license will get over that?—Yes; that is one way. I think also that time off should be allowed in the case of night duty for meals, and I would like to see the Commission make a recommendation to that effect. I hold that we ought to try to elevate the service, and make men feel that it is an honour to engage in a calling that has for its object the enforcement of the laws of the country. Here I may mention that I have twice visited the Old Country, and I could not help noticing the great civility and attention given to the public by the London police. It was splendid. They seemed a happy and a contented Force, and no one seemed to look down on the police there. Here I feel that people do frequently have a bad word for the police, and the position is in many cases looked upon as being a low one. I may say that it never affected me in that way, because I had too much independence of character. But I knew a young fellow in one district—a farmer's son, and a splendid fellow—who resigned from the Force because he could not stand the treatment he received in that respect. I think something might be done to raise the tone of the Force and the respect in which it is held. I have been in this provincial district since 1900, and I have not heard anything but good said of the police administration by Inspector Cullen. He did well in sending Constable McCarthy to Kawhia. That officer did good work there. It was prohibition in name then, it is prohibition in fact now. He went to great trouble in carrying out

his duties I have known him bury himself in the sand in order to get evidence against persons who were breaking the law. A large number of convictions of sly-grog selling were secured. I may add that Constable McCarthy is not a friend of mine, but I understand he is still a constable in a lower grade. I think he is stationed at Frankton now. Single men are provided with quarters. Perhaps the Government may feel inclined to erect quarters for married men, charging them fair interest on the outlay. It was stated some time ago that the Inspector liked to have the married members of the Force fairly close to the barracks. That means the married men must pay large rents, because the police-station is in a central part of the town. An increased house-allowance had been asked for. That might be given, or plain furniture might be provided for them.

6. But the erection of houses would entail an apportionment of the rents according to the cost of the houses?—Yes, but my point is this: that these men are already paying rent to the private landlord, who is not satisfied with the interest, but wants a large profit. The Government would require only a fair rate of interest on their outlay. I consider, also, that a set of the statutes should be supplied to each station.

Mr. Dinnie: Every police-station is provided with the statutes.

Witness: Then, continuation schools might be established, where men could be trained during their service in the ranks to fit them for the higher branches. Perhaps you have noticed during this inquiry that, as a rule, the men who get into trouble are those who do something; but the man who sits down quietly and does nothing becomes popular, and perhaps gets a little assistance in time of promotion. As an old constable I would ask the officers to always look lightly on little slips constables may make, say, in wrongly interpreting the laws. I myself had to pay £10 because I arrested the wrong Chinaman on warrant. A man was fined and did not pay the fine: a warrant was issued for his arrest, and I still believe I arrested the right man, but a constable who was brought from another district to identify him refused to take the risk of doing so, and so I had to pay the fine. I noticed that the man who was anxious to obey his oath, and look after the welfare of the Department, was always in trouble. I am not referring to cases that have occurred under the present Commissioner, because it is an order of things he has battled against himself.

7. *Mr. Dinnie.*] You mean to say that the man who gets reported a few times is not always the worst man?—I am not referring to men who are reported for faults of character, but perhaps for wrongly interpreting a by-law, or inadvertently making a false arrest.

8. Sometimes men who get into trouble turn out very good men, and it is through endeavouring to carry out their duties that they get into trouble. That is what you mean?—Yes.

9. You think there should be no emoluments at all?—No.

10. And the men should know exactly what they are to get?—Yes.

11. I take the same view as you do on that point. You think they should be treated alike in that respect?—Pay them according to their merits.

12. And all these emoluments and allowances should go to the credit of the Department?—Yes.

13. You speak as to time off to allow the men to get meals at night. I suppose you know there is a little difficulty over that, seeing the few men we have?—I realise that.

14. Do you know the system in other Forces?—No; but I have been given to understand that some arrangement is made.

Mr. Dinnie: We have provided cans for carrying tea.

The Commissioner: They do not take advantage of it.

15. *Mr. Dinnie* (to witness).] As regards Customs gratuities and rewards, you think that the Customs Department is the one to arrange about those rewards, and that they should be nothing to do with the police?—Instead of being paid to the constable, they should be paid to the Department.

16. You do not want any reward or order of merit?—I want to be paid my regular screw as a constable, and if I deserve higher pay I ought to get it.

17. Then, you would not suggest any reward, or any gratuity, in recognition of steady conduct, or services rendered by yourself, if you were a constable?—No; only speedy promotion. Inspector Cullen referred to the way a business firm would run its business. That would be the key-note of my recommendations—to treat these matters on business lines.

18. Would it not be rather difficult to define between one case and another, and thereby create dissatisfaction?—If I had a good man I would not let him out of my sight; and if he wanted another 10s. a week I would give it to him rather than lose his services. But get rid of the “waster” at once.

19. If you could suggest a system of promotion that would prevent dissatisfaction I should be very pleased to hear it. I have tried?—There will always be jealousy in the Force in respect to promotions.

20. As regards Roser, you say he applied to be appointed?—Not recently, but I believe originally. The Inspector could give the information.

21. And he was brought before the doctor?—Yes.

22. And the doctor would not pass him?—Yes.

23. Then, we could not very well appoint him?—Perhaps you might be able to see your way to recommend that the examination should not be so stringent.

24. But there is a physical defect that has to be considered in his case?—I will write down the particular matter that had to be considered. [Statement put in.] This man is working under most stringent conditions at manual labour, and if he is good enough for that he is good enough for the police.

25. *The Commissioner.*] The statement you have put in shows an abnormal condition of a particular organ, and it is liable to be accentuated. I do not think, under the circumstances, the man should be in the service. How old was he?—About thirty-five.

Inspector Cullen: He had been in the Imperial army and some rural Police Force in England before coming out here.

26. *Mr. Dinnie.*] You referred to McCarthy being a very good man, Mr. Wake?—As a civilian.

27. Of course, you know what his services are?—What are they?

28. He joined in 1899?—Is he still a third-class constable?

29. Oh, no; he is in a higher class now. He would have received two increments by that time?—That is so, and I believe he has a good station, and is well pleased; but a private employer would not wait twelve years to give his men pretty good positions if they deserved it.

30. No doubt his Inspector knows his qualifications, and will look after him?—I am quite sure he is in safe hands under Inspector Cullen.

JOHN FREDERICK HAMMERLY, Constable, further examined. (No. 194.)

1. *The Commissioner.*] You gave evidence on oath yesterday?—Yes.

2. You got into hot water over the statements you made about the Magistrate's Court. Upon what authority did you make that statement?—Well, it was the unanimous wish of the men on the station.

3. Arrived at at a meeting?—No, not at a meeting.

4. How did you ascertain the unanimous wish of the men on the station?—By discussing it with them at different times after the meeting. Our meeting was somewhat broken up at 9 o'clock in the evening owing to a number of men going off on night duty, so that we had not gone very far into the different subjects we were discussing, and it was left open for the delegates to bring before the Commission anything brought under their notice, and this was one of the things discussed afterwards.

5. You could not have seriously expected the Commission, or anybody else, to really condemn the Magistrate's conduct in deciding cases?—No; we did not at any time discuss the Magistrate's ability in regard to determining whether the person was guilty or otherwise, but what we did discuss was the time he took over sentencing the men who pleaded guilty.

6. Then, you are practically criticizing the action of the Magistrate, and you are placing yourselves in a position that will gradually give you the right to do so. The Magistrate takes very strong exception to this, and rightly so in my opinion, and thinks it is a very grave breach of discipline on the part of the Auckland police that they should have presumed to appear in any way to go into the question of a Magistrate's administration of justice. I do not think you were within your rights, but the same blame would not be attachable to you as it would be to men of more mature experience. Your Inspector has expressed his disapproval of your action, and some of your comrades have repudiated any knowledge of it?—That may be so, sir; but I understand that a certain constable gave evidence here this morning, and says he was present at that meeting. That constable is in charge of a suburban station, and is not in practical touch with the police in the main station. As far as I am concerned, I had no personal grievance, and I am not on foot duty, and therefore the question of the time in Court does not affect me.

The Commissioner: I saw that you did not care much about the duty yourself when you were performing it, and bringing it before me: you put your representations, however, in a very proper manner; at the same time, I disapprove of the question being brought before the Commission. I regard it as an error of judgment. I would not treat it as a deliberate error of judgment, but I think it was an error on the part of the men, and I will let it rest at that.

Inspector Cullen: I think you will find, sir, that the men who discussed this matter after the meeting are all young and inexperienced men. They are in the wrong, of course. They are all of twelve months' service and under.

The Commissioner: It is a very serious matter to go into the question of the action of a Magistrate. I think it was simply an error of judgment; but I have now done with the matter. It is one of those instances that should not have occurred.

GILBERT RONALD MCKAY, Constable, examined on oath. (No. 195.)

Witness: I am a police constable, and joined the Force on the 1st November, 1907. I was first stationed in Wellington, and am now at Eden Terrace.

1. *The Commissioner.*] What do you wish to bring before me?—I want to know why I was fined in Wellington for an alleged offence, and did not have an opportunity of defending myself.

2. The entry is here: do you want it read?—I do not like being advertised.

3. You are entered as having pleaded Not guilty?—I never had a chance of pleading.

4. You were fined 5s., transferred to Christchurch, and strictly cautioned as to your future conduct. Was that carried out?—Yes.

5. Were you transferred to Christchurch?—No.

6. That was altered to Auckland?—Yes, on my own application.

7. Do you say you were transferred and strictly cautioned regarding a matter you have had no chance to reply to?—I never saw anything. I was only about six months in the service, and I was not quite sure of my ground. I never was brought before the Inspector or the Commissioner to answer the charge, or to cross-examine witnesses, or reply to anything said against me.

8. Did you see the entry?—Yes.

9. Did you say anything after you saw the entry?—I mentioned the matter to Sub-Inspector O'Donovan in Wellington, and he said he did not know anything about it.

10. About what?—What I was charged with.

11. Do you mean to tell me that you did not know what you were fined for?—No. I am fined for a thing I am not guilty of.

12. What you mean is that you were fined for an offence you never had a chance of defending yourself in respect of?—Exactly.

13. That was on the 26th May, 1908. I think you had been previously carpeted for two other offences?—Yes.

14. Did you know anything about those?—That is quite genuine.

15. What was the difference between the procedure in respect to these two offences and the one we are considering?—I was brought before the Inspector.

16. *Mr. Dinnie.*] The file will show. I have not got it here. You have evidently indorsed the fine?—I would do if it was a case of transfer.

17. Were you asked to report in respect to anything?—I was.

18. So that you knew exactly the charge against you?—I knew exactly, but I never had a chance of pleading "Not guilty" to it.

19. Did you report on the matter in detail?—Exactly.

20. And gave your version of it entirely?—Yes.

The Commissioner.: Do you always have the men before you, Mr. Cullen?

Inspector Cullen.: Yes, but sometimes not for merely trifling offences.

The Commissioner.: This is not a trivial thing, apparently. It is rather a serious thing for a man to have on his sheet, without being given the opportunity of defending himself.

Inspector Cullen.: In the case of anything serious I call the man before me, and hear everything for and against him.

21. *The Commissioner* (to witness).] I will call for the papers, and ask Inspector Ellison his version of it, and if there is anything to justify the reopening of the case I will have you brought to Wellington. Do you still say that you were never present when these witnesses were examined?—No.

22. *Mr. Dinnie.*] When you marked this entry "Seen," did you make any reference to the fine that had been recorded against you?—No.

23. You were satisfied?—I was not.

24. Why did you not make some reference to it?—I felt I was a wronged man, and I did not like to get into trouble over it.

25. *The Commissioner.*] What has made you bring it up now?—The opportunity afforded me by this Commission to get redress, and I have an assurance that I shall be protected if I give evidence.

26. *Mr. Dinnie.*] You had two previous fines for misconduct?—Not for misconduct, but for being off my beat only. I stayed about five minutes talking to a night-watchman.

JAMES FERGUSON, Sergeant, examined on oath. (No. 196.)

Witness.: I am a sergeant of police, stationed at Auckland, having joined from the Artillery in 1895. I was promoted sergeant on the 1st September, 1908, when I was transferred to Auckland from Waimate.

1. *The Commissioner.*] Are you aware of any reason for dissatisfaction in the Police Force at present?—No, with the exception of the pay, which the men think is not sufficient on joining.

2. Have you ever spoken to capable men who thought of joining?—Yes, and have found some anxious to join, but have been deterred from what they have heard about the pay from other men. They say the labourer can get 1s. an hour outside.

3. What class of young men are you getting in Auckland?—Fairly good, intelligent men. The discipline is good. There is a lot of work to do, and it is done well.

4. Are you married?—Yes.

5. What rent do you pay?—I bought a house, but the rent of one would run up to about £1 2s. 6d. a week.

6. What is the average the sergeants pay here?—Fully £1.

7. You get an allowance of 10s. 6d.?—Yes.

8. With regard to this trouble about the Police Surgeon, is there anything in the complaint?—The men generally object to him.

9. It is not confined to a few men who want to get rid of him?—No; it is general. He attended me last month, and I was surprised at the attention he gave me. They tell me he has improved very much lately, since it was known that the men do not want him.

10. Is the gymnasium of any educational value?—A number of men use it, and take a real interest in it.

JOHN JAMES HOGAN, Sergeant, examined on oath. (No. 197.)

Witness.: I am a sergeant of police, stationed at Newton. I joined the Police Force from the Permanent Artillery in July, 1893. I served as watch-house keeper and assistant clerk for three years and a half at Christchurch, and was transferred to Auckland, and promoted sergeant in March, 1907.

1. *The Commissioner.*] Did you leave the district office at your own request?—I was promoted, and transferred to Auckland.

2. How long were you out of the uniform branch before being promoted sergeant?—About three years and a half. I am now doing sectional duty.

3. Which do you prefer?—The office, of course. It is the best job.

4. Have you ever applied to get back again?—No.

5. What sort of men do you get as recruits?—At Newton, where I am stationed, we have a good class of men at present.

6. Do you indorse what has been said about the Police Surgeon?—Yes; I have heard the constables complaining repeatedly about him. The objection is general.

7. What do you think as to the value of the gymnasium?—It is a very good institution, and has justified its existence.
8. Is there any dissatisfaction in the Force that you are aware of?—No, excepting that the men want more pay.
9. *Mr. Dinnie.*] What service had you when you were promoted?—Fourteen years.
10. You took your turn by seniority?—Yes.
11. Did you find that your experience in the office and the watch-house had been of assistance to you?—Very much indeed.
12. And you think it is important for those who are promoted to the higher ranks to have had clerical tuition?—It assisted me very materially.
13. Do you know anything about this “handy” man?—No. The only reference I have seen to him is in the correspondence.
14. What correspondence?—The other day, in connection with Sergeant Sheehan’s evidence.
15. Any others?—No.

ALFRED ERNEST ROWELL, Sergeant, examined on oath. (No. 198.)

Witness: I am a sergeant of police, stationed in Auckland City. I was transferred from the Permanent Artillery in September, 1894, and was promoted sergeant on the 1st November, 1906, and transferred to Auckland from Hampden, Otago.

1. *The Commissioner.*] How do you find the recruits who have joined recently?—From an educational standpoint, I think the men are all right; but physically, I do not think they are as good as they were fifteen years ago.

2. What do you attribute that to?—Fifteen years ago they all came from the Permanent Force, where they received a very high physical training. We then got good men for the police, but they are not so good now physically. Educationally, I think the men are perhaps better to-day than they used to be.

3. To what do you attribute the falling-off in recruiting?—To the times being good in New Zealand, and the consequent disinclination of the men in the farming districts to take on work of this kind. They do not look at the future prospects of the service, but the rate of pay on joining.

4. You think the only solution is to raise the pay?—Yes.

5. Do you know anything about the feeling of the men against the surgeon?—I do not. I am a married man, and never away from the station, but I hear the men have been dissatisfied.

6. What rent do you pay?—Up to £1 1s. a week ever since I came here, and I get 10s. 6d. allowance. And then I have to live about a mile and a quarter away from the station.

7. *Mr. Dinnie.*] Do you know of any general dissatisfaction in the service as regards the present control?—I do not.

8. Of course, you know there always will be dissatisfaction with regard to promotions?—Yes, there will always be dissatisfaction.

9. Do you think, if the Government rented the houses and charged the men so much, it would be a wise method?—I have always considered it would be a good thing to do. That question was raised during the 1898 Commission, but the difficulty in the case of the large cities would be that the time has gone past when you could get the land.

10. But supposing they rented the houses, and charged the men a certain amount, so that they would all be on the same footing, would that be better?—It would be an excellent thing.

11. It was the system that existed in the West Riding of Yorkshire when I was in the Force—the Government rented the house and the constable paid 3s. a week: so that each man was paid a uniform amount?—Here, under present conditions, there is a good deal of luck in getting a house at all.

12. *The Commissioner.*] You say there is a difficulty in getting land. Why should it not be taken under the Public Works Act?—Yes, but not for the principal stations. There was a certain block of land mentioned in this connection in Christchurch in 1897—that large block towards the Museum. The Government could get that land and build on it.

EDWIN EALES, Sergeant, examined on oath. (No. 199.)

Witness: I am a sergeant of police, stationed at Auckland, and joined the Police Force from the Permanent Artillery in 1893. I was promoted sergeant in August, 1906, and am now doing sectional duty in Auckland.

1. *The Commissioner.*] Then you are looking forward to getting charge of a sub-district?—I hope that it will come soon. The past three years have been the hardest three years’ work I have done since being in the police.

2. Are you a married man?—Yes, and pay 13s. 6d. a week for a four-roomed house, which is very old and dilapidated.

3. How far is it from the city station?—About five minutes’ walk. I only live in it because it is close, and would sooner pay £1 and get a decent house; but they are not to be got.

4. What do you think of the quality of the recruits?—You saw ninety-four men on parade, and over forty of them were under two years’ service. I think you could judge from that of the quality of the men. What fault there is lies in their not getting any drill and discipline at the start. They should have three months’ recruit drill, and the period of probation should be six months; in fact, twelve months would not be too long.

5. But men will not take the risk of that?—The Inspector should have power to appoint any man who proved suitable permanently before that time after three months. It would give a good man a chance; but the longer period would give a better chance of finding out the poor man, and also perhaps a good man. I would leave the decision to the Inspector, and the sergeant’s report.

6. Speaking generally, the quality is as good as you can expect?—I think that parade on Monday was as good as you have ever seen. There might have been one or two finer men than usual amongst them, but the general parade was very good indeed.

7. Do you find the discipline well kept up?—As good as you can expect in the case of men who have not been through a thorough course of drill.

8. Assuming it is a fact that the recruiting is falling off, what do you attribute it to?—Insufficient inducement in the shape of pay. Only a fortnight ago a man told me he would rather earn £2 8s. outside the Force for five and a half days' work a week than join the police and get £2 13s. 6d. a week for seven days' work.

9. Do you think the remedy lies in improving the pay?—The conditions and pay.

10. What conditions?—Better inducements for promotion, and the lowering of the increment period to three years, and free clothing.

11. What do you consider the weak point in the system of promotion?—I do not think there is a weak point in the present system. You must go by merit. I think the increment period should be lower, and the increase of pay should be regarded as a kind of promotion.

12. In this station there is an objection to the Police Surgeon: what is the objection?—I have been sick twice, and I have taken his physic, and am well now.

13. Does the Force generally want a change? Have they no confidence in him?—Well, they have no confidence in some of their sergeants.

14. In some sergeants?—You will find the same thing in all Forces. There is a feeling against him.

15. What would you be inclined to do if a large body of men made up their minds that they did not like a man, and preferred to go outside?—It is not a satisfactory condition of things, and should be changed.

16. About the gymnasium: what do you think of it?—I think it is a splendid thing.

17. Do you think there should be one attached to every station?—Yes, and especially to the training depot.

18. *Mr. Dinnie.*] I suppose you would believe in three months' training in the probation class and three months on street duty under an Inspector?—Yes.

19. That would be satisfactory?—You might not find a man out in three months.

20. That means six months?—I said twelve months altogether.

21. But if a man failed at the end of twelve months' probation, and had to be dismissed, it would be rather hard?—Perhaps the man would think so himself and get out at six months if he found out he was not doing any good.

22. I think you had charge of a station when some influence was brought to bear to get you moved?—I was stationed at Porangahau, and the residents of that district got up a petition for my removal, after I had summoned a publican for permitting drunkenness on his premises. The petition was sent by the member for the district to the Minister, and an inquiry was held.

23. What was the result of it?—I think you complimented me on my action in respect to this hotel, and I was there for about eighteen months afterwards.

24. You were not moved?—Not on account of that.

25. You were rather complimented on the action you had taken?—Yes; the files will show it.

26. *The Commissioner.*] It was merely a section of the public supported by the member. Who was the member?—He is now dead.

PETER HARVEY, Sergeant, examined on oath. (No. 200.)

Witness: I was enrolled in April, 1896, and promoted sergeant in June, 1908, and have been in Auckland ever since. I am not aware of any dissatisfaction in the Force, while its efficiency is well up to the standard. The gymnasium is a valuable adjunct here, and the men seem to take an interest in it. The young men who are sent from Wellington to the Force here are a very good class. There is no falling off in the standard.

1. *The Commissioner.*] How do you account for the lack of candidates?—The pay is against it.

2. Are you a single man?—No, married. I pay £1 5s. a week rent, but I let two rooms, and so reduce it to 15s. Before that I had to pay 18s. a week. I was not able to get a smaller house near the station.

WILLIAM RAMSAY, Sergeant, examined on oath. (No. 201.)

Witness: I am a sergeant of police, in charge of the wharf station. I joined the Force in July, 1886, in Dunedin, and served five and a half years there. I was then transferred to Christchurch, and promoted for energy displayed in capturing an escaped prisoner. I was subsequently transferred to Hawke's Bay, Auckland, and then to Christchurch, being promoted sergeant in March, 1905. Was sent to Dunedin at the time of the police scandals, and afterwards to Auckland, where I have since served.

1. *The Commissioner.*] Were you put in charge of a sub-district straight away?—No, I was transferred to Newton, and did sectional duty in the city, but was afterwards sent to the wharves, where I have been for two years and three months.

2. Have you anything to say regarding the condition of the Force at present?—Things are satisfactory here, and I have no complaints to make. We have some good men here.

3. What about this difficulty in getting men?—I have seen good men who will not join the Force on the present pay while they can get 1s. 6d. an hour on the wharves as lumpers. We have some very dirty duty to perform, such as bringing up dead bodies from the harbour, and the uniform supplied gets very soiled and useless, and we cannot keep ourselves respectable. It will not last the time it is supposed to when you have to do wharf duty, especially in the winter, and

have to go out in launches to vessels. Greasy firemen sometimes get hold of you, and the clothes get very soiled.

4. *Mr. Dinnie.*] Have you ever represented these facts?—No.

5. I think you should do so. You have heard and read in the Press what Mr. Taylor has said about you?—There is no foundation for the expression at all. When I was transferred and promoted I received a presentation from the Bench which will show that there was nothing against my character. One was also given to me by my comrades when I was transferred from Auckland to Christchurch.

6. You were transferred from Christchurch to Dunedin to fill the vacancy caused by the transfer of O'Donovan?—Two sergeants were transferred from Christchurch to fill that vacancy, and for no other reason.

7. For no other reason?—No Inspector can say anything against me.

8. Was any complaint made against you in Christchurch or in Dunedin?—None whatever. I was complimented there on the way I did my duty by the last Commission.

9. I suppose you know that Mr. Taylor has not come forward to substantiate his charges?—It is an old grievance which occurred between Mr. Taylor and myself which has caused the trouble.

10. *The Commissioner.*] What was it?—He wanted me to come forward to give evidence against Inspector Emerson at the time he was in Napier on a charge of drunkenness during the Commission of 1898, and I refused to do so.

11. *Mr. Dinnie.*] Your case was brought before that Commission?—They had no chance of bringing it up then.

12. But the matter was inquired into?—Yes, by Mr. Tunbridge, and there was nothing against me.

13. He found there was no foundation for it whatever, and nothing was done; but it is a matter he still hangs on to?—Simply because I would not give evidence against Inspector Emerson for being drunk the night I took him home.

14. Then, Mr. Taylor has not come forward to make me eat my words, has he? I think when in Christchurch some years ago you did some detective work?—I did.

15. And on occasions since then you have frequently had occasion to make inquiries about crimes so soon as they were reported; in fact, you have done a good deal of your own detective work about the wharves?—Yes.

16. During the course of these inquiries did you not find that you had to have your hand in your pocket almost continually?—Since I have had charge in Queen Street I have had a number of men before the Courts, and in doing so I have had to put my hand in my pocket and pay men to get the information I required.

17. I bring this forward because Sergeant Sheehan stated in his evidence that he saw no reason why a detective wanted a greater allowance than a sergeant, as he had conducted his own detective work, and it never cost him one penny?—Quite wrong; we are all the time putting our hands in our pockets getting information.

WALTER JOSEPH BASKIVILLE, Sergeant, examined on oath. (No. 202.)

Witness: I am a sergeant of police, at Devonport, and have had thirty-one years' service. I was transferred to the police twenty-three years ago, and promoted sergeant on the 15th June, 1906. I did two years' sectional duty in Dunedin, about ten months in Auckland, and I was transferred four months ago to Devonport. I have charge of that sub-district. I have no personal grievance, and was transferred on account of my wife's health. I know of nothing calling for remark.

1. *Mr. Dinnie.*] You were at Wellington for a time doing street duty?—Yes.

2. Did you find that there was any general dissatisfaction there as regards the control?—No.

3. Did you find the discipline well carried out there?—At Mount Cook the probationers were subjected to the same discipline as other men, and the discipline was very good. I was there nine months, and it was carried out strictly. I saw where Sergeant Hodgson remarked that there was some "hooliganism" carried on there. I entirely disagree with that statement. In the first place, he did not see the work there, because during my time I only saw him twice at the station, and I had my eye on these men for nine months.

4. I think he admitted subsequently that it was hearsay, and he had not seen it himself?—Yes.

MONDAY, 30TH AUGUST, 1909.

CHARLES CARGILL KETTLE, Stipendiary Magistrate, examined on oath. (No. 203.)

1. *The Commissioner.*] You are the senior Stipendiary Magistrate of the City of Auckland, a late District Judge, and you are a barrister and solicitor?—Yes. I have been a Magistrate for nearly twenty years.

2. Have you any opinions with regard to the discipline, efficiency, and organization of the Police Force?—I think the discipline of the Force is not as good as it should be. I refer more especially to the demeanour of the younger men of the Force, who have been enrolled during recent years.

3. What are they lacking in?—Well, in my opinion, they are not sufficiently up in knowledge of their duties, and their general bearing is not of that military stamp I should like to see. To-day, in coming into the Court, I noticed officers in uniform smoking pipes, and that is not quite in keeping with the dignity of their office. Many little matters of that kind require attention, in my opinion. I think there should be a proper military discipline in the Force, as, without discipline, you cannot have efficiency.

4. Have you noticed that more particularly of late years than in the past?—Up to the time Mr. Tunbridge was appointed Commissioner it was somewhat marked. After he came here there was a great improvement, and during his term he no doubt did excellent work. Since then I cannot say there has been any marked difference, but from time to time I notice matters that indicate a want of military training. I do not blame the Commissioner, because I have no doubt he has very great difficulty, under the existing conditions, in getting a sufficient number of suitable men to fill the ranks.

5. Do you think a longer period of training before enrolment would get over the difficulty?—Three months should be the minimum term of training in the barracks in Wellington; but I think there should be a Board or committee of selection in Wellington, consisting, say, of the Commissioner and two Stipendiary Magistrates, to finally select the men. Then he should be put on duty on probation for a time, to see how he gets on. After he commences street duty the Inspectors, and possibly Sub-Inspectors, should be required to give lectures to the men—say, once a fortnight, for an hour. This would be the means of assisting the weak men after they leave the barracks. As to the Auckland Force, Sub-Inspector Hendrey represents what I call the preventive branch, and he is a man of undoubted capacity. He is fit to occupy any position in the Force. Chief Detective Marsack represents the detective branch, and he is universally acknowledged to be master of his profession. The sergeants are able, sincere, and true men, who are doing their duty faithfully and fairly to the public. But there are constables who have been in the Force some years, and I have often wondered why they have not received promotion. There is Constable Donovan, who asked me some time ago if I could give evidence on his behalf. I told him I would do so with pleasure, and I wish to say now that he has been in charge of Parnell Station during my time here, and I believe him to be an absolutely straightforward, honest, and fearless constable, and one who performs his duty without fear or favour. He deserves promotion, if it can be given to him. With regard to discipline, I am a disciplinarian myself, and I think the constables should not be seen talking to groups of people in the streets, and they should not indulge in betting on the totalisator or smoke in uniform. When they attend the Magistrates and Ministers officially they should be in uniform. That remark applies to the commissioned officers. If they attend a Minister when he comes here I think their duties should warrant their being in uniform.

6. Is not that always the case?—I do not think so.

7. Do you know anything about political interference?—I have heard of it, of course, and I gave evidence before the Royal Commission in 1898, and after looking through that evidence I have no alteration to make in it. I know of no specific case of political influence, but we all know it is a matter of common notoriety that men who want favours from the powers that be have only to use their influence to get concessions. I think that state of affairs is bad and wrong, and no officer who is in the service of the country should be permitted to use influence with the Government, Ministers, members of Parliament, or any other person, to gain any advantage. Anything he has to say should be done by a written communication through his superior officers; and if he thinks he is not getting satisfaction he can always petition Parliament; but anything in the shape of political interference by a member of Parliament, or any other person, should be stamped out, and not allowed to exist in any shape or form.

8. But the difficulty is to stop it. You know that it exists?—I should put a stop to it very quickly. If I were Commissioner of Police, and political influence was attempted to be used against my office, on its being proved I should discharge the man involved from the service.

9. But he has no knowledge of the man having instigated it?—I am assuming he has a knowledge. The Commissioner of Police is supposed to be, and ought to be, and must be, a strong man, and he must have a free hand. Of course, in matters of policy the Government must rule, but in respect to administration, promotion, and transfer of one officer from one station to another, he should have an absolutely free hand, and he should be trusted. He should be a strong man, a good man, as I believe our Commissioners have always been, and he should not be in any way brought within the sphere of political influence.

10. The Hon. Mr. McGowan has told us here on oath that during the eight years he was the political head of the Police Department he knew of no instance in which political influence has ever been successful?—I know of none.

11. In the face of a statement of that sort what are you to do?—I have heard of things. One hears a great deal of these things, and one sees it in the papers, and in *Hansard*, but I know of no instance. And I should not be likely to know of one, because everything in connection with my office is done by correspondence through the head of my Department. I would like to say that I would like to see more of the Inspector of Police. I know he has a large district to look after, but I have been here now five years, and I do not think I have seen him in uniform in my Court, or even about the city. When I go to other cities I see the Inspectors there in their uniforms, and I think it has a very great effect in dealing with the public if the Inspectors occasionally put in an appearance in the Courts in uniform. He sees what is going on, and the men never know when he is going to pop in. Everybody knows the Sub-Inspector, as he conducts his cases in the Courts with ability, fairness, and impartiality at all times. It is the same in regard to the Chief Detective; but at the same time, when the Inspector looks in now and again to see what is going on, especially if there is a case being heard in which the veracity of constables is concerned, the effect is good, not only on the public, but on the whole Force. At the time of the last Commission I

drafted a Bill giving power to Magistrates to take evidence on oath in connection with complaints against constables—complaints made not only by commissioned officers and sergeants, but general complaints made by the public. The signed depositions could then be forwarded to the Commissioner, instead of the reports only from the Inspector. That Bill was introduced into Parliament, but it was dropped. With regard to the question of promotions, I do not feel competent to express a decided opinion on that matter. One can, of course, talk generally. One would expect that seniority would be the first thing to look at in cases of promotion, and, although that is so, there are other matters that require equal consideration—namely, competency and fitness. All things being equal, assuming the man is otherwise capable to perform the duties of his office, I think the senior constable and the senior non-commissioned officer should get the promotion. I think the views of Mr. H. W. Northcroft, late Stipendiary Magistrate, on that question are very sound, and I defer to his opinion on that matter. He is a man of common-sense, and has had a military training. I favour the setting-up of an Appeal Court, where officers, or constables, could have their grievances inquired into, and their evidence taken on oath before a competent and impartial tribunal. That should consist of a Magistrate, an Inspector—if he is not interested in the case—and an officer of the Permanent Force. It would be a sort of court-martial where a matter could be fairly considered and reported on, always understanding that the Commissioner is the final court of decision. I wish to offer a few remarks as to the employment of constables or other persons to induce or entrap people to commit offences. I recognise the difficulty as much as anybody of detecting sly-grog sellers, or other persons who break the law, and of getting evidence to convict them, but at the same time I have always had a decided objection to the employment of any person who is sent for the express purpose of endeavouring to procure the commission of an offence with the express object of afterwards prosecuting for such offence after and if the person has committed it. A case came before me in Wanganui some years ago in which a constable had given a Maori 10s. to buy a bottle of whisky from a storekeeper, his object being to see if the storekeeper would sell it, and the Maori went to the store. But the storekeeper smelt a rat, and the Maori could not get the whisky. He was sent back again with the suggestion that his wife was sick, and this time he got the bottle of whisky. The case came before me, and these facts came out. Then, take the liquor law: what do we find? Would it be tolerated that people could be employed to go round hotels on Sundays to see if the hotelkeepers would sell them drink with a view to prosecuting them? Or would it be tolerated to employ people to go round the shops and try to purchase goods after the shops are supposed to be closed, with a view to prosecuting the shopkeepers accordingly? In my opinion, this is wrong, and it is a matter for the Legislature to deal with. In the Gaming Act there is a proper clause saying that it can be done; but I go on this principle, "Lead us not into temptation," and therefore it is wrong to lead other people into temptation by offering them money to commit an offence, which is a temptation. I had a case the other day connected with the St. Helier's Bay Hotel, and I had to convict, and imposed a substantial penalty. Two constables went down with their wives and children. The men were in plain clothes, and stayed there all day long, and they went to this hotel. They got into the confidence of the people, and lunch came on, and drink was ordered and supplied. Afterwards they had afternoon-tea. I think that is unfair, and it grates on my idea of what is fair and square. We have two great branches of the Force—the preventive branch and the detective branch—and the fact that the detective has to detect surely does not make it right that we should endeavour to get people to commit an offence for the purpose of punishing them perchance they should fall. It may be their first fall, and I think it is a very dangerous practice indeed. If that sort of thing has to be done it should only be under the authority of Parliament.

11A. Do you know anything about the matter mentioned by Mr. C. H. Greenhead before me yesterday?—He was written to on the 26th April, and was advised to have an information drawn by a solicitor, or that he should lay the matter before the Commissioner of Police. I understand that the matter was brought under the notice of the Commissioner of Police, and he decided that the police could not take it up. Then he again approached the Clerk of the Court, who referred him to a solicitor. It is no part of the duty of the Clerk of the Court to draw up informations. I do not think, under the circumstances, I would have been justified in acceding to the request unless a Judge of the Supreme Court compelled me to do so by mandamus, and I doubt very much—indeed, I do not think he would do so in this case. I understand, Mr. Bishop, that you told him that all he had to do was to go down to the Court and swear an information.

12. I consider that we are bound to take the information, but the police are not bound to proceed?—But supposing a man came to me to lay an information against a Judge of the Supreme Court, or against an Inspector of Police, or somebody else, charging him with some gross crime, and I was not certain that the person seeking to lay the information was absolutely sane, I would not in such a case be bound to take the information.

13. I doubt whether we have any right to exercise personal discretion. However, that is a matter that we might honestly differ upon. I want to explain in very few words how the matter came up. Greenhead said he had laid an information against this man before you. I said if that was so it was bound to be disposed of in some way or other; but he was using the expression "information" in its popular sense, but I took it in its technical sense. I thought he had actually laid an information before you which you afterwards declined to act upon, and that you had referred him to the Inspector of Police. I explained to him that if he had a grievance against the Magistrate the proper course was to apply for a mandamus. Now you explain that no information was laid?—I do not think I have ever seen the man. He certainly never applied to me and asked me to take his information.

14. You distinctly understand that I would never think for one moment of allowing criticism before the Commission as to the manner in which you discharge your official duties?—I understand that. As to this man, I have never seen him, and know nothing about the case. I understand

that the matters referred to in his letter have been inquired into by Mr. Justice Edwards and by Mr. Brabant, Stipendiary Magistrate. I have no further information about the case, and am not in a position to express an opinion about it.

15. The gravamen of his complaint was this: that because his allegations related to a solicitor he was blocked. But there is an easy way of testing the matter if he wants to. Is there anything else you wish to say, Mr. Kettle?—I noticed in the newspapers the other day a statement that certain constables, during the course of this inquiry, alleged that they had a certain grievance with regard to the Magistrate's Court. I have not been able to make out exactly what it was. What I want to say about that is this: Before making any such statements, if they had any complaints to make, they should be made through their superior officers. It has always been my desire to help the Force in every possible way consistent with my official position. If I had known that there was any trouble at all about this matter I should have been the first to see if anything could be done to remove any grievance. But I do not know what this alleged grievance is even now. I draw the inference, however, from the statements that have appeared in the newspapers that some of the constables on night duty have to attend the Court in the morning when they ought to be in their beds. That is a matter that is unavoidable. A man may be brought before me in the morning on, say, a charge of drunkenness on, say, a Sunday night. The evidence has to be taken. Then the Sub-Inspector will say that the constable who made the arrest is in bed, and he has to be sent for. I can quite understand that the constable may regard it as a grievance to be turned out of bed to give evidence in a simple case like that, and I shall be very pleased to see if I can arrange the hearing of the cases so that the constables may have their ordinary rest. I am quite willing to meet them in that way if it is possible to do so. But I have never heard of any such complaints. I was surprised to notice that a constable whom I had never seen in the Court—a mounted constable—should have raised such a point, and should have said that there was some grievance in connection with the business of the Court.

16. I did not allow any reference to it?—What surprised me was that a constable should be allowed to make a statement of that sort. If constables have any grievances they should make them known through the Inspector, who can see the Magistrate, and ascertain if anything can be done to alleviate the trouble. The Police Regulations (Regulation No. 45) provide that police officers in charge of districts shall consult with the Magistrate in respect to matters affecting the Force. I suppose there was some intention in framing that Regulation No. 45. If the officers of the Force waited upon me, and consulted with me in respect to these things I would be very happy indeed to do what I could to help them to get over any difficulty; but I have never heard a word of murmur from anybody. I do not know what the constables complain of. Perhaps the Inspector will be able to tell us what it is. The relationships between the Sub-Inspector and myself have been of a very satisfactory character. I would like to know what the troubles referred to are.

17. I stopped the witness going any further. I do not know what the grievance is?—If any one has a grievance I would like him to put it before me.

18. *Mr. Dinnie.*] You think that if constables have any grievance they should represent it to their superior officer?—Undoubtedly; but I do not think it is the duty of Inspectors to instruct sergeants or constables to report to them on the conduct of a Magistrate. I wish to emphasize that.

19. *The Commissioner.*] Have you any motive in making that statement?—Yes; I understand it has been done. I have heard it has been done.

20. What has been done?—That sergeants and constables have been instructed to report on the conduct of a Magistrate—that complaints have been made against a certain Magistrate.

21. In the administration of his official duties?—Yes; and that they have been instructed to report on those matters. I do not say it has been done, but I have heard it has been done.

22. *Mr. Dinnie.*] Have you heard whether those instructions have emanated from my office or elsewhere?—Not from your office.

23. You have had long experience as a Magistrate?—Yes, and as a District Court Judge.

24. In your capacity as a Magistrate you have met many constables, and you are able to speak of their qualifications?—Of course, there are some first-class men in the Force, and there are some indifferent men.

25. What do you think of the men in the out-stations—in charge of those stations?—At Wanganui there were some excellent men when I was there, and we worked well together. Inspector Gillies also worked well with me, and I can speak in similar terms of Inspector Dwyer, Inspector Kiely, Sub-Inspector Norwood, and others. We have always worked well together in the public interests, and there has been no difficulty whatever.

26. You say the sergeants as a whole are good men?—Yes.

27. They deserve the promotion they have got?—Yes. In regard to Sergeant Ramsay, I think he is an absolutely straight, honest, good man, and I do not think that wealth or influence or anything else would deter him from carrying out his duty.

28. You have heard what has been said in respect to Sergeant Ramsay?—Yes. I have stated my opinion of Sergeant Ramsay. He may be a little impetuous.

29. Have you heard that Mr. Taylor, in the House, said he was not fit to be in the service?—All I can say is that I disagree with Mr. Taylor. Taking the whole of his conduct and services into consideration, I say he is a very efficient officer. I speak from a long experience of Sergeant Ramsay, and I speak of a man as I find him.

30. Mr. Taylor implied that I knew something about Sergeant Ramsay of recent date?—Every man who does his duty must make some enemies sooner or later. An enemy may, behind your back, come and give you a nasty stab, and it is very likely that an enemy of Sergeant Ramsay has been behind this. I do not know what information Mr. Taylor has got.

The Commissioner: This is what Mr. Taylor said in the House: "One man was transferred to Christchurch from Auckland, and his reputation for immorality was so notoriously bad—charges that had been made against him in Auckland that brought about his transfer were of such a scandalous character—that I waited on the Commissioner of Police as he was passing through Christchurch, and challenged the man's character, and the reason for his transfer. The only justification the Commissioner urged for keeping him in the public service was that he was a capable officer. I told the Commissioner that if that man remained in Christchurch twenty-four hours I would call a meeting of citizens, and demand that the city should be relieved of his presence. That officer was removed from Christchurch within forty-eight hours."

Mr. Dinnie: I proved that the reason of the transfer was to fill a vacancy.

The Commissioner: Is that the man referred to?

Mr. Dinnie: Yes; and Mr. Taylor referred to him again at page 271 of *Hansard*.

Witness: I should say that the statement as to immorality is monstrous.

The Commissioner: At page 271 of *Hansard* Mr. Taylor says, "The police officer against whose presence in Christchurch I protested, and told the Commissioner that if he remained there I should call a meeting of citizens to protest against his remaining in the Force—it was not in connection with the matter of an offence committed in 1897, but in connection with a serious crime charged against him during the last two or three years, and the Commissioner must know, if he knows the facts, that what I say is absolutely true, and the files in his office will prove every word of my statement this evening. He removed the man within the time I specified, and, if I had not done right, would he have done that? I insisted on the city being cleared of that man's presence, and why did the Commissioner shift a sergeant from the City of Christchurch within forty-eight hours at my request unless what I said to him was well founded? If I am given access to the official files I will make the Commissioner eat his words."

Mr. Dinnie: The official files have been laid before the Minister of Justice, and I think you have them yourself.

The Commissioner: He does not refer to the sergeant by name. You are quite sure it is the same man?

Mr. Dinnie: Yes.

Witness: Instead of having this sort of thing brought up in the House I would say to a man like Mr. Taylor, "If you have any charge to make against this man make it." Then let the evidence be taken, and if the charge is proved, let the man be punished or dismissed. There should be a proper investigation before an impartial tribunal.

31. *Mr. Dinnie* (to witness).] Have a proper charge made, and deal with the man accordingly? —Yes. No slander is so difficult to deal with as innuendo—a shrug of the shoulders. A person may imply something very nasty against a man without saying very much, but simply by innuendo.

32. You believe in military discipline?—Yes. You must have two things in your Force—absolute military discipline, and also every man should feel and believe that he can perform the duties of his office without fear of consequences to himself—that he can perform his duties honestly and according to his convictions without interference.

33. You say there was a marked improvement in the Force after my predecessor came here? —I do not wish that to be taken as any reflection on you. I have only met you once or twice, but I very frequently met Mr. Tunbridge, and often travelled with him about the country. I saw a good deal of him.

34. Do you know that he did not adopt any system whatever of military training?—I do not know.

35. There was no system of military training when he was here?—There are many things that a policeman should do and many things that he should not do—for instance, a man should not smoke in uniform.

36. There is more military discipline in the Force now than there ever has been?—That may be so.

37. There are stated periods of training: we train them before they take up actual police duty?—Yes.

38. The officers in charge of the men here have a lot to do with the men in respect to the points you mention?—I do not know who is responsible. It is hard to fix the blame on anybody. It is only evidence of a general laxity in respect to discipline.

39. You think that three months' probation would be better than two months, as at present? —Yes. A man wants to know his duties—when he can arrest a man, and how to act in connection with breaches of the law. A constable has very great power placed in his hands.

40. The men are trained in the law and in the Police Regulations before they come on duty? —The police have great powers, and they ought to exercise them with discretion.

41. You cannot turn out a model policeman straight away?—Quite so; a man must know something of his duties.

42. He must use common-sense in the exercise of his duties?—Yes, he must carry out his duties in a common-sense way.

43. You suggest the appointment of a Board for the selection of constables?—Yes, two Magistrates, with the Commissioner. A great deal depends on the physique, appearance, personality, and temperament of the men.

44. Would not the Inspectors be able to judge on those points?—Yes; the Board should have the assistance of the Inspectors.

45. The probationers are put through a course of training, and they are seen by the Commissioner?—I do not wish to argue the matter. I have every confidence in the Commissioner. It is my opinion that it would be an assistance to the Commissioner to have two Magistrates associated with him in this work.

46. You mentioned lectures to the men: do you know that they have to attend a weekly class for twelve months after they take up street duty in the city?—No, I was not aware of that.

47. I made a regulation that the men should attend a weekly class for twelve months after being put on street duty?—I am glad to hear that.

48. And they have to pass an examination in law and on police duty?—I am very glad to hear that. It is a capital idea.

49. You have mentioned Constable Donovan's name: if he had been promoted, that should have been done a long time before I came here?—I am not casting any blame on you. I consider Donovan is a good man, and one who is prepared to do his duty straightforwardly.

50. You have spoken of gossiping and smoking men: do you know that men are repeatedly reported and punished for such things?—I did not know that, but I think it should be at once attended to.

51. You say that we all know that influence is used?—I have no doubt that the influence of members of Parliament, of representatives of the liquor party, and all kinds of influences may be exerted.

52. I think it has been proved beyond doubt that they do seek influence continually, but the question is how far that influence has affected the Police Force?—I cannot say.

53. Can you say whether it obtains or not?—I cannot say how these influences affect the Inspectors, Commissioner, or Ministers. I know they would not affect me.

54. You say the Commissioner should have a free hand?—Yes, except on questions of policy. In dealing with the men he should be wholly responsible. The Act provides for that.

55. You believe in taking evidence on oath in all cases where constables are reported?—Yes; so that witnesses may be liable to a charge of perjury if they wilfully give false evidence.

56. You say that promotion should be by seniority first?—Yes, all other things being equal.

57. Do you know that that is the system that is adopted at the present time?—I do not know.

58. In reference to the bearing of the men and the discipline, do you know that we have a monthly drill?—It is a good thing that a man should have a military bearing, and carry himself well. It impresses the public when a man walks down the street in the way one sees our Sub-Inspector do here—you are impressed with his carriage and personality.

59. With regard to sly-grog selling, you know that special cases require special treatment?—Yes.

The Commissioner: I understood Mr. Kettle to be speaking of the principle. If he is going to differentiate between sly-grog cases and other cases, I do not agree with him for a moment.

60. *Mr. Dinnie.*] If we do not resort to subterfuge, I do not think we will get many successful cases?—I do not know. I think sly-grog selling and other offences can be detected without the police inducing persons to commit the offence.

61. You have had no experience in that direction?—Yes; I have seen smart men who knew how to do it. I may mention that under the Police Act the members of the Force swear that they will do everything they can to prevent crime, or the committing of crime. It is an unfair thing to ask a constable to go and entrap a person to commit an offence with the view of afterwards prosecuting him for that particular offence. But if the Legislature likes to amend the law, and say that a constable may go and procure the sale of liquor illegally, I bow my head; but I do not agree with it. I take my stand on the principle I have stated, "Lead me not into temptation." I say that no man should be led into temptation.

62. *The Commissioner.*] I would rather, Mr. Dinnie, that you passed that question over, because it is more a question of ethics, and Mr. Kettle looks at the matter from his own point of view.

Witness: I do not think it is a fair thing to put constables to do that sort of work.

63. *Mr. Dinnie* (to witness).] As regards the Police Force in Auckland, as a body, do they carry out their duties efficiently?—Yes, honestly and efficiently. There are here and there things that require to be remedied, but there are some very good men in the Force here. Speaking from my experience on the Bench here, I can say that Sub-Inspector Hendrey and Chief Detective Marsack are very able and fair men—they do not push charges against offenders to the fullest possible extent.

64. *Inspector Cullen.*] You say that police inquiries should be made on oath?—Yes, all inquiries of importance.

65. I ask you to look at section 51 of the Evidence Act, and the interpretation of persons acting in a judicial way—whether that does not give the Inspectors power to take evidence on oath?—I refer you to the Attorney-General on that point. I think that is a matter in regard to which you ought to get the advice of the Crown Law Officers.

The Commissioner: I am going to deal with it.

Inspector Cullen: It is the view I hold. I think there is some authority for any one acting judicially, and the Inspector could act.

The Commissioner: The only question is whether it is a judicial act.

66. *Inspector Cullen* (to witness).] You complained that I do not go more into the Court in uniform?—Either in uniform or not. I am sorry I do not see you there.

67. What could I do if I went there?—In other centres I see Inspectors there.

68. How often have you been in other large centres in the last five years?—Two or three times in Christchurch, and in Wellington a great many times. I may mention that at New Plymouth Inspector Pardy used to be there every day. It has a wholesome and good effect.

69. Inspector Pardy had very few men under him at New Plymouth. You know that my duties here are more office and administrative work?—I do not know.

70. Do you not think that a man in charge of a large district—that his duties are largely office and administrative work?—I understand that you are a good deal out of town.

71. Have you ever sent for me and asked me to attend?—Yes, quite recently. I do not say that you ever refused to come down to see me.

72. Have you ever asked me to come down to see you that I have not come down?—No; but I say that under the regulations it is your duty to communicate with the Magistrate.

73. In regard to what could I communicate with you?—I do not know. I do not wish to discuss the matter.

74. You are making an allegation?—No. Since I have been in Auckland—five years—I have never seen you in my Court in uniform, nor have I seen you in uniform in Queen Street. I believe that you do attend the opening of the criminal sessions of the Supreme Court in uniform. I think the appearance of an Inspector of Police in uniform in the streets at times has a good effect.

75. Is there any important public function in Auckland where it is my duty to attend that I do not attend in uniform?—I saw you once in uniform on Dominion Day, and once or twice at the racecourse.

76. You know that I go to the races in uniform?—I very rarely go there.

77. Do you know that I attend the Supreme Court in uniform?—I have stated that I understand you attend the opening of the criminal sessions.

78. Do you know that if there is any big meeting in Auckland I attend frequently in uniform?—I cannot say. I say that it has a good effect if the Inspector of Police is seen occasionally in uniform. Inspector Gillies, of Christchurch, and Inspector Ellison, of Wellington, frequently appear in uniform.

79. Would it surprise you to learn that the Inspectors in the four large centres do not appear in uniform unless there is some necessity for it?—I do not know. I have seen you attend the Hon. Mr. McGowan, and you were not in uniform. I say that you ought to be in uniform.

80. But supposing he did not wish me to go to him in uniform?—I do not know about that. Of course, that would be different.

81. If you were not sure, you should not have said so?—I say it is a good thing for the Inspector of Police to be about the Courts and streets in uniform.

82. I do not go to the Minister unless he sends for me?—That may be so.

83. I tell you I do not, because I think his time is sufficiently occupied; and when I am sent for I attend in uniform. Does not that satisfy you? You stated that you had heard that the Police Inspector had called for reports in reference to the Court and the Magistrate?—Yes.

84. Did you believe that?—I thought it was quite possible.

85. Why?—I do not know whether I should answer that.

86. *The Commissioner.*] It is rather a serious allegation against the Inspector—an allegation made through somebody else to you?—If the Inspector says in his evidence that it is untrue, that may make a difference.

The Commissioner: I regard it as a very serious reflection on the Inspector of Police.

87. *Inspector Cullen* (to witness).] What grounds have you for making such a reflection?—I have been told so.

88. And you believe it?—I thought that it was quite likely.

89. Did you think I had taken leave of my senses?—I do not know.

90. You know there are a number of busy-bodies, mischief-makers, who say things?—Yes.

91. And supposing some mischief-maker, some busy-body, were to say that a Magistrate wrote paragraphs for the Press, or that he wrote an article criticizing the promotions of Clerks of Courts, is it not likely there is as little ground for the one as for the other?—There might be.

92. So that, you see, you cannot take every little rumour one hears for gospel?—That is so.

93. Will you take my assurance that I have never done any such thing?—It is not for me to say. If you give your evidence on oath I must accept it.

94. I will say so on oath when I am giving my evidence; and I think, as a gentleman, you should accept my assurance that I intend to give that evidence?—I am not making any allegation against you.

95. It is a serious one?—I am here to give my evidence. If you give evidence on oath that you have done no such thing, it is for me to be satisfied.

96. Supposing I were to say that a certain Magistrate went behind my back to a certain Minister of the Crown, and made certain statements—that I was not doing my duty?—I have never done so.

97. You have not?—No.

98. If a certain Minister told me something to that effect, in the presence of Mr. Dinnie and his Private Secretary?—It is not true. I have never gone to any Minister about such a thing.

99. If the Minister told me that on the railway-station at Auckland?—It is not so. I think on one occasion I did say to Commissioner Dinnie in the street that I would like to see more of you in the Court.

100. But this is not Commissioner Dinnie?—I am not a man of that sort.

101. I have said that there are no grounds for that statement. Is it not just as likely that there is as little ground for the other thing?—Yes; I think it might have occurred.

102. In this St. Helier's Bay case, you have omitted to quote *Smith v. Donovan*, a decision given on the point recently by Mr. Justice Cooper?—I know the case quite well; but that does not dispose of my objection.

103. With reference to these young men, how long have you been in the profession altogether?—I was admitted in 1873.

104. Before that you would be articled?—Yes, for five years.

105. I suppose that during those five years there were little shortcomings on your part as an articled clerk as there must be in all professions?—Yes, I suppose so.

106. And when you were admitted I have no doubt that you were not as proficient in the law as you are now?—Certainly not.

107. And when you were practising your profession there were clients who thought that perhaps you might have done better?—Certainly.

108. And now you are on the Bench probably there are suitors who disagree with your decisions occasionally?—Certainly.

109. That being so, in the case of a man of such long standing at the Bar, is it not reasonable to think that some allowance should be made for those young constables who are not as highly educated as yourself?—Certainly. I make every allowance for their shortcomings.

110. You know it takes a lifetime to make a policeman, just as it takes a lifetime to make a lawyer?—No doubt. I do not expect the young men to become Sub-Inspectors and solicitors in six months. Some of them are very smart indeed. It was a treat to hear one constable give evidence before me the other day, and I complimented him.

111. You say there should be lectures to men in the service: would you be surprised to know that I was the first officer to start those lectures in New Zealand?—I am very glad to hear it, and I give you great credit for it.

112. In the St. Helier's Bay case, did not the parties plead guilty?—Certainly.

113. And there was no evidence taken for the defence at all?—I think Mr. Baume appeared in that case, and I think he brought all the evidence before me.

114. But they gave no evidence themselves?—I think they did.

The Commissioner: I do not think it is necessary to go into these cases.

Inspector Cullen: The witness is referring to our action.

The Commissioner: Oh, no; he is dealing merely with the principle, not with your application of it.

115. *Inspector Cullen.*] That is all right. (To witness): You do not believe in the principle?—It is the system I am against. I expressed the same view before the Royal Commission in 1898. I do not think it is a fair thing to ask constables to do it.

116. *Mr. Dinnie.*] You think it is a fair thing, supposing a constable sees a drunken man going into a hotel, that he should stop that man, or allow him to go in?—Stop him.

117. Not let him go and get a drink and then charge him?—The constable ought to warn the publican not to serve him, and so try and prevent offences being committed.

118. *The Commissioner.*] I have a letter from a man wishing to give evidence, and one of the items is, "Mr. Kettle's, S.M., directions flouted and set at nought, especially by the detective branch of the Force": do you know anything about that?—Not a bit. The business of the Court is conducted in the most satisfactory manner, and if I make a suggestion to which the detectives or Sub-Inspector think they can see their way to carry out they always meet me.

119. Thank you?—I would like, before I leave, the Inspector to say what it is these young constables object to in the Courts.

Inspector Cullen: I was as ignorant of that matter being brought forward as Mr. Kettle himself was. The constables held a meeting as to the grievances they might wish to put forward, and those grievances might have been directed against myself personally. No non-commissioned officer was present with them when they were discussing matters for the instruction of their delegates. It was never thought that any reference would be made to, or reflection cast on, a Magistrate, and had I known such a thing would be done I would not have allowed it.

Witness: What was their grievance?

Inspector Cullen: I do not know. His Worship knows as much about it as any one.

The Commissioner: This constable was speaking as a delegate on behalf of his comrades, and I pulled him up at once when he commented on the length of time that was occupied in the Magistrate's Court in hearing small cases. I said I was not here to consider the official conduct of any Magistrate. But during the hearing of evidence the question has often been raised as to allowing constables who have been on night duty, and have to appear at Court next day in connection with their cases, time off. It has nothing to do with the Magistrates, but is a matter of police administration.

Witness: I do not understand the constable's reference. If he means that I take more time over these unfortunate people who appear before me, I admit that I do take an interest in them, and perhaps a little more time than most Magistrates in seeing what I can do for them. I admit that; but I also say that I get through more work in my Court than any other Magistrate in New Zealand.

The Commissioner: Or in the same time.

Witness: I say so, sir, undoubtedly. I refer to criminal cases, and in those cases there is more work in Auckland than anywhere else. I take a special interest, I admit, in the faults, failings, and misfortunes of people, and I endeavour to help them in every possible way. If the complaint is made that constables are brought out of bed to give evidence against people arrested for drunkenness, I have every sympathy with them, and shall endeavour to meet them in every way possible; but it must sometimes happen that the cases cannot be quickly disposed of.

The Commissioner: It was not intended to cast any reflection on the administration of justice.

Witness: I understand that Mr. Northcroft stated in his evidence that the Inspector had stated to him that it would be better, in the interests of all concerned, if I did not give evidence. I cannot understand what that means. If the Inspector did not say so, there is an end to the matter, and I have been misinformed.

The Commissioner: Did you have any conversation with Mr. Northcroft, Inspector Cullen?

Inspector Cullen: I did. We often have conversations by telephone, and we meet occasionally—sometimes in the train, and sometimes at the railway-stations.

The Commissioner: But Mr. Northcroft never mentioned it here.

Inspector Cullen: What took place was this: we were discussing the Police Commission, as to who was likely to come forward, and Mr. Kettle's name, amongst other things, was mentioned. I said that I trusted "he will not be coming up, and will not say one word one way or another."

Mr. Kettle: Why?

Inspector Cullen: I do not think it tends to amiability in life in the least.

Mr. Kettle: I am quite satisfied.

120. *The Commissioner* (to witness).] Is there anything you wish to mention further?—We send warrants of commitment from the office here to the police for execution, and we have had a good deal of trouble about getting reports from the constables as to the execution of those warrants. Recently the Justice Department assented to a memorandum being indorsed on the warrant limiting the time within which these warrants shall be returned. A typical case is that of Taylor against Wood. The warrant was sent out for execution of Wood on the 17th June, and there has been no return to it yet, and no report on the matter.

The Commissioner: This is not a police matter at all, but a Bailiff's matter. You would immediately inquire into it, I presume, Mr. Cullen, if referred to you?

Inspector Cullen: If the Magistrate referred the matter to me I should have inquired, but this is the first I have heard about it. These warrants go from the Court to the constable direct.

Witness: When these warrants are sent out we want to know within a reasonable time why they have not been executed. I think the constables should report once a month in these cases what action is being taken on the warrants. I refer to warrants of commitment more particularly, which go through the police.

FREDERICK WILLIAM SHORTLAND, Barrister and Solicitor, examined on oath. (No. 204.)

Witness: I am a barrister and solicitor, practising at Taumarunui, and about three years ago I was practising at Taihape. Constable Baker was Clerk of the Court, Bailiff, and officer in charge of police there, and in conducting Police Court cases I had serious differences with him. He seemed to regard it as a personal insult to be opposed in any way. When prosecuting it was his custom to put leading questions, and I told him his procedure was most unfair, and although I complained to the Magistrate I could get no assistance. Generally his conduct was calculated to humiliate me in the eyes of the public, and to do me harm in my profession. In cross-examination he told at times so many falsehoods that I reminded him of the story of George Washington. Eventually I reported the constable to Inspector Kiely, who came up and investigated the matter, and I received a communication from the Commissioner of Police stating that the constable would be cautioned. Not being satisfied, I then asked for a public inquiry, which was granted, Mr. Kettle being sent up to hold it. I might here say that whenever Mr. Thomson conducted the Court the constable behaved himself, as that Magistrate would not allow any nonsense to go on. I heard that Mr. Kettle was coming up, and one afternoon Mr. Thomson came to my house, and, after expressing regret at the conduct of the constable, said that Mr. Kettle was coming up, and had expressed a wish to meet me at the hotel at night. I went accordingly, and Mr. Kettle told me that the Minister of Justice had asked him to try and settle the differences between the constable and myself. I said, "I must have a thorough inquiry," and he said, "You cannot get a thorough inquiry, and it would be much wiser to let me settle this matter." I said, "I should be very glad to fall in with your views, but from my previous experience of the constable, there is only one way in which it can be settled properly." He then left the room, and brought in some papers, and pointed out several things in them against me. I explained the actual fact, but seemed to make no impression on him, and he urged me not to press the matter, and went so far as to say that if I got the constable's jacket taken off I would be a marked man with the police. He asked me to suggest the names of men suitable for appointment as Justices of the Peace, so that the work would not be left, as was usually the case, to two local men in particular. I suggested three or four men, and then he promised to deal with the constable in such a way that he would not trouble me any more. At last I agreed to his suggestion that he should be allowed to settle the matter, and the constable was called in, and after the interview Mr. Kettle said, "Now, Mr. Shortland, the matter is all settled; there will be no further trouble. Do you not think, as an act of grace, you can write a few lines to the Minister of Justice that will put the constable right?" I agreed to do so, and eventually the letter was sent in signed by myself.

1. *The Commissioner.*] Is this the letter: "Taihape, 19th October, 1905.—To the Hon. Minister of Justice, Wellington.—SIR,—I have much pleasure in informing you that the differences between myself and Constable Baker have been settled this evening to our mutual satisfaction. Judge Kettle arrived this evening, and after an interview between the Judge, Constable Baker, and myself, I do not think it necessary that the inquiry fixed for to-morrow need be held. I have now much pleasure in withdrawing all the complaints which I have made against the constable, as I am now convinced that any little friction that may have taken place between us in Court was not intended by the constable to be in the way of insult or annoyance to me, but only the result of laudable eagerness on his part to do justice to his cases, and put the facts fairly before the Bench. Ever since I have been here—nearly five months—I have always recognised that Constable Baker has at all times honestly endeavoured to perform his duties both in and out of Court in a fearless and straightforward manner, and I believe him to be an active and zealous officer. I hope that in the future we will be able, when we meet in Court, to conduct the business in hand without friction or unpleasantness. I will hand this communication to Judge Kettle, to be forwarded by him to you, and have asked him not to proceed with the inquiry to-morrow.—I have, &c., FRED. W. SHORTLAND." You signed that letter?—Yes, but it was composed by Mr. Kettle. I accept the responsibility for it, however.

2. What happened?—The letter had evidently been arranged between Mr. Kettle and the constable, because the latter said he would not shake hands with me until it was signed.

3. But you do not suggest that Mr. Kettle and the constable conspired to injure you?—I suggest that Mr. Kettle had read all the papers, that he heard only the one side, and that his mind was made up against me when he came up to hold the inquiry.

4. I cannot account for your signing that letter, in the face of what you are saying now?—I was overpersuaded by Mr. Kettle, believing he was a fair-minded judge.

5. But he would not persuade you to do a wrong thing?—I say Mr. Kettle came up there with a strong bias against me.

6. Do you wish me to understand that you signed that letter without a due appreciation of what it contained?—I admit that I was not honest in signing that letter; I was overpersuaded by one I thought was a very experienced man like Mr. Kettle to sign that letter.

7. Which you now say was not true?—It is not true to a certain extent. I was in doubt, but I listened to Mr. Kettle, and allowed myself to be overruled. Before I left Mr. Kettle I made it clear to him that he was to protect me with the Minister of Justice, and he assured me that he would do so. He also stated that he had a good report of me from Mr. Thomson, S.M., and naturally I thought my honour was safe in his hands. Before Mr. Kettle left I handed him a letter. He said, "I think the constable should have a copy of that letter." I raised no objection, and I believe that before he came away he gave the constable a copy of that letter. I have every reason to think that the constable showed that letter round about the town. The consequence was that a ferment set in, and there was an agitation that the matter should be made public. The next morning I went to the train as an act of courtesy, and wished him good-by, and put into his hands a packet containing my testimonials, one being from Mr. Burgess, S.M. I wrote to Mr. Burgess, and asked him to certify as to what my relations were with the Bench and Bar, and he gave me some friendly advice, and added his opinion in respect to myself.

8. But your character is not in question. I have nothing to do with your character. I should not have gone into your case at all if it had not been that you accused the Commissioner of Police of acting in a very treacherous manner?—I considered it so.

9. But you are now referring to your own personal credentials. You are not on your trial. All I have to do is to inquire into the efficiency, organization, and discipline of the Force. If incidentally I was satisfied by you or anybody else that the Commissioner of Police had behaved in a treacherous manner to one of the public, it might form a question whether I should not consider that matter; but that is only incidental to your grievance?—As a result of our conversation at the train, an agreement was arrived at as to what should appear in the Press, and a short paragraph appeared in the newspaper in reference to the matter; but a day or two after that another article appeared in the paper in reference to the question. [Witness read correspondence relating to the case.]

10. That is a matter that I am not concerned in. I want you to be perfectly clear that I have nothing to do with that special matter at all?—I think, as a matter of fairness to me, the Commissioner of Police should have given me notice in regard to the publication of the correspondence. I brought the matter under the notice of the Minister of Justice; and I subsequently went to see the Minister, the late Colonel Pitt, who knew all about this matter.

11. Is this the first time you have dealt with the matter since then?—I have never disturbed the matter since I went to see the late Attorney-General. I wrote to Mr. Kettle in November of last year.

12. Then, the matter has practically been dormant for two years?—I wrote to Mr. Kettle in November last year. I went to live at Taumarunui, and have been there upwards of two years. I think that an injustice has been done to me in this matter.

13. What remedy can you possibly obtain now?—I think that if the matter is looked into properly the true position will be seen, and the position I have taken up throughout will be vindicated. A sort of slur has been cast upon me, and that should be removed. The Commissioner has it in his power to inquire whether my story is true or not.

The Commissioner: The trouble to my mind is this: There is a letter signed by yourself, in which you give an explanation of the circumstances under which the letter was written. Mr. Kettle gives a different version. That being so, it is simply a question between you and Mr. Kettle as to the circumstances under which the letter was written. I do not express any opinion upon these matters.

EDWARD WILLIAM SHARMAN, Police Surgeon, examined on oath. (No. 205.)

Witness: My name is Edward William Sharman. I am a duly qualified medical practitioner, and hold the appointment of Police Surgeon at Auckland.

1. *The Commissioner.*] What do you wish to bring before the Commission?—I made a statement to you the other day, and you asked me to substantiate it.

2. I advised you personally not to come forward. I am afraid you are under some serious misapprehension. If you remember, you referred to the advisability of your coming forward. You referred to statements which had been made to you by some prominent politician with regard to an effort being made by somebody to get you out of your appointment. You then said that you intended to see this gentleman—I have not the slightest idea who it was—and that you would decide by 3 o'clock whether you would give evidence or not. How you can possibly say that I wished to hear you I cannot understand?—You asked me if I could substantiate that statement, and I concluded that you wished me to substantiate it.

3. I did not care a rush whether you did or not?—I may say that subsequent to the inquiry that was held by Mr. Brabant—just immediately afterwards—a politician was approached with the idea of getting me removed.

4. Who is the politician?—Mr. Poole.

5. The member for Auckland West?—Yes. Unless you wish it, I do not wish to mention the doctor's name.

6. That a certain doctor did what?—Approached Mr. Poole with the idea of getting me relieved of my position.

7. And Mr. Poole told you this?—No; it was told me by somebody else. I interviewed Mr. Poole, and he said that was the case, and he is coming to substantiate it.

8. I see that Mr. Poole, who is present, is shaking his head, and I do not think he is going to substantiate it. You are giving secondary evidence of a conversation Mr. Poole had with somebody else?—I understood Mr. Poole to say that my conception of the matter was right.

9. With regard to this appointment, are you clinging to your office?—One does not like to be dismissed.

10. But that is scarcely an answer. If it became a question that you lost the confidence of the men?—I do not admit that.

11. You know I have been seeking for information as to whether the apparent antagonism towards you in the barracks was the result of a general feeling on the part of the men, or whether it was the result of isolated cases, or differences of opinion; and you know that so far as I am assured the feeling is almost unanimously against you; I do not say it is, but so I am informed?—Do you wish me to go through the whole gamut of asking all the men?

12. No; I ask you if you are clinging to office in face of that. If you tell me you have no reason to believe that there is a feeling in the barracks to justify that, that is an answer to the question?—I am sure that I have not lost the confidence of the men.

13. What is the average number of men per day that you have been attending?—It varies.

14. Are you in general practice in Auckland?—Yes.

15. How long have you been here?—Fifteen years.

16. How long have you held this appointment?—For ten years.

17. When did this feeling against you—if there is a feeling, and I suppose there is—begin to become apparent?—I have never heard of it until a year ago.

18. But the Minister would never have set up a departmental inquiry unless he had felt that there was a pretty strong feeling?—I asked for the inquiry.

19. How did you come to ask for the inquiry?—I received a pile of correspondence from the Government for my information, and asking me if I had anything to say in the matter. I replied, and asked for an inquiry, and it was granted.

20. From whom did the objections come?—From members of the Force. They were brought under Mr. Dinnie's notice. There were six cases.

21. Do you wish me to believe that these objections against you—which I am bound to say from the evidence appear to be general—were engineered by some medical man in Auckland?—I would not make that statement.

22. Who do you think is at the bottom of it?—I do not know. I would like to know

23. Then, what is the connection between this conversation about which you want Mr. Poole to give evidence and your present position?—It appealed to me in this way: there were certain threats being made to supplant me in my position.

24. But if this conversation with Mr. Poole had not been with a medical man you would not attach any importance to it?—I do not say that.

25. The inference is clear, surely. Will you write down the name of the man you say approached Mr. Poole? [Witness wrote down a name and handed the paper to the Commissioner.]

26. Is he a medical man in practice here?—Yes.

27. Is he a friend of yours?—Yes, professionally. It is a case of "Save me from my friends."

28. Still, you have no grounds for believing that this is the result of any effort on the part of a medical man to take your place?—I want to get at the bottom of it.

29. How are you to get at the bottom of it?—I do not know. I have never given any cause for dissatisfaction.

30. I have no intention of going into the question of your qualifications. It is enough for me that you are qualified and on the register. But I do not think that answers my question. The fact that you, in your opinion, have never given cause for this extraordinary attitude taken up by the men does not answer the question as to the origin of it. You must have in your mind some idea of the origin?—One does not like to state an opinion unless one has absolute proof of it.

31. Either it must be the result of an endeavour on the part of a fellow-practitioner who wishes to jump into your shoes and draw the £100 a year, or else it must be the result of a sort of cabal amongst a certain section of the Police Force to get rid of you in favour of somebody else?—Yes, either one of those two things.

32. You leave me absolutely in the dark, you see. If you were satisfied that there was a widespread feeling against you, what attitude would you take up in the matter?—I would resign at once.

33. Then, how would you expect to get evidence sufficiently satisfactory to enable you to arrive at that decision?—The only way I can see out of it is to call every man in the barracks. I may say that I asked a constable whom I meet in the street every day if there was dissatisfaction, and he said there was no dissatisfaction.

34. I have asked at least ten men. I also asked several sergeants—one or two of them are known personally to myself—whether they were aware of this feeling, and they said it was a general feeling amongst the men?—I have attended for the last six years and nine months practically every sergeant; and if you ask them I think they will say they are perfectly satisfied with my attention.

35. I asked them whether they were aware of any general dissatisfaction with you. Several sergeants told me that personally they had nothing to find fault with you, but they were aware of this general feeling of dissatisfaction amongst the men?—I make this statement: that a sergeant whom I have attended during the past six months has informed me that he is quite satisfied.

36. If the men were having forced upon them a medical man who for some reason or other has lost their confidence, then I should consider seriously the effect on the discipline and efficiency of the Force owing to that. That is the only connection the matter has with me at all?—I would like to get at the bottom of it.

37. So would I. Sergeant Sheehan assured me that he is aware of the dissatisfaction; and also that he is aware that men rather than go to you pay fees to other medical men. That may be true or false, but coming from him I believe it to be true?—I never attended him. I may state that I have attended 25 per cent. of those men up there, and nearly all of them are perfectly satisfied. I went into the barracks the other day to look for a sick constable whom I recommended for sick leave, and I met a constable who actually did not know me. That shows the number of new men there are.

38. It is the men who have no ground themselves for complaining of you whose word is more likely to be valuable as to the extent of the dissatisfaction outside themselves. I do not say it is conclusive. I am sorry the matter has been raised?—I make this statement, and Mr. Dinnie will tell you so, that according to my appointment every member of the Force who is not satisfied with me has the right to call in outside assistance.

39. Is that under the contract?

Mr. Dinnie: They have all the right to call in other men, but they have to pay for it.

40. *The Commissioner.*] Who is the constable who is going to send for an outside man, and run up a doctor's bill, and pay it out of his salary? If there is any one you wish to call, Dr. Sharman, I shall be very pleased to hear the evidence. I am not here to try your qualifications; but the question arises whether your relations with the men are such as to affect the efficiency of the Force?—Yes; I would like to call Sergeant Eales, who is now present.

EDWIN EALES, Sergeant, further examined. (No. 206.)

1. *Dr. Sharman.*] I have attended you, sergeant?—Yes.

2. Have you every confidence in me?—Yes.

3. Do you know of any cause of dissatisfaction with me?—Personally, no.

4. *The Commissioner.*] Do you know that dissatisfaction exists?—I know of cases where men have applied for another doctor.

There you have the whole thing: that he personally knows men in the barracks who would rather have other medical men than you. It is an unfortunate position.

Dr. Sharman: It has been said that the matter was discussed at the meeting of constables. I am informed that my name was never mentioned at the meeting.

PATRICK JOHN DUNNE, Constable, further examined. (No. 207.)

Witness: I was present at the meeting of constables.

1. *The Commissioner.*] Was Dr. Sharman's name mentioned?—I believe it was mentioned.

2. In what connection?—Some of the men were dissatisfied with him.

Dr. Sharman: I have been told by two of the constables who were present that my name was not mentioned.

The Commissioner: I will call for the papers, and will look into the whole matter. As to what attitude I will take up I am not prepared to say; but you may depend upon it that I will make no representations that are not warranted by the evidence and the facts.

EDWARD WILLIAM SHARMAN, Police Surgeon, further examined. (No. 208.)

1. *The Commissioner.*] The question of the physique of the Force has cropped up. Men have been robust when they came here, but after doing duty for a while they have gone to almost a shadow. One man, Sergeant Rowell, alleged that he lost 2 stone in four months, and I quite believe it. What was that due to?—Night duty. They complain that they do not get more than an average of four hours' sleep when on night duty.

The Commissioner: What are the hours, Inspector Cullen?

Inspector Cullen: They come off duty at a quarter to 5 in the morning—it may be a little later—and they do not go on again until a quarter to 9 at night. Sometimes they have to go to Court, but, as a rule, not as often as the constables.

The Commissioner: There must be something wrong with that sergeant, and he should get something else to do.

2. *The Commissioner (to witness).*] Is there any other suggestion?—I think the men should have a lighter tweed for uniforms in this climate. They wear the same quality all the year round.

3. You think that in summer time the present clothes are rather taxing?—I think so. In the London Metropolitan Police they have summer clothing.

4. Is there any real necessity for a change?—I think so.

5. But if a man drops off some of his underclothing in summer and puts on a little more in winter, what does it matter what material the uniform is made of?—Personally, I wear the same quality of underclothing all the year round, and I should recommend the men to do that.

CHARLES HENRY POOLE, Member of Parliament, examined on oath. (No. 209.)

1. *The Commissioner.*] You might deal with the matter Dr. Sharman has brought up, Mr. Poole, first. Please give us your version of it?—At the outset I might say that the appeal to political influence is becoming a commonplace in this country, and up to date, and from week to week members are approached on various matters relating to the Departments. Sometimes they are approached by people who have grievances that ought to be redressed, while others are looking for a number of political favours. This statement will help to show the position a member is placed in when, from time to time, he is approached for favours in connection with certain matters as to which the “pull” lasts for the moment only, and passes from him; therefore, on those matters that are so brought up from time to time there may be just a haziness perhaps as to what transpires. Last year the police inquiry was held here, and the members of the Force were interested particularly in the finding at that inquiry, and there was a little dissatisfaction and restlessness because the report was not forthcoming. I believe the publication of a report is in the interests of the public good, and, as a member representing a city constituency—Auckland West—I deemed it my duty to ask a question in the House as to that report. But for some reason or another the report has not been forthcoming, and to this day I am ignorant of its contents, and, in view of what transpired on that occasion, possibly the suppression of that report created in the minds of the people—in Auckland, at least—the impression that it was prejudicial to the medical officer’s standing, and that possibly there would be a change in the office. Returning from Auckland to Wellington after the fleet week celebrations, I was standing on the railway-platform when a medical gentleman approached me, and said, “Mr. Poole, I would like you to take an interest in a certain doctor of this town who is well fitted to occupy the position of medical officer to the Police Force.” I am at variance with Dr. Sharman on this point: that medical practitioner, being anxious to secure the position for his fellow-medico, sought my influence, but he said absolutely nothing about turning Dr. Sharman out bag and baggage, and that is the point I take exception to.

2. The gravamen of Dr. Sharman’s evidence lay in that?—I want it to be thoroughly understood that the feeling was abroad that the position would be vacant. I do not know where it originated, and, as a member of the Legislature, I do not know to this day what the contents of the report in question are. When the medical gentleman spoke to me I passed the matter over, and said, “I have been approached in another direction by another medical man who is looking for the position, and I cannot commit myself to any procedure whatever; and the whole matter dropped out of my mind like numbers of other things that have to be passed over; and as a public representative I believe that it is my duty, responsibility, and obligation to avoid using undue influence in any direction, particularly where an office is not open to be filled; and I am only here to-day because some garbled report got abroad respecting Dr. Sharman which carried a measure of truth with it, and in order to clear it up I wish to point out that I am not a miner. I do not go underground to do business in regard to these matters, and, knowing that political influence is prevalent all through the Dominion, it will be a phenomenal thing if the Police Department escapes it. Under these circumstances, I want it to be clearly understood that I have never taken any hand whatever in regard to moving Dr. Sharman, or in appointing a man to his place. In the public interest I asked that question in the House, and to this day I consider it is a calamity that the report has not been furnished.

3. What did you ask for?—I asked for the finding of the inquiry, and the reply seemed to be evasive. The matter, it said, was before the Cabinet. It is still before Cabinet. It has been there for the last fifteen months.

4. We will get at it. But, to my mind, there is no reason why a matter of that sort should be left over?—No. I firmly believe that when an inquiry takes place which has been the outcome of expressed dissatisfaction, the position is only aggravated by the withholding of the report.

5. The inquiry should not have been held unless there was good ground for it, but having been held, there is no reason why the report should not be carried out?—That is so.

6. You think that, in the interests of the men, it would be better settled one way or another?—The inquiry was supposed to be the remedy for the difficulty, but the result has not been revealed to this day, and I call that poor administration.

The Commissioner: Are you satisfied with what Mr. Poole says, Dr. Sharman?

Dr. Sharman: Oh, yes; I wanted the matter cleared up between the two of us.

The Commissioner: You have been misinformed?

Dr. Sharman: Misinformed to this extent: that Mr. Poole was not asked to use his influence to kick me out bag and baggage.

7. *Dr. Sharman* (to witness).] Did I endeavour to secure your good offices as a politician?—No, doctor.

8. I have known you some time?—Yes. The first time anything transpired in connection with Dr. Sharman was at the time I put that question on the Order Paper as to the alleged delay of the mail-steamers in the harbour here.

The Commissioner: I think you will have to leave the matter at this. I am perfectly satisfied that no one wished to do you any injustice.

Dr. Sharman: I am perfectly satisfied.

9. *The Commissioner* (to witness).] Are there any headings under which you care to offer any opinion, Mr. Poole—as to the efficiency, discipline, and organization of the Police Force?—In expressing any opinion of my own which may be of value I do so with the remembrance that it is very hard to get a perfect system, even in the Police Force. I belong to a country where one of the finest Forces in the world is to be found—the Royal Irish Constabulary, which is a semi-military

Force, under good discipline. The members of that Force win their laurels and promotions by recognising their obligations in regard to enforcing the law. Now, in reviewing the position in this country, I recognise that the Police Force constitutes the fingers of the law, and if the fingers are interfered with, there is a breakdown in the whole system; and so, for the efficient preservation of law and order, it is necessary that we should have the most efficient system possible. I have been looking closely into the matter of recruiting, and from evidence produced in the House, and from my own observation and knowledge, it seems to me that there is a laxity in connection with the recruiting that should be avoided as much as possible. There are within reach of the Force very capable men, and possibly an increase in the allowance would be an inducement to better men to come forward. While making that comment, I do not wish it to be understood that I am anxious to cast any reflection on the Police Force generally, as I believe that some of the most capable officers in the world are connected with our Force here; but I believe their efficiency is considerably discounted by the enrolment of men—I do not know whether by political influence or not—who are unfit, and should not be accepted. The greatest care should be given to the recruiting, and the local Inspector should have some say in this question. We hear that the recruiting goes on through Wellington, and that, after being put through a short period of training at the training depot there, they are sent out to the various districts, where they are placed under the supervision of the Inspectors. We hear that sometimes those recruits turn out unsatisfactorily, and thereby the country is put to unnecessary expense, and loses money. I believe that the applications should first be made through the local Inspector of Police, who would deal with the elementary requirements of the Department, and test his character, and physical fitness, and then if it were discovered that he was a "reject," the case need go no further. I consider that there are better opportunities for gauging these qualifications locally than by concentrating all the recruiting operations in Wellington. I further consider that various influences are operating that are frequently prejudicial to the Police Force; and, although some people tell me that I take a fanatical view of the temperance question, I recognise that this is one of the greatest propositions that the police of this country are up against. Most of their work in the enforcement of the law is in direct opposition to the intentions and policy of the liquor traffic in this Dominion, and where a policeman has to step out and arrest some disorderly person, or enforce the Licensing Act, or carry out some objectionable piece of work, frequently there is an inclination on the part of those interfered with to intimidate police officers on duty. A good many men are strong and capable enough to rise above this, and others, I am afraid, are unable to withstand the temptation, and the result is that there is a shy observing of the law, a laxity of duty, and then disorder creeps into the Force. The recent outbreaks—in Wellington particularly—created quite a measure of consternation amongst the legislators, and you can lay your hand on the cause of the trouble. It may be said that the outbreaks in Wellington have been inquired into, and the men involved have been dismissed from the service, and very often such occurrences may be explained away; but where a temptation stands in the way of a man doing his duty, some consideration should be given to the police officials who are trying to carry out their work without being intimidated by doing so. I listened to the evidence of two constables before this Commission. I listened to Constable Donovan, and it is quite evident to me that he feels that because he tried to enforce the law at Coromandel he had to suffer in some measure on that occasion for his action. I also listened to Constable Dunne's evidence. He does his duty regularly and well, and the only explanation these men get now of their non-promotion to sergeant is that they are too old; and, looking back on long careers of loyal service, these men firmly believe that because they endeavoured to grapple with the liquor traffic, and the breaking of the law in Coromandel and at Mercury Bay, they have been overlooked in the matter of promotion. This may be no reflection on the present Commissioner. Commissioner Dinnie excuses himself on the ground that these promotions should have taken place before he came into office. That is no consolation to these men, and they feel, and others from end to end of this country feel, that they are not protected in regard to administering the law in connection with the liquor traffic, but that they are going to be humiliated and kept back in the service. I make that appeal on behalf of these men, and the Commission will recognise that a good deal of the evil influence that is brought to bear in the United States upon constables and upon sergeants is influence from the direction I have indicated. I should like to state, in connection with the question of the efficiency of the Police Force, that the men are called upon to carry out unpleasant work very frequently, and that sometimes because they are called upon to carry out that work their motives are questioned. I listened to Mr. Kettle this morning giving his evidence, and it is not for me to comment on what he said as a senior Magistrate; but I do say that when a man is operating under the direction of his senior officer it is necessary for him frequently to play the game, if he is going to secure the man he is sent after, and the detectives in our service here are trackers—man-hunters. The constables of this district, if they are going to catch those who go in for breaking the law in a quiet, sly fashion, have to adopt methods for which they should not be censured—if they are going to bring to book those who are so well conversant with matters of deceit that they are able to evade the law frequently. And I do not like to think, as a representative, that any influence should be set abroad amongst the men that is likely to clip their wings, and keep them from being efficient in hunting down criminals who have to be watched very closely. There is an impression on the part of a good many legislators—it is my impression personally—that better monetary inducement will have to be given to the constables in the service if we are to have the most efficient and reliable type of men; and certainly a discipline stern but kind will have to operate, and the policemen will have to understand that they are going to be protected by the law from any intimidating influence, no matter from what direction it comes. I feel certain that the result of this Commission will help us to do better in the Police Department in the future.

TUESDAY, 31ST AUGUST, 1909.

Dr. Sharman (Police Surgeon): You very kindly said yesterday that if I could bring evidence to show that general dissatisfaction did not exist, you would hear evidence to that effect. Since yesterday's sitting of the Commission I have seen eight or nine constables, and they are prepared to say that they do not desire any change in the Police Surgeon. These constables are not here just now, but I would like to have an opportunity of calling them later in the day. In the meantime I would like to ask Constable Donovan a question.

TIMOTHY DONOVAN, Constable, further examined. (No. 210.)

1. *Dr. Sharman.*] You have known me for some years?—Yes.
2. Are you satisfied with me?—Yes, perfectly satisfied.
3. *The Commissioner.*] Were you at the meeting of constables?—No; but I gave evidence at the previous inquiry.
4. Are you aware of any dissatisfaction in the Force with regard to *Dr. Sharman*?—I am stationed at Parnell, and do not mix up with the members of the Force in the town very much. *Dr. Sharman* has attended me.
5. You know of no necessity for a change?—I do not know anything about matters in the barracks.

CHARLES HENRY POOLR, Member of Parliament, further examined. (No. 211.)

1. *The Commissioner.*] You are aware of a position that might become very serious indeed—that of the failure of the right class of young men to come forward as applicants for enrolment?—Yes.

2. To what do you attribute that mainly?—I consider, in the first place, that there has been a laxity in the recruiting; and, in the second place, I think the inducements held out in other avenues of labour are such that the monetary inducements for joining the Police Force are not sufficient to command the best type of men entering the service.

3. How would you propose, as a public man, to improve the efficiency of the recruiting?—I consider that better inducements should be offered, and a higher standard of efficiency should be demanded of the men. The increased inducements would make up for any drawbacks in the nature of the increased test in recruiting.

4. How would you go about bringing the inducements before the young men?—There are times when it is easier to get a desirable type of men than at other times. For instance, in seasons of commercial depression recruiting is far easier than when other departments require employees at good figures. I think personally that I would make it more a local matter in the testing of men who are likely to make good members of the Police Force. For instance, we have a good many young men in country districts, and some recruits from the country make most admirable members of the Police Force. I am of the impression that a good many young men are not prepared to go through the roundabout method of securing the position through Wellington. For that reason I believe that a system of local test would place the Department more in touch with the recruits who are likely to be induced to enter the service.

5. Have you any views with regard to the educational standard?—I think with the growth of educational facilities, and with the greater demand there is for men of intelligence, it would be a mistake to lower the standard below the Fifth Standard.

6. Do you not think there are a great many intelligent men who have only passed, say, the Fourth Standard who would make good policemen?—Certainly, I do; but it would not be a very hard matter for a man with his heart set on entering the Force to pass the Fifth Standard. With increased monetary inducements, I do not think it would be a difficult hurdle for a man to get over to pass the Fifth Standard test, although I admit that very desirable men could be found—honest, capable men—who even could not pass the Fourth Standard; but there must be some standard of education.

7. In the present condition of the industrial world there must be special inducements held out?—That is so. For instance, some time ago they found it most difficult to get suitable recruits for the American navy—they could not get them at any price, because industrial enterprise was going ahead at such a rate. Then a time of depression came, and immediately they closed the doors of the recruiting department for the time being.

8. There has been some depression here lately, but the recruiting does not seem to have improved in the Police Force?—I think that dissatisfaction in any Force will prevent men from joining. By that I mean that if men already in the Force have grievances, and feel that unfair methods are adopted for pushing on possible favourites, outside men will say, "This is not going to be a meritorious department; I am better out of it."

9. That, I suppose, is a fact—that the modern youth does not appreciate very much any kind of discipline?—It is a drawback to a good many departments in our Dominion—the dislike the average young man has to any system of discipline. With our colonial life there is an instinctive love of freedom that will not be held in check.

10. You see it exemplified in the scarcity of domestic servants?—Yes. They like freedom. That is also the difficulty with the Volunteer system.

11. Summed up, you think that if the Force were put all round on a better footing, as regards pay and other things, and by carrying out the recruiting on different lines, you would get over the difficulty?—I would also like to add, the removal of intimidating influences. I tried to emphasize that point yesterday. It must be very evident that if a man carries out his duty to the letter of the law he is likely to be up against some hard proposition.

12. How are you going to carry out that in its fullest integrity under democratic conditions?—As far as possible, those influences should be removed.

13. Yes, we know that is the difficulty. You started your remarks yesterday by saying that it had become a commonplace, political influence?—Yes. I do not want to be considered illogical on that point. Political influence is rife all through the country, but it should be the duty of the Administration as far as possible to secure men, and women also, for the Departments who, by the support of the Crown, will be made proof against this sort of thing in the execution of their duty.

14. It seems to me impossible to guard against this: there are people who will not use political influence, and there are those who will use it through the medium of members of Parliament and others who lend themselves to that sort of thing. You know that some members of Parliament do not discourage it, at any rate?—Yes; I am prepared to admit that a good deal of influence is used by members.

15. Where that encouragement is given it is always, to my mind, a source of danger; and yet you cannot educate a man in his public position as to what his conduct shall be?—That is so.

16. It is only really by raising a higher tone of public feeling that this sort of thing can be remedied?—Yes; that is the only remedy that I can see.

17. A political millennium?—Yes. I do not think that is likely to come yet; but we can minimise the existing evils, I believe. I think that if the police received better pay, and the conditions of service were somewhat altered, they might be lifted into a position that is similar in a degree to that of a Judge—to a position where the officer is supposed to receive enough to keep him clear from any bribery.

18. Where the inducements within the Force are considered a factor to keep the men contented?—Yes.

19. Do you think it would improve matters to insist upon men entering the Force having a period of probation before they are finally enrolled, it being very much easier to get rid of a probationer than a man who has been enrolled?—Yes; that is so. A man is generally engaged for his lifetime in the police, and it would be just as well to put him on probation before he is accepted into the full privileges of the Force.

20. Do you know of any reason why the Police Force, in the matter of leave, allowances, &c., should be put on a different footing from the officers of the Mental Hospitals and Gaols Departments—there is a very considerable difference?—Yes, there is. I think that officers of the mental hospitals, gaol warders, and the police are pretty well on an equal footing so far as their occupation goes. I think the conditions as to the matters you have referred to should be regulated under somewhat similar rules.

21. There is no reason for any special exception being made?—I do not think so. I listened to an appeal being made here for the accumulation of leave for three years. I do not think this is a privilege that should be denied to the men.

22. Some people take up the position that it is essential, in the interests of the service, that the men should be compelled to take their leave?—In other departments the holidays are allowed to accumulate.

23. In reference to the question of saloon and steerage fares: of course the suggested change would mean a considerable addition to the public expenditure, but, on the other hand, as to the steerage in some of the boats, I should be very sorry to see anybody belonging to me travel in the steerage?—That is so. The question of cost must be taken into consideration. On some of the smaller steamers I do not think it is right to ask officials to travel steerage. I was very glad to hear the Inspector of Police say that the Northern Steamship Company has been good enough to allow police officers to travel saloon by their steamers at steerage rates.

24. The Commissioner of Police has under consideration a new regulation in reference to this question of officers travelling?—Yes; and it has been suggested that the police should be credited with the services done for other public departments.

25. That is being done in other departments—take the Postal Department, for instance. If that principle is adopted in reference to some departments it might be equally applied to all?—Yes, if the principle is to be carried out to its logical conclusion.

26. It is done in some departments. I do not see why the police should not be credited with the value of the work done for other departments. You know that police officers are paid in certain stations for extra services rendered, for acting as Clerks of Court, &c. The result is that in one or two instances very serious anomalies occur. We had one constable who stated on oath that when he was promoted to be sergeant he was in receipt of £130 a year over and above his police pay. What would you do in regard to securing better equality? Would you do away with all extra emoluments, or would you credit the Police Department with that?—It is very convenient for certain departments to have a police officer to carry out their duties. The anomaly exists certainly, and I can quite understand that there are men in some stations who are not anxious to have promotion under circumstances where they are making more money, and where they can live at a smaller cost than if they accepted promotion and transfer. I think that if a man holds an extra office he should receive an extra allowance for it; but why not, where certain stations have such emoluments, promote some of these men who are making a noise because they are neglected or have been neglected?

The Commissioner: We must not lose sight of the fact that many of the men who have been passed over are not now physically capable of filling those positions.

Inspector Cullen: That is so.

27. *The Commissioner.*] It is the young and active men who can do the work. The difficulty is how to make the alteration satisfactorily. We recognise the need, but how are you going to do it?—I cannot give advice to experts on this matter.

28. It is a matter more of common-sense and the interests of the service?—I can see the difficulty.

29. *Mr. Dinnie.*] I suppose it is your desire, as a representative of the people, that all Government departments should be efficiently and well organized?—Yes.

30. And that influence should be deleted as far as possible?—Yes.

31. Have you any practical knowledge of police administration and control?—I cannot say that I am an expert in connection with these matters. I endeavour to watch as closely as possible the administration of the departments. I am not a very old politician, but I have watched closely the administration of some departments, and have tried to become as conversant as possible with the work carried on by them.

32. Do you know anything of the system adopted in this Force of recruiting candidates for the police?—I know that at present candidates apply through Wellington, and I am personally convinced that an unnecessary amount of laxity has taken place in connection with the acceptance of some.

33. If you do not know the system, how can you know that laxity exists?—From the character of some of the men who have been taken in.

34. Do you know what occurs in other Police Forces?—I do not know that these occurrences are justifiable anywhere, and my desire is to get the best results in the New Zealand Police Force.

35. Do you know anything about the inquiries made as to the character of the men taken on?—I have an idea that some searching inquiries have been made.

36. Have you been reading the reports of the evidence before this Commission?—I have followed them.

37. Have not you noticed that the witnesses have said that the inquiries now are much more strict than they used to be?—I am glad to hear that.

38. Have not you observed that in the Press?—I am not going to contradict those statements, but we have not yet been presented with the official copy of the evidence from the Commission, and you cannot get all the necessary evidence from the newspapers.

39. I am not saying that there is any objection to sending the forms to the districts, but the system has been to send the applications to Wellington, and the forms have gone out from there?—I understand that.

40. You do not know what those forms are?—No.

41. And what information is to be supplied?—No.

42. Do you know that the forms are sent to the districts for inquiry, so that the Inspectors know all about the applicants, and the matter is not confined to Headquarters entirely?—I have wondered lately why the application forms have not been held in the local office.

Mr. Dinnie: The present system went on before my time, but I could not at present tell you the reason why it is so.

Witness: If you are so much in sympathy with the application forms being held in the local offices it would have been wise to have placed them in the local offices years ago.

Mr. Dinnie: It may have been, but they were taken back for some reason. I have simply continued the system in vogue when I took office, but I will raise no objection to the forms being sent to the local offices.

Witness: I heard you make that statement the other day, and, knowing you were in sympathy with the procedure, I wondered why it had not taken place before.

Mr. Dinnie: The form is sent out to each district concerned with the candidate, where he has been employed, so that we have a knowledge of the men wherever the inquiry is made.

Witness: I believe that the local men should be so in touch with possible recruits that they could make the initial inquiries without disturbing the Head Office, and in sending in the application forms of the desirable men should do their best to eliminate the abuses.

Mr. Dinnie: They do make the first inquiries when the application forms go out, and the same inquiries would have to be made whether by the districts or by the Headquarters. But there is no objection to the forms being sent out in future to the districts. You know that we inquire into the history of a man from the time he leaves school, and not a week is missed of all that time.

Witness: I believe inquiry should be made to that extent. It is a mystery to me how some men have managed to get on if the inquiries are made from week to week.

Mr. Dinnie: It has been necessary to appoint men on probation before the inquiry was completed, and one or two have turned out wrongly, and we turned them away. Their services were very much required, as we had not got the number we wanted, and we required to have a batch complete before we could send them to the drill-ground.

Witness: I know the difficulty there is in dealing with this very complex matter, and to make sure of all your men; but at the same time it is of vital importance that not a shadow of a doubt should rest on the policeman.

Mr. Dinnie: I quite agree with you.

Witness: I was hinting at a man in another department who was putting up telephones in the houses of the people in one of the cities here, and who had served twelve years on about sixteen convictions, and is now an habitual criminal. This man had access to the homes of people. I do not blame the officials. That man got in by false pretences.

Mr. Dinnie: In a Government department?

Witness: Yes, and I believe it is quite possible even to beat the ingenuity of the police officers at times.

43. *Mr. Dinnie (to witness).*] Of course, you do not know what inquiries are made by other Police Forces in respect to candidates?—No; I have been through the evidence of the last Commission.

44. But since the last Commission the inquiries have been much more strict?—I think the result clearly warranted that.

45. You referred to the Irish Police Force as being a well-disciplined body of men?—I consider it to be so.

46. How long is it since you were there?—I was in the Old Country fourteen years ago, and I think I am not making any rash statement when I say it is one of the most efficient bodies of policemen in the world. The men being amenable to discipline has a good deal to do with its efficiency.

47. Do you know the difference in maintaining discipline here to at Home?—I have some idea of it.

48. So have I?—Because, notwithstanding compensating qualities in the colonial, they must be handled in another way to a good many of the people attached to defence bodies in the Old Country.

49. I suppose you think that a practical knowledge of police discipline and control is necessary for any Commissioner of Police?—I certainly do.

50. And you think that the Commissioner in his office should be as free as possible from influence of any kind?—I do. That is, provided the Commissioner has a thorough grip of his business, because if a man has to establish confidence in his administration he should have an absolutely free hand.

51. I suppose you do not consider it wise to interfere in any way with the administration of any department concerning which you have little knowledge?—I do not consider it wise.

52. For instance, it would not be wise for me to interfere with the Secretary of Mines or Public Works?—I do not think so. But, of course, the position of a representative of the people is different in a sense. He is responsible to his constituents for the efficiency of every department, and to a large extent he has to depend on the reliable qualities of officers in charge of those departments for that efficiency.

53. Yes, and it is his duty to get to know a good deal about the workings of the Department before he says much about it?—That is so, and sometimes it is resented.

54. What is resented?—The interference of a member with some departments. This has no particular reference to the Police Force; but in other departments men who are actively engaged from year to year resent the interference even of a member of Parliament sometimes, because they think he is too busy in trying to hunt up anything that might be astray.

55. If a politician comes to you and makes representations that "So-and-so" is dissatisfied and has been passed over, or has been transferred against his will, what would you do?—I would communicate either with the Commissioner or the Minister, very often with the Minister, he being the responsible head.

56. You would communicate with the Minister to satisfy yourself as to whether there is any ground for the complaint?—Certainly, if a man comes to me with a grievance I ask him to put it in writing, and I tell him, "I will refer your letter, with one from myself, to the Minister." I have done that in some cases, and then that is referred to the officer in charge of the Department, and the Minister gives me a reply ultimately regarding the position.

57. You have done so?—Yes.

58. Did you have a satisfactory reply?—Sometimes, and sometimes an evasive reply. Ministerial replies, when they are not favourable, are not calculated to give you an aching heart. They are on the side of courtesy.

59. You think the standard ought to be kept up as regards education?—I do. I think the Fifth Standard pass is easy enough for the men that you require in the Force. I do not reflect on the men who have served a number of years in the Force, and have become efficient; but the modern policeman is expected to have a better grip of things than previously, and I believe the increased monetary inducement at the bottom of the ladder would more than compensate for the obligation to produce a Fifth Standard pass. There is no excuse, in my opinion, for a policeman to be behind the times with the opportunities now afforded to obtain education. I have known men who have worked themselves up from the bottom of the ladder by taking advantage in their spare hours of the classes within their reach.

60. Do you really think applicants for the Force have any notion that unfair methods obtain in the Department?—I do not think that applicants at the outset are acquainted with the irregularities of the system. From the outside they see the rosy tints, but when they get in they have experiences that disillusionise them.

61. But do you suggest that there are unfair methods obtaining in the Police Department?—I certainly consider that irregularities have taken place that look like unfair methods.

62. What are those irregularities?—The question of promotions. Of course, this is a difficult question, I acknowledge; but I have watched very carefully the evidence in connection with the cases of some police constables who have been overlooked, and I do not think their cases have been met with the measure of fairness they deserve.

63. But I suppose you will admit there is a difficulty if a man has not been promoted—I have had charge of the Department a certain time only—and he is over fifty years of age, and, although he may be qualified, what am I to do if I have younger men who are better capable of carrying out the duties?—I can see your difficulty, Mr. Dinnie. But I consider, if the Commissioner knows the qualifications of those men why have been overlooked for promotion, he should give them consideration, even though they are above the age.

64. I have been trying to do that, and am in trouble because I promoted several old men who ought to have been promoted a long time ago?—I would not quarrel with you on this score, provided these men have the qualifications apart from age. All the men hold the view that those who have been left behind should be lifted up now.

65. That is what is being done now. I have promoted those who are qualified?—I hold no brief at all for any constable or sergeant, but I have listened to men who have given evidence here,

and I am convinced that those men deserve consideration if other men equally as old have been considered.

66. But you do not know the details of the qualifications of those men, but simply speak from what you have heard?—I may not know all, but I have heard their recommendations and credentials.

67. But you might find other men with credentials equally as good. The men, as a rule, have very good credentials?—Constable Dunne passed the efficiency test above 300, and in "procedure," and that does not look bad for a man who has not got a very black sheet against him.

68. No doubt, but his superiors have never thought fit to recommend him. You may not know the details?—I do not know the details. I am speaking from the evidence, which is genuine.

69. As regards influence, you have heard of one case. Evidence was given here in which political interference took place in respect to a man who was doing his duty, and an inquiry was held, and the constable was complimented and kept where he was, and was not transferred. You do not know of any case where influence has actually obtained?—Well, I do.

70. I should like to have it?—I am bound in confidence on that score.

71. Will you let the Commissioner (Mr. Bishop) know the name?—I will communicate with the Commissioner at the close of the evidence, if you so desire.

72. I do. As regards emoluments, the police hold various offices connected with other departments for which they receive small gratuities and payments, and the question has been raised as to whether they should be allowed to receive any emoluments outside their pay. What is your opinion on that matter?—If a constable is called upon to do work that is outside his calling as a constable he should receive some compensation.

73. But supposing it is done in his own time?—Yes.

74. A constable is supposed to be always on duty?—Yes.

75. Supposing his police duty is not sufficient to keep him employed all the time?—He is like a sailor, always on duty—above and below.

76. *The Commissioner.*] Perhaps in a district which provides the best emoluments the ordinary police-work would not occupy the constable more than half a day a week, and Mr. Dinnie wants to know whether, looking at that fact, he should be paid for work that he is really doing in his police time?—They may only do half a day's police work a week, but they are always on command, and therefore in being called on to handle other offices their responsibility and work is increased.

77. *Mr. Dinnie.*] You know that when it interferes with their police duties they do not hold those other appointments?—No; that is an acknowledgment that the men who hold these appointments do not allow them to interfere with their police duties.

78. Then, you would not put them all on one footing, let them do their work, and give them increased pay and allowances, whatever the cost may be, so that they will know exactly what they have to receive?—I am still in favour of a man receiving compensation for extra work done, and by placing them on a level footing they will lose some of these emoluments.

79. They might as well be doing that extra work as walking about doing nothing half their time?—If you give them no monetary consideration they will begin to protest, because there are men in other places who have not got these offices to fill, and who are getting the same salary.

80. *The Commissioner.*] Quite recently the enforcement of awards was put on to the Magistrates, and the fact that it was going to involve a lot of additional work was not taken into consideration. It is not a complete analogy, but it has a bearing on this question?—I can see the application from that standpoint, your Worship, but I am not defending or advocating extravagance in any sense. No doubt it would be a better thing for the departments if they could get their work carried out at a smaller cost.

81. We only want to deal with the differentiation of the treatment of constables, and it affects the efficiency of the Force if constables at certain stations, where these emoluments are considerable, do not wish to leave there?—If there are constables who are fit to fill these minor offices I think an increased departmental allowance, and a recommendation as to seniority or promotion, might be a set-off to the granting of special emoluments at the present time.

82. I would not care a straw for any man who would decrease his efficiency in connection with certain offices he is called upon to fill gratuitously?—The filling of these offices is calculated to create greater efficiency in a man for higher offices, and therefore his work should be a stepping-stone to a better position.

83. *Mr. Dinnie.*] There are difficulties about house-allowance. Would you be in favour of the Department renting houses and deducting, say, 5s. a week from the man's pay, instead of making them an allowance?—I think such a system would be preferable to the present one, but, of course, rentals vary according to the localities. Take Wellington rentals.

84. Napier is a long way ahead of Wellington?—In Napier the rents are becoming prohibitive.

85. The house would be rented by the Department, and under its supervision, and you think better results would accrue?—Yes; because the departmental houses would be better than those selected by the men.

86. The men want a rise in pay, increased house-allowance, free uniform and boots, and many other things: do you know this would mean an enormous expenditure, and all could not be recommended at one time?—No. The allowances to the Force should be on an established principle. I am anxious to see the men getting full compensation for their services, because if there is a breaking-down it means trouble all round.

87. *The Commissioner.*] We are actually concerned with the rate of pay to a constable entering the Force, and that question will have to be dealt with?—The primary monetary inducement.

88. *Mr. Dinnie.*] Of course, you know that once they get charge of a station the compensation is fairly good?—I understand that.

89. You know that it takes about five years before they can get a station?—Yes.

90. What do you say of the Force as regards efficiency or discipline?—I consider that the majority of the men in the Police Force compare favourably with any men I have seen anywhere, but I do not like to think that the efficiency of the majority is going to be impaired by the inefficiency of the minority, and, as I stated yesterday in connection with the question of intimidation, it is the one point I wish to be very strong on—the intimidating influences that are sometimes brought to bear on men doing their duty. That is not properly understood, and I want this point to be clear. I stated yesterday that men were called upon to do unpleasant duty in certain places, and if there were a danger of influence being brought to bear—it has been brought to bear, and will be brought to bear—if some care is not taken, our policemen will not be able to do their duty without being interfered with. Down towards the foot of Queen Street I notice a good many drunken men. It is not hard to find them, and these drunken men are loitering at street-corners and in front of the hotels, and I firmly believe that the influence of the party responsible for the creation of these drunken men is a sort of nightmare to some constables, and that their instinct was to shirk their duty when they knew there were influences in existence that were going to play havoc with them if they interfered in respect to some matters. If possible, therefore, I believe that some men will select the line of least resistance, and get through with the least amount of trouble. I do not intend to reflect upon the Inspector. His position is pretty well known here, and I believe he has been handled pretty severely from time to time on some score; but I am anxious to see our cities patrolled by a Police Force composed of able men who will say, “I have the commission of the Crown to do my duty, and I intend to do it, and any vested interests or local interests must stand second to the carrying-out of my duty as a police constable.”

Mr. Dinnie: Of course, we have occurrences in which interference no doubt does occur, but I am rather surprised that you should think that it should go as far as that.

The Commissioner: Mr. Poole is merely arguing from this standpoint: that it is the fear of that influence being exercised that operates against the fullest discharge of his duty by the individual constable, not that there are instances in which punishment has been dealt out to the men.

Witness: It is a fear, and the influence is felt, and they want to be emancipated from that feeling. Not long ago a protest was entered in connection with the arrest of a drunken sailor who was left lying in a urinal where a million flies could light on him. Comment was made at the state in which this man was left. The policeman on beat is not supposed to find that man, but as soon as ever an expression of opinion was uttered regarding the case a threat comes from the other side, not to the Police Force but to the man who has commented on it, but he said, “I am responsible for the sailors of this country, to see that they have fair play,” and as the result of his threat and hunting up of cases of sailors and firemen who have been turned out drunk from that hotel, the number of cases was astounding. That is one of the threatening influences entailed as far as the police are concerned, and I think that we will add to the efficiency of the Force if we give the men the guarantee of their position, and let them understand that their claim to promotion will be preserved, notwithstanding their interference with any vested interests.

91. *The Commissioner:* They should have the feeling that they would receive assistance instead of resistance?—That is so. We find influences coming right to heads of Departments and to the representatives of the people to interfere with men who are striving to do their duty.

92. It is easy to find abuses, but not so easy to suggest a remedy?—I could suggest a remedy.

93. What would you suggest?—I am not going to deliver a temperance address, but I recognise that we, as a people, are spending five millions per annum on a business that is creating most of the cases that go through the policeman's hands.

94. Every three years the public have an absolute right of pronouncing on that very question?—I admit that. It is the most dangerous period for the Police Force, because at every election this matter is brought up, and every case of irregularity is prejudicial to them, I suppose. I was in Clutha some years ago, and the hardest work I saw the policeman doing down there was playing bowls on the local bowling-green.

95. *Mr. Dinnie:* You know it is in the interests of the licensing law and of the licensees for the police to carry out their duties strictly?—I cannot accept that.

96. That is my idea of it?—It is not mine.

97. That the police should be as strict as possible in every way, and prevent all kinds of illegal trading?—I think it pays the other side to keep the police off as much as possible. I take the other view. I have no personal animus to these people, but, looking at it from the standpoint of country, I can see where a tremendous amount of our national money can be saved, but in the meantime I resent the interference of any vested interest with the efficiency of our Police Force, and the Force is in direct antagonism to the liquor traffic of this country.

The Commissioner: You have the opportunity as a legislator to straighten out matters.

JOHN HENRY SWEENEY, Constable, examined on oath. (No. 212.)

Witness: I am a plain-clothes constable, stationed at Auckland, and was enrolled on the 1st February, 1904. I was detailed for plain-clothes duty recently. I was first stationed in Wellington, and received 7s. a day; but I had to pay 17s. a week rent. We got no house-allowance at that time, but since the last Commission we have been allowed 1s. a day, and an increase of 6d. a day in pay, which has been a great help. I was offered plain-clothes work, and, thinking it was promotion, I took it, being transferred from Wanganui to Auckland, where I pay 16s. a week rent, and am still getting 7s. a day. I get no other allowance.

1. *The Commissioner:* What did you get as constable?—8s. a day and 1s. a day house-allowance.

2. What do you get for plain clothes?—No allowance. I understand I am on three months' probation. The 1s. a day extra for plain clothes should be given to the men from the start, and they should not be required to do probation at all.

3. When is your three months up?—In about a month.

4. And then you get your 1s. a day?—I do not consider that it is sufficient for an acting-detective, and I think they should receive free material for their plain clothes.

5. What is the general average period of plain-clothes duty before becoming a full-blown detective?—There are instances in the detective branch, Auckland, where men have served seven or eight years as plain-clothes men before receiving the rank of detective. Latterly they have been promoted at three years, but we do not know how long that is going to continue.

6. How long is it since the shorter period was required?—Promotions are going more frequently, but we do not know how long it is going to continue. The other men who have been recently promoted are all dissatisfied with the pay. If I had known as much as I do now I would not have taken the plain clothes. A man is better off in a country station.

7. Did you apply for promotion?—I did not, but I was offered the opportunity when in Wanganui to take plain-clothes work. I was a mounted man there, and better off than I am now.

8. Many men take it because they escape the recruits' routine and every-day police work?—Well, a detective is practically on duty all the time. I like this work very much, but financially I am worse off. I do not like the future prospects, and would prefer a country station.

9. Is there anything else you wish to mention?—I was asked by the other men to mention that an acting-detective received a second-class railway pass, whereas a full detective travels first class.

The Commissioner: There is no reason why acting-detectives should not be placed on the same footing.

10. *Mr. Dinnie.*] We are arranging about that in the new regulations. What do you think of the detectives' pay, when you get appointed a detective?—It gets better as it goes on, but I do not think the pay for an acting man is enough.

11. You commence at 10s. a day, and 1s. a day allowance?—That is a great help, but how long has a man to wait until he gets it?

12. Every man has to justify his position. You may get 10s. a day pay, 10s. 6d. a week house-allowance, and 1s. a day for plain clothes?—You might have to wait seven or eight years.

JOHN WALTER HOLLIS, Detective, examined on oath. (No. 213.)

Witness: I am a detective, stationed at Auckland, and was enrolled in the Police Force on the 22nd June, 1896.

1. *The Commissioner.*] How soon after that did you commence to do plain-clothes work?—In March, 1897.

2. On your own application?—No, I have never applied for anything beyond promotion.

3. You did plain-clothes duty up to the 1st June, 1906?—After that. I was sent to Coromandel, where I came into contact with Constable Donovan, and we were rather strict about watching the hotels at night. The 1896 election came on, and a candidate put up in the Government interest; in fact, there were two, and one was the local hotelkeeper. The result was that Donovan was promoted to second-class constable, and I was shifted back to Auckland. Donovan was sent to Tolago Bay. At that time he made between £10 and £12 a month extra outside his salary, while I made about £4 a month extra money. We both lost money through being shifted from Coromandel. I was then selected by the late Inspector Hickson for the detective branch, and my records will show that I gave satisfaction in that work. Some time in August of 1896 I had occasion to go with another detective to make inquiries into a matter, and I was left to watch a certain building for a man who we thought was going to return to it. During that watch I saw a burglar coming out of Smith and Caughey's premises, and I secured him after a long chase over roofs. Notwithstanding this capture, I was soon after sent back into uniform, the then Commissioner stating that I had not long enough service to be ranked as detective. So I take it that there was influence brought to bear to return me to uniform duty, and I infer that it was because I did my duty in Coromandel.

4. On account of your working against the hotels?—That is so. Mr. Hickson suggested that I should ask the Commissioner to reconsider his decision, but I declined to do so, and continued doing uniform duty. I have filled every position in the Force excepting that of district clerk. At that time Auckland was rather bad as regards crime and prostitution, but on the advent of Inspector Cullen things were cleared up. I continued in the uniform branch until, I think, 1891 or 1892, when the Inspector asked me to go back into the detective branch, but I told him I was not anxious to do so, as I had been treated so badly before. I eventually agreed, and took up the detective work again as acting-detective, but it was twelve months before I got my 1s. a day. I consider I should have received at from the start. I continued in the detective branch until about three years ago. Commissioner Tunbridge issued a regulation that promotion should count not from the time a man joined the detective branch, but according to seniority in the service, and I naturally took it for granted that I would get my turn according to seniority, and be appointed a full detective. Four men were, however, put over my head who were junior to me in service, and I consider that unfair. I have nothing to say against the men, but if you want an efficient Force you must promote the men who are efficient when their turn comes, and not keep them waiting a number of years, and put others over their heads. I was efficient at that time, and I should have received my rank as detective when I was entitled to it, and before those four men, instead of only three years ago. There was also a sergeant put in ahead of me—Sergeant Siddells, of Wanganui—without any qualifications, as far as I know, for a detective officer. As to Constable Donovan, I worked with him in Coromandel, and we did our duty fearlessly; but I am of the

opinion that he has suffered severely throughout his career since that time simply on account of having done his duty. I think he is a man who has been very harshly treated. I think if we want to get an efficient Force we must treat the members of the Force as men, and treat them fairly, and not let influence step in; otherwise efficient men are apt to get disgusted, or will not put their heart into their work as they should do. We have a certain duty to perform—first to the public, and after that to ourselves. If we are not treated fairly we have a grievance. There is, I think, an undercurrent of dissatisfaction. The last witness has spoken for the acting-detectives. The extra shilling a day allowance is not, in my opinion, sufficient. A detective has to go about seeking information. He has to go sometimes into a hotel, and he must spend something for drinks, even if he drinks lemonade; he cannot stand there like a fool. It would excite suspicion at once. In reference to my own case: if you want to know my ability three years ago, I will call men with whom I have had cases in this city—commercial men and others. I would like to know why men junior to me were passed over my head.

5. What is the remedy?—I think my case should be considered, and that I should be placed senior to those men.

5A. Who are the men?—Fay, Hill, Ward, and Cameron.

6. Is there anything else you wish to add?—In reference to the difference between the pay of sergeants and detectives, I think it is to be regretted that that matter was brought forward in the way in which the sergeants brought it. In Auckland the detectives and the sergeants have always been a very peaceable family. Inspector Cullen will not allow strife to exist between the men. He endeavours to please both branches of the service. I think the public are satisfied, and if we can keep them satisfied that we are doing our duty it is better for ourselves. I feel sure that there is not a more eager body of men in the colony in respect to carrying out their duties than the Auckland members of the Force. I have heard that the same thing does not exist in some other parts of the colony. We are a happy family amongst the detectives, and even with the sergeants we work well. What affects the detectives is the continual shifting about of detectives. At present in that respect we are rather at a disadvantage. We have just lost two men—Detectives Fay and Miller. They both applied for a transfer, I understand.

Mr. Dinnie: One on application, and one for misconduct.

7. *The Commissioner.*] Yes; one for very gross misconduct—misconduct that I would have shifted him somewhere else for. When you cite such an instance, you only weaken your case!—I do not say that detectives should not go from here, but they should not be shifted more than can be helped. A detective has a great knowledge of the inhabitants of a town—more than the men in the uniform branch have. I desire to point out the difference in the remuneration of the sergeants and detectives. I will take two men joining the Force at the same time. Both go along for four or five years. At the end of that time one man gets a little more influence, and he is selected for the detective branch, and the other goes into the country and takes a station, and as soon as he takes over the station he is on equal terms with the detective; his house-rent makes up the difference. The plain-clothes man is at a disadvantage in this respect. He has to get at least two suits a year, costing, say, £10. Then he has incidental expenses. He must be constantly putting his hand in his pocket. The other man gets anything additional between £50 and £150 a year—some stations are worth £130 additional a year. He remains in that station for six years, and that means that he has made £780; whereas the detective is constantly putting his hand in his pocket for expenses, and he may not get promotion for many years. When he is made a detective he only gets 10s. a day, whereas the sergeant gets 10s. 6d. a day. The consequence is that the less intelligent man of the two gets the bigger remuneration. We get no plain-clothes allowance. As soon as a man gets promoted from the rank of constable to detective the plain-clothes allowance ceases, whereas in the case of some sergeants doing office duty the 1s. a day still continues; but not so with the detective. We have to serve three years before we get another 1s. a day. It will be twenty-five years before I get the maximum pay of 15s. a day as a detective. I do not think the position was fairly put by the sergeants. I say we do not get larger pay. They get larger remuneration than we have. I consider that a sergeant up to twenty years' service gets greater remuneration than the detectives. With respect to the competition between the grades, there is no such thing as competition, or should not be. I consider that the best man should always be appointed to the top of the tree, irrespective of grade. Of late years we have not had many detectives appointed to the rank of Inspector. I consider that the men in the two branches of the service should have equal rights to go to the top of the tree. In reference to transfers from one department to another, according to their statement it is impossible—the thing cannot be worked out fairly at all. What the sergeants have said in reference to the larger percentages is, I consider, wrong in most instances. They quote the promotions as though they were going to apply to the whole of the Force, whereas they will only be between the sergeants and the detectives. Then, in regard to the rank of detective, I consider that there are men who joined the service with me who would never have been selected by the Inspector as detectives, and whom I consider to be less intelligent. Yet I am looked upon by such a man—a sergeant—as being subordinate to him. Subordinate in what? Whoever put forward this sergeants' manifesto was, I think, badly advised. We have always been a happy family here, and this is not going to improve the service. The way to get over the difficulty would be this: that instead of having a detective where there is a sergeant in charge there should be a plain-clothes constable or acting-detective, who upon being promoted should be transferred to a city. I consider that a detective should not be under an officer of less rank than a Sub-Inspector. I think it has been made pretty clear that it is necessary for a detective to have a first-class pass when travelling upon the railways, and should travel saloon by steamers. I consider that any member of the Force should be allowed a first-class passage when on transfer. I think the Chief Detective should hold the rank of Sub-Inspector. That would give a larger number of men from which to select the Inspectors. It has

been stated by the sergeants that the rank of Chief Detective can be reached in fifteen years. I am afraid that I shall be much longer in the service than that before I can get that rank—in fact, under the present circumstances, it would seem that there is little chance of me getting it even with thirty years' service. There is no doubt that in some quarters offence has been taken at what Sub-Inspector McGrath said about the detective branch being the right arm of the service. When crime occurs, the detective branch is held mainly responsible for detecting it. A sergeant takes out and brings in his men, makes up his sectional reports, and does his regular hours of duty, and goes home; whereas a detective goes out at 9 in the morning, and sometimes he does not get home till midnight or even later; and we are often sent out to investigate crime, and do not get home to our meals. In fact, some officers say the detective should never be a married man, because he never knows when he can be at home. The detective should get more pay than the sergeant, because his duties and responsibilities are greater. Our duty is to assist the public, and see that there are no complaints; and altogether our duties involve far more responsibility than do those of the sergeant. The Police Force in Auckland has never been so efficient as it is to-day. I consider that an acting-detective should receive the 1s. a day allowance right from "the jump." If I had my time over again I would not join the detective branch; I would rather join the uniform branch. In my own case, I started at 10s. a day, and am now only getting 11s. a day.

8. And the 1s. 6d. a day allowance?—Yes; but I have been thirteen years in the Force.

9. You can rise to 15s. a day, and a sergeant cannot rise to anything like that?—Yes; but I would have to be twenty-five years in the service before I could get it, and a sergeant may be an Inspector by that time. With reference to recruiting, I consider it should be done by the local Inspector, who would have the assistance of both the local branches in his inquiries. The candidate could be medically examined, and his character could be inquired into by one of the Inspector's staff. Then the papers could be forwarded to Wellington, and if the candidate was thought suitable by the Commissioner the recruit could be sent to the depot at Wellington. After a man comes from the depot he might be transferred to the detective office, and be given three months' experience there. That would give him a good foundation before he went on the streets. Then he might be given some experience through the Prisons Department—getting an insight into old and young criminals. After that, if he was considered a fit and proper person, he might become a constable, and be placed on street duty. He could also be given some instruction in connection with the finger-print department of the Force. I do not consider the present travelling-allowance given to detectives, constables, and sergeants is sufficient. As I have already stated, the detective when on duty has frequently to put his hands into his own pockets for expenses.

10. *Mr. Dinnie.*] You consider that you have been badly treated in some respects?—Yes, as regards promotion.

11. Is it fair to say that the detectives and the uniform branch do not work harmoniously in other districts?—I do not wish to insinuate that.

12. Is it fair to suggest it?—No, not between the two branches.

13. What do you mean?—I have only had it hinted to me.

14. Is it right to repeat it if you have no personal knowledge?—I have only had it hinted to me that in some of the offices they are not so harmonious as we are here.

15. You have no knowledge of it?—No.

16. *The Commissioner.*] Hearsay statements are always dangerous?—Yes. If it is thought that I am creating a wrong impression, I wish to withdraw the statement.

17. *Mr. Dinnie.*] A man may not be qualified for detective duties, and yet he may be equally intelligent with a man who is?—Inspector Cullen has been here for eight or ten years, and I think during that time he could only recommend three or four men for the transfer to the detective branch. At any rate, I am the only man he has recommended.

18. But it does not follow that you are more intelligent than some of the sergeants?—I think the detectives are always looked on as being the more intelligent men. A man to be a sergeant does not want the same intelligence as the detectives.

19. A sergeant is supposed to supervise his men?—Yes; more force of character is required.

20. A detective may not possess that force of character?—That is so, but some sergeants do not possess it.

21. You say that a sergeant's duties are only for eight hours a day?—Yes, as a rule.

22. Perhaps some of the sergeants will be able to say what hours of duty they have to perform sometimes.

23. *Sergeant Sheehan.*] Knowing as well as you do the benefits that a man with a country station has, why did you not apply for the position?—Because I was selected for the detective force. The Inspector asked me to go into the detective branch, and I went in.

24. Which has the most responsibility, a sergeant in charge of a station or in charge of a large portion of a city, or a detective?—The detective, certainly.

25. How?—When there is any large amount of crime in a city a memorandum comes from the Commissioner to the Inspector, and is sent on to the detectives, and the whole responsibility is then thrown on the detective branch.

26. You know very well that a sergeant in charge of a section of men at night has responsibility in respect to a great part of the city?—No.

27. What is he there for?—He is there to look after his men—to see that they are doing their duty; but as soon as a serious crime is committed he immediately rings up for a detective, even if it is in the middle of the night.

28. How often does that occur?—Very often.

29. How often have you been rung up during the past twelve months?—I am a married man, and live away from the station. I cannot be rung up.

30. Sergeants doing sectional work, are they not brought into contact with crime?—We generally find that a report is sent in by the constables when a serious crime has been committed. It is sent in to the Inspector, and it comes on to us in the morning. If it is a serious crime that a sergeant cannot handle, it comes to the detectives to investigate.

31. Do you mean to tell me that sergeants do not arrest for serious crime?—If a thing comes into their hands it is their duty to arrest.

32. How many hours of duty has a sergeant a day?—Eight.

33. Would you be surprised to learn that they have more like twelve hours?—I would.

34. What hours of duty do I do?—I do not know; but you may have to be on duty from 9 in the morning till 9 at night. But you are different altogether; you can be at home in the afternoon.

35. Do you not consider that I have greater responsibility than you?—No, because you have two detectives there.

36. What about managing my men?—They are surely sensible men, and if they are doing their duty you do not want to manage them.

37. I am afraid you have a very poor idea of police duty?—I have done more police duty than you have.

38. *The Commissioner.*] I think it is a matter greatly to be deplored—raising any line of cleavage between the detective and the uniform branch. There is a tendency to do so, and I think it is very deplorable?—Nothing would have been said by the detectives if the question had not been brought up by the sergeants.

PETER JAMES McMAHON, Detective, examined on oath. (No. 214.)

Witness: My name is Peter James McMahon. I am a detective, stationed at Auckland. I was enrolled in October, 1892, and was not long doing street duty until I was selected by Chief Detective Grace, evidently acting under instructions from Inspector Hickson, and was taken into the detective branch. I was sent from the detective office to Waikomiti on special duty in connection with a murder trial. I conducted my business satisfactorily there, and have been kept in the detective office practically ever since. In December, 1897, I was promoted to the rank of detective. During the whole of my detective experience I have practically been stationed in the Auckland District. I have carried out the duties of the office in a very satisfactory manner, and my complaint here to-day is that I have been passed over. I have about seventeen years' service. I was eligible to be promoted to the rank of Chief Detective. I have been passed over. I had done almost three years detective duty before the men who were passed over my head entered the Force. I refer to Chief Detective Broberg. I have no desire to reflect upon him. I know him well, and respect him; but these things cause dissatisfaction. They are acts that do not encourage men. A man is apt to become disheartened when he is passed over in the way I have stated. As regards my efficiency, I am going to support that by evidence of Inspector Cullen, who will speak of the quality of man I am; and also by the evidence of Chief Detective Marsack. Unfortunately, Mr. Dyer, Stipendiary Magistrate, has gone away, but I will produce letters from him; from Mr. Tole, Crown Prosecutor; and from Mr. Reed, one of the leading barristers here. I have served under the late Inspector Broham, the late Inspector Hickson, and also under Inspector Cullen. I have a good character, and have an absolutely clean sheet. When Chief Detective Marsack has been called away on urgent duty I have had to take his place; also, when he has been away on annual leave, I have conducted cases in Court in his absence, and have carried them through in a satisfactory manner. On no occasion has any fault been found with me by either the Bench or the Inspector. On the contrary, I have received their commendation for the work I have done.

1. What age are you?—I am forty-four. As regards pay, I consider that we should start at 10s. 6d. a day, and advance to 15s. 6d. a day by increments, and an increase in the house-allowance; first-class fares on steamers, and that when on annual leave, if possible, we should be allowed to use our pass. I would like the annual leave increased in this way: Up to five years' service, twelve days; over five years' service, fourteen days; over ten years' service, twenty-one days. A somewhat similar system is adopted in the postal service. I might also mention that when the promotion of Detective Broberg took place no inquiry took place as to my ability—that is, no inquiry from the Inspector, Sub-Inspector, or Chief Detective.

2. How do you know?—I asked the Chief Detective.

3. Therein enters the personal element at once. If I were to ask the Commissioner why he did not promote you instead of Broberg he would answer, in all probability, "I promoted the man I considered the most fitted," in spite of your three years' additional service. How are you to get over that if he says he promoted the best man?—If the Commissioner of Police says he has promoted the best man, I should like to know on what he has based his judgment.

4. If I ask the Commissioner, you will have to be satisfied with his reply?—Say a vacancy occurs, have I to go along the line again?

5. I think you will have to rely on your merits and record as a detective when the time arrives?—I have a good record, sir.

The Commissioner: Mr. Dinnie, why did you promote Chief Detective Broberg instead of this man?

Mr. Dinnie: Because I considered he was the best qualified for the position.

6. *The Commissioner* (to witness).] There are certain cases respecting which, if I consider they have not been dealt with equally, I might make a recommendation, but I could not give you that promise. You will have to wait your time?—May I have permission to call evidence of my work?

7. Why should that be necessary? I think a man must stand on his official record?—Mr. Dinnie has nothing to say, I presume, against my efficiency.

The Commissioner: Mr. Dinnie, is there anything?

Mr. Dinnie: I have no desire to say one word against the detective.

8. *The Commissioner* (to witness).] As far as this inquiry is concerned, I must take it then that he passed you over, having due regard to the efficiency of the service?—Then, I still have to go on waiting.

9. It is quite proper that the Commissioner should explain why he did not give effect to what I consider a very important element in considering the question of promotions, and that is the length of service, and it is possible when he is examined that I might ask him that question. I will bear in mind what you now state, and it is possible I may look into the papers relating to your case, and make a special recommendation. I shall also ask the Inspector, and you can ask him his personal opinion as to your qualifications. Do you know anything about this vexed question of the Police Surgeon and the men?—Yes, I know that a considerable amount of unrest exists amongst the members of the Force as regards Dr. Sharman, and they have no confidence in him.

10. That is, then, the general feeling?—To my knowledge, it is.

11. You hear it talked of and discussed?—Yes.

12. Since when did this begin?—I should say it has been in existence for about two years.

13. Has it increased during that time?—It has really not increased. I hear great complaints.

14. It is a personal matter?—It seems to be so.

15. *Dr. Sharman.*] I believe I attended you some years ago?—Yes.

16. Did you make any complaint at the time?—I made no complaint.

17. You yourself have no complaint against me?—Yes; I have no confidence in you whatever.

18. In what way?—I say personally I have no confidence in you whatever, especially since I had a little experience with you in connection with a certain death, and from what you told me subsequently to that death I lost complete confidence in you. There was an inquest into the death.

19. What did I tell you?—You told me that a certain young man died from strychnine-poisoning, but after an analysis it was discovered that there was not a sign of strychnine about the case.

Dr. Sharman: This is rather sprung on me, your Worship. In such cases traces of strychnine may not be found.

The Commissioner: It is just what I expected would happen. I am not going into the question of your qualifications as a medical man, as I felt that this was not the proper tribunal to do so. It is merely a question of a personal nature between yourself and the members of the Auckland Police Force. I saw no reason to question your personal qualifications, and I asked you to avoid such references from the first. I again advise you to do so.

Dr. Sharman: The witness has cast a reflection on me, and I am prepared to disprove what he says.

The Commissioner: I am not going to rehold an inquest held in Auckland by a properly constituted authority, and I am not inclined to go further into this matter.

ALFRED JAMES ROBERTS, Constable, examined on oath. (No. 215.)

Witness: I am a police constable, stationed at Epsom.

1. *Dr. Sharman.*] How long have you known me?—About six years.

2. Have you any reason to be dissatisfied with me?—None whatever. You attended me when I was ill, and I was quite satisfied.

3. *The Commissioner.*] Are you aware of any dissatisfaction amongst other members of the Force?—Within the last two years there has been some dissatisfaction. I have heard that from men about the barracks.

GILBERT RONALD MCKAY, Constable, further examined. (No. 216.)

1. *Dr. Sharman.*] I have attended you on several occasions?—Twice.

2. Have you had any reason to be dissatisfied with me?—Not anything particular. I was a bit at the start, when you attended me first. I was not quite satisfied, and I went to another doctor, and he told me the same as you did.

3. Were you at that meeting of police?—Yes.

4. Did you hear my name mentioned?—No.

5. Were you there from start to finish?—Yes.

6. *The Commissioner.*] Are you aware of any general dissatisfaction with Dr. Sharman?—I have heard it often, but I do not belong to the barracks.

7. Is it deep-seated, or merely confined to one or two men?—I could not answer that question. I have been here only fifteen months, but I have often heard of dissatisfaction.

DANIEL MURPHY, Constable, examined on oath. (No. 217.)

Witness: I am a constable, stationed at Freeman's Bay, and am in charge there.

1. *Dr. Sharman.*] How long have you known me?—About ten years. You have attended me at various times. I have had no reason to be dissatisfied with you.

2. Were you at the police meeting?—Yes.

3. Did you hear my name mentioned?—Not at all.

4. *The Commissioner.*] How many men were present?—About thirty men. Dr. Sharman was not discussed, and I do not know of any dissatisfaction in the Force regarding the surgeon. I am not at the barracks.

JOHN THOMAS WAINHOUSE, Constable, further examined. (No. 218.)

1. *Dr. Sharman.*] I have attended you on several occasions?—Yes, and I have had no reason to be dissatisfied with you. I was at the meeting of the police, and never heard your name mentioned or your position discussed.

2. *The Commissioner.*] How do you account for the matter having been brought so prominently before me if it were not a general expression of opinion on the part of the men?—It was suggested when that meeting closed that if any one thought of anything afterwards they were to bring it before the delegates, and the delegates, if they thought proper, were to bring it before the Commission.

3. Do you know of any dissatisfaction amongst the men with the surgeon?—When I was in the watch-house there was great dissatisfaction.

4. Is it of a personal nature?—It was general dissatisfaction amongst the men in the barracks.

5. What did it arise from?—I could not say, not having been in the barracks; but I know that it did exist.

JAMES ROGERS, Constable, examined on oath. (No. 219.)

Witness: I am a constable, stationed at Eden Terrace.

1. *Dr. Sharman.*] I think you know me?—Yes, but you have never attended me.

2. Were you at the police meeting?—Yes, and I did not hear your name mentioned. I was there from start to finish.

3. *The Commissioner.*] Is there any dissatisfaction amongst the men with the surgeon?—I have heard of it amongst the men, but my personal experience in the matter is nil. The surgeon examined me when I joined first.

GEORGE THOMAS STOREY, Constable, examined on oath. (No. 220.)

Witness: I am a constable, stationed at Auckland Barracks.

1. *Dr. Sharman.*] I have attended you?—Yes.

2. Have you had any reason to be dissatisfied?—No; I am satisfied.

3. Do you remember having a conversation with me in Queen Street a day or two ago?—I do.

4. I think I asked you what was the cause of this dissatisfaction?—You did.

5. What did you say?—I said because we have a lot of young men up there.

6. Did you not say that you thought eight out of every ten were satisfied?—I do not remember saying that.

7. Were you at that meeting?—I was up till a quarter to 9 o'clock.

8. Up to the time you left, did you hear my name mentioned?—No.

9. *The Commissioner.*] Is there dissatisfaction respecting the surgeon?—Yes, at the barracks.

10. Is it general, or confined to a few?—About half and half. There are some men who are not satisfied who have never been under a doctor.

11. What is the trouble due to?—I have no idea.

WILLIAM EDWARD HUNT, Constable, examined on oath. (No. 221.)

Witness: I am a police constable, stationed at Newmarket.

1. *Dr. Sharman.*] I have attended you on only one occasion?—Yes. I have no reason to be dissatisfied with you.

2. Were you at that meeting?—No.

3. Did you get notice to attend?—No; I knew there was going to be a meeting, but I got no notice of the time.

4. Did you receive any communication at all about the meeting?—No; I heard of it when I was in town.

5. *The Commissioner.*] Do you know of any dissatisfaction?—Yes; when I was at Newton I heard a lot of dissatisfaction there.

6. Is it general?—Yes, with the men, but only a few men. I have not been in the town lately.

7. *Dr. Sharman.*] Can you give any reason for it?—It was about the treatment that the men were receiving.

8. *The Commissioner.*] A general lack of confidence?—Yes.

JOSEPH LIPSCOMBE, Constable, examined on oath. (No. 222.)

Witness: I am stationed at Newmarket.

1. *Dr. Sharman.*] I have known you for the last eleven years, and have attended you four times during that period. Have you had any reason to be dissatisfied with me?—No; I have been quite satisfied with your treatment.

2. Were you at that meeting of the police?—I did not know anything about it until I saw the accounts in the papers.

3. You were never given notice of any meeting?—No.

4. *The Commissioner.*] Do you know of any dissatisfaction with the surgeon?—Yes, it is talked about amongst the young men who live in the barracks.

5. What is it due to?—I could not say.

EDWARD WILLIAM SHARMAN, Police Surgeon, further examined. (No. 223.)

Witness: I should like to make a statement, sir. I asked a constable to come along this morning, and he said, "Certainly I will. I am quite satisfied." I told him what I would ask him, and he repeated that he was quite prepared to come along. As he was going out of the room he said, "Look here, Doctor, I would rather be left out of the matter; I am perfectly satisfied with you." I then put the question pointedly to him, "Are you afraid?" He said, "I have to get my living in the Police Force." That statement was made in the presence of another witness.

1. *The Commissioner.*] How on earth could it affect his position in the Force to come here and say he was satisfied with your statement? Did he give you any reason?—He told me he had to get his living in the Force.

2. I can read between the lines as well as any man, Dr. Sharman, and it seems to me you are asking me to believe that the superior officers of the Police Force in Auckland are personally opposed to you?—No; I do not ask you to do that.

3. Otherwise how can it affect the constable?—That statement was made in the presence of a third party.

4. What difference can it make to his bread and butter?—He told me he would rather be left out of it.

5. I want to know how it is going to affect that man's living in the Police Force?—I do not know.

6. Nor anybody else. I do not understand that sort of thing at all. It passes my comprehension?—That is the statement he made to me.

7. To what do you attribute this feeling on the part of certain men?—I do not know for certain, but I have certain suspicions, and I am not in a position to prove them just at present.

8. In what direction do those suspicions point?—Possibly I may be able to prove them before this Commission ends.

9. Can you give me an outline? Are they individuals who are responsible for this feeling?—You put a question to me yesterday as to whether I wished to continue as Police Surgeon. I said "Yes," and I do for the present.

10. When I put that question I was arguing that you believed there was an undercurrent of feeling against you?—It is quite plain. I believe it.

11. To what is that attributable?—I am not able to prove it just at present.

12. But you have a suspicion, and that must affect an individual?—It will until I can prove it, or disprove my suspicions. I sincerely hope I shall be able to disprove my suspicions.

13. You make a most remarkable statement that a constable asked you not to call him because he would quarrel with his bread and butter?—I had a witness to that.

The Commissioner: It is a most remarkable statement to make. It is as though some authority and power wanted to get you out of your position as Police Surgeon, and to punish any person who gave evidence that might tend to keep you there. Have you any question you would like to ask, Mr. Cullen? It seems a most remarkable statement?

Inspector Cullen: It is a very remarkable statement, because I do not believe there is a man under me, or my officers, who is the least afraid of me when he does right.

The Commissioner: But Dr. Sharman says the man has actually told him so to-day.

Inspector Cullen: The best thing would be for him to bring this man forward. I think you will remember a constable came here and passed very free remarks about myself personally. Constable McGilp is still in the Force, and I think he will tell you that he had no cause to fear anything. It is ridiculous to make the assertion that there are officers in the service who are so corrupt as to have a down on a constable because he chooses to give expression to his feelings.

14. *The Commissioner* (to witness).] Do you wish to say anything further, Dr. Sharman?—Yes, I wish to make an explanation. The other day when I spoke here I was suffering under a sense of injustice, and I made a remark that you, sir, very properly took exception to. That was about the Fifth Standard. I wish to withdraw that remark. And I would like to put on record that, as regards my relations with the Force, from the Commissioner downwards to the men, my connection has been of the most agreeable nature. Official documents will prove that I have always treated the Inspector or Commissioner in a most respectful manner. Their communications to me have been couched in respectful and courteous language. The men have treated me with every respect, and I have endeavoured to deal with them, leaving out the professional side of the question, as gentlemen, and I feel confident I have succeeded. Nobody appreciates the difficulties of the Police Force in Auckland more than I do; but, as far as my observation goes, they carry out their duties efficiently. My duties are, first of all, to attend to the sick members of the Force when the cases are reported to me. I have carried out those duties, and with what result you will see, sir, when you read the report of that inquiry. Secondly, I have to protect the interests of the Government by stopping malingering, and in protecting the interests of the Government I have unfortunately had to report cases of drunkenness also.

15. Recently?—No, sir, but at various times. Speaking from memory, I have had to report men for certain offences, and that has been the end of the matter as far as I have been concerned. Very naturally I have been placed in a rather unenviable position. I have had to report constables for acting contrary to my advice, and in the case of one constable who I reported naturally I can quite conceive it is possible that he might harbour some grievance against me. But I wish it again to be understood that I have no feeling of animosity against any member of the Force, from the Commissioner downwards.

16. Then you have nothing further to say?—No, sir; thank you.

JOHN EUGENE CULLEN, Journalist, examined on oath. (No. 224.)

Witness: I am a journalist, and the editor of *Sport* newspaper.

1. *The Commissioner.*] I shall be glad to hear what you have to say?—My object in coming before the Commission is to, as far as possible, get certain matters inquired into connected with the administration of the Police Department in this city. My first charge is one of favouritism on the part of the police in connection with prosecutions against *Sport* newspaper, of which I am part proprietor. Some months ago the *Star* got up a guessing competition, and advertised it. It was in connection with the English Football Team which toured the Dominion last season. The competition was duly carried out. The proprietors of the paper were not proceeded against, but they were warned not to do it again by Commissioner Dinnie. The *Sporting and Dramatic Review* was prosecuted on eighteen charges for transgression of the Gaming Act in regard to bookmakers' advertisements, and was fined on the whole of the charges £1 and costs. The *Sport* newspaper, which was published on the morning previous, contained one advertisement from one firm of bookmakers. It was purchased by the detectives on the same day as Mr. Cleave was fined, and, although the matter decided to be objectionable was withdrawn in our next issue, we were fined the sum of £10 and costs on one charge. In my opinion, this was an endeavour to crush a small newspaper because we had criticized the police.

2. The infliction of a heavy penalty would be nothing to do with the police?—I cannot help but infer that, because it is clear that Mr. Dyer, S.M., must have been approached in some way to inflict such a stinging penalty.

3. I have been a Magistrate longer than any Magistrate in New Zealand, and I would like to see anybody approach me about such a matter?—That may be so, but your Worship has a reputation throughout the country. These facts indicate that favouritism was shown somewhere, and I ask why was the daily paper warned, while our paper was heavily fined? Can Mr. Dinnie answer that?

Mr. Dinnie: I cannot tell you offhanded, as I have not the file of papers here. My recollection is that it was scarcely an offence in the case of the *Star*.

The Commissioner: What paper was fined for betting?

Mr. Dinnie: The *Sporting Review* was fined for betting.

Witness: The Inspector sent us your communication, which stated that the *Star* had committed an offence. This was after the papers had come from Wellington.

The Commissioner: Why was not the *Star* prosecuted?

Mr. Dinnie: It was not the same nature of offence that *Sport* was prosecuted for.

4. *The Commissioner.*] I will call for the papers. (To witness): Is there anything you wish to add?—I have another complaint to make, in connection with a fine inflicted on my paper for issuing a leaflet without an imprint. We were fined £5 and costs. The imprint not being on, the Magistrate, of course, had no option but to fine us; but it is almost a daily occurrence to see similar breaches of the law committed by other printers without any notice being taken by the police. Further, most glaring cases have been allowed to pass by the police, notably in June and July last. Rickards's Cinquevalli hangers had the imprint guillotined off, and the Rickards's Chung Ling Soo hangers had the imprint omitted altogether. We called attention to this matter, especially as the printing was done in Australia, and the scheme of cutting off imprints was no doubt devised to defeat the Customs authorities. We called attention to the matter in *Sport* without anything being done. My next complaint is that the police have interfered with discharged prisoners pursuing honest lives. That question was raised here by the Rev. Mr. Budd.

5. I expressed my opinion on the matter then?—I have no desire to go into it, your Worship.

6. My opinions are held by the responsible officers of police?—Perhaps, then, there will be no necessity for me to go into this case I have particularly in view.

7. I hold very strong views on this question, and in one case I immediately requested the Inspector of Police to deal with it, which he did?—I infer that it is my interference in these cases that has brought the police about me over these other matters.

8. *Mr. Dinnie.*] Would you care to let me have the particulars about the cases?—Yes. There is the case of a young fellow who, no doubt, had had a very bad career, but Mr. Whyte got him a job when he came out on the wharf. He explained to Mr. Birch who the man was, and he could have kept the particulars quiet; but when he heard the full history of the case he said to Mr. Whyte, "When you told me the man had come out of gaol you did not tell me he was one of the biggest criminals in Australasia." The police had interfered with him, and when it was reported to us we went into the matter, and spoke to the Inspector about it. This man eventually got a job in the Government service as casual labourer, and the detectives gave him away to his superior officers, who told him he would have to leave. But he got his job back by means of political influence. He went out to the "trots," and the police took an opportunity to proceed against him for trespass, they having authority from the trotting people to keep off all undesirable characters. This man had been out twelve months, however, and was living a proper life. The first day he was at the races he was seen by a detective, but he was not interfered with, with the result that he went again on the third day. He was then ejected from the course, and prosecuted by the trotting-club for trespass. Mr. Beehan waited on the club, who agreed to withdraw the prosecution; but when the Inspector was interviewed he said he would have to proceed with the case. Our paper took the matter up, and at the finish we had the case withdrawn. He paid £3 3s. costs, and gave an undertaking that he would not trespass any more. The next case is that of another young man who got two years, and after he came out he went back to his work as a carrier, but a detective went to a member of the firm and asked him if he knew who was working for him. The young fellow went to a lawyer, who demanded and got a written apology. The manager believed in giving him a chance, and kept him on.

9. *The Commissioner.*] What have you to say in respect to your complaint as to drunkenness in the Force?—The only reason why I bring these matters forward is on account of the reluctance of other people to come forward

10. I think you ought to give me the details?—I will hand you the names. There seems to be a feeling amongst the men at the barracks that some men get special treatment in regard to drunkenness on beat. One member of the Police Force was seen repeatedly drunk in the streets, and he was drunk about three years ago at the sittings of the Supreme Court, and he was found in the Crown Solicitor's office asleep in the Crown Solicitor's chair when the case was called on. One of the Crown law officials drew a legal gentleman's attention to it, and the case proceeded without the police officer. At the last sessions this man was again in a state of intoxication, and the Chief Detective could speak about his condition at those sittings. Then there is a constable who has been guilty of two offences of drunkenness, but who is apparently able to exercise sufficient influence to still retain his position in the Force, because he is still here. In another case the man was transferred away on account of drunkenness. Another man, for his first offence, which occurred some little time ago, instead of getting the same consideration as the other men, was put out of the Force, and I believe that the Inspector, the Sub-Inspector, and sergeants say that this unjust treatment which has been meted out to this last constable has frightened them all, and they do not know, when any man makes a slip, whether they will not be treated in the same way, instead of getting some consideration. On beat duty this last constable was clean, attentive, and always did his duty well. I was astounded when I heard that he had "fallen in."

11. You cannot say whether this second man was dealt with or not?—I believe it is on the police records.

12. You suggest this as the reason for the difference in the treatment of certain men?—I get to hear of most of the constables. They come to me with the evidence.

13. You know that charges of drunkenness are dealt with by the Inspector?—I know that. If the Commissioner will mete out such treatment to one man he will to another; and he should explain where the influence comes from which brings about this different treatment.

14. I shall ask the Commissioner in Wellington whether there is any cause for the differential treatment, so as to give him the opportunity to give the reasons?—The men I have indicated are all really good officers, although they have erred.

15. What do you call a good officer?—When they are sober. The next matter is that the men give me their confidence as to their dissatisfaction with a number of sergeants who worry and harass them on the beats. [Names of sergeants in question handed in.] The men have frequently complained to me, and stated that they would resign next day owing to the action of these sergeants.

16. In what direction?—The men reckon that the sergeants shadow their movements, and ask certain people as to their whereabouts if they are not in view when they come along. They also allege that the sergeants go round the back streets, and into the dark lanes, with a view to harassing them when on beat, to see if they are on their beats; and if the sergeants meet them on their beats they refuse to believe them. The sergeants also stop in the doorways.

17. Do you know whether that is a general complaint as regards the men?—Some very good officers come with it to me.

18. Why do they go to you?—Because they sometimes think I will put in a bit about it.

19. Do they say they are afraid, on account of these three men, to come before this Commission, although they would like to tender their evidence? Have they told you so?—Yes. One man told me last night that he was afraid to come forward when I referred him to the Commission's notification.

20. You knew the Minister gave a personal assurance of immunity?—Yes.

21. Have you dealt with these matters at all in the columns of your paper?—Yes, for some time; but I thought I might lose the paper and everything. I have now got my house in order, and I am not afraid of anything.

22. I asked Mr. Kettle yesterday, and he denied all knowledge of it—as to the allegation that evidence is purchased by the detectives?—I think this is a serious state of affairs. It is an incentive to direct perjury with a lot of people.

23. I admit that it may be abused, but I doubt that it is carried on to any extent. Have any concrete instances been brought under your notice?—I know of one instance where it was very successful.

24. As a rule, the man whose evidence is purchased is not up to much?—That is so.

25. Is there anything else you wish to add?—I wanted to show that when Mr. Dyer was here it was a common practice for the police to arrange certain cases to be taken before Mr. Dyer, and in the event of counsel applying for an adjournment the police would only grant it on condition that the case was adjourned till Mr. Dyer again sat.

26. You are asking me to believe that Magistrates are lending themselves to a very gross violation of their obligations?—It would be so. I still consider that I was a victim. As to the suggestion that evidence is purchased by detectives, I may add that this opens the door to a very serious state of affairs indeed. Detectives addicted to liquor would naturally get in touch with a very undesirable class, and, assuming that they are purchasing evidence from that class, there is an incentive to perjury.

27. The only question I have to consider is if the police are parties to the suggestion you made a little while ago?—The constables express confidence in their chief officers.

Mr. Dinnie: As regards interfering with criminals, I have no information on that matter at all.

The Commissioner: You would deprecate it?

Mr. Dinnie: Undoubtedly. If any information came to my knowledge the man would be dealt with as he ought to be. As to instructions being given to withdraw the information, I have no knowledge of that.

The Commissioner: I will look into that matter.

Witness: I admit that if some of these individuals do not work they want watching.

Inspector Cullen: We know scores and scores of men who have come out of gaol and who are about Auckland. We do not hunt them down. We have enough to do otherwise, without wishing to follow these men. I do not doubt that some overzealous man, or a man who had not a proper sense of his duties, might once in a while do more than he ought to do in the direction indicated.

28. *Mr. Dinnie* (to witness).] As regards men under the influence of drink being dealt with, I can only say that they are dealt with according to the merits of the case as represented to me? —There are men with two charges.

29. Do you know the details?—The police in the barracks know the cases.

Inspector Cullen: I have no recollection of the third man on the list ever having been charged with an offence.

Witness: The man applied for transfer.

The Commissioner: I will go into those cases.

WEDNESDAY, 1ST SEPTEMBER, 1909.

PATRICK JOHN DUNNE, Constable, further examined. (No. 225.)

Witness: I wish to supplement my evidence. On Monday I was asked the question if Dr. Sharman's name was mentioned at the meeting of the Auckland police. I was at the meeting, but I wish now to say that nothing was put to the meeting about Dr. Sharman while I was there. Neither was there any reference to the Magistrate.

JAMES TREANOR, Station Sergeant, examined on oath. (No. 226.)

Witness: I am the station sergeant at Auckland Central Station. I joined the Force as a constable in October, 1873, and shall have thirty-six years' service in October next. I was promoted sergeant in 1898, and appointed station sergeant on the 1st February, 1909. I am the junior station sergeant, but the senior in service.

1. *The Commissioner.*] Have you any general remarks to make regarding the Police Force?—I have not had justice in the matter of promotion. My juniors have been promoted over my head, both by station sergeants and some Sub-Inspectors. I cannot understand why.

2. Tell me some of the places you have been stationed at from time to time?—Wanganui, Napier, Waipawa, Woodville, and Auckland. I have acted as Clerk of the Court, and at Napier—where I served for nearly nine years on the second occasion—when the Inspector was ill, the Commissioner was good enough to give me the command of the district for nearly two months. No fault has ever been found with me in any shape or form. I do not attribute my being passed over to Mr. Dinnie, because I do not think he had a free hand.

3. Why do you think you were passed over? Do you think it was owing to political influence?—There has been such a talk about political influence that I concluded that that is the cause, although I have no proof.

4. You think that that political influence would not be exercised against you individually, but rather in favour of others?—I should think so.

5. Where were you transferred from to be station sergeant?—From Napier. I was senior sergeant there. I never applied for promotion or transfer, thinking that, all things being equal, I should get my turn in due course. The Commissioner was man enough to offer it to me, and I accepted it.

6. The first station sergeant was appointed on the 1st March, 1906, and you are his senior by five years?—I believe so.

7. Were you as competent in 1906 as you are to-day?—Yes.

8. How old are you?—Fifty-seven.

9. How old were you when you were made a sergeant?—About forty-six.

10. Did you have any difficulty in discharging the ordinary duties of sergeant when you were promoted?—Not the slightest. There was no man who could travel the streets better than I could.

11. Then, there was no physical disability to prevent your being promoted?—No. I was never ill, excepting on one occasion for a fortnight from influenza in Auckland.

12. Is it your decided and deep-rooted opinion that political influence has been the cause of your being passed over?—I think that is so, and if it be any other cause I cannot really account for it. But I have no proof to offer.

13. Do you wish to add anything?—Sub-Inspector Norwood was promoted a sergeant two years and two months after me, and he is now a Sub-Inspector. Station Sergeant Johnston was promoted to that position over two years ago, and he is my junior in the service by three years. When leaving Napier I was presented with a testimonial from the Law Society. I know I have always given satisfaction to the public and to my officers, while my conduct sheet will speak for itself. I do not think the claims of the Chief Detectives should be maintained; neither do I think the sergeants would care to accept the positions of station sergeants, owing to the heavy duties and the long hours entailed, if they are going to be passed over in favour of the detectives.

14. Unless it was looked upon as a stepping-stone to commissioned rank?—Yes; and I understood that station sergeants would be able to qualify for higher rank.

15. Do you think the appointment of station sergeants has justified itself?—I think so.

16. Do you think it is desirable that the duties of station sergeant should be defined?—I hope they will be defined, as it will be more satisfactory. I see no difficulty in defining them. I have been here six months, and have carried out the duties. My hours are long.

17. Has any difficulty arisen from the fact that they have not been defined?—No. I work eleven and a half hours a day, but my health is good, and I am quite satisfied. My superiors are also satisfied.

18. What do you get as house-allowance?—A free house close to the Police-station.

19. You referred to the fact that the Chief Detectives were setting up a claim?—I do not think that any sergeant, under those circumstances, would care to take the duties of station sergeant.

20. But only one Chief Detective has been promoted a Sub-Inspector during the last ten years?—That is all; but I am referring to the future.

21. That is not anything very dreadful to contemplate as affecting the positions of the station sergeants?—I thought there were more than that, on account of the claims of Detective Herbert, and other Chief Detectives down south.

22. Claims are made everywhere, but we have to look at what has actually transpired?—I consider it an unfairness to the uniform men if the detectives are not to have a turn as station sergeants before being promoted, in order to enable them to get into touch with discipline, the uniform men, and the work generally.

23. How long would you give them?—That would depend on the Commissioner and Inspector.

24. But apart from that, you take no exception to the promotion of the Chief Detectives in due course, provided it is carried out properly?—Certainly not; I have many friends in the detective force, and I have always worked harmoniously with them.

25. Taking the uniform men, how does the present Force in Auckland compare with your experience of previous Forces?—They are inexperienced, most of them, and young men. They know very little of their duties, and it is necessary for me to teach them, and there is more trouble in teaching them than in the case of the older hands. The maintenance of discipline is more difficult with the young men, owing, I suppose, to the advantages of life in the colony. They are not the same as the older ones used to be. They are not amenable to discipline, and they have not the zeal that men used to have in former years. Their physique is very far from that of the men we used to enlist formerly. Any one can see that the physique of the Auckland young men is not what it really should be, or what the physique of the young men used to be in years gone by.

26. To what do you attribute the falling-off in the number of suitable candidates?—To the favourable conditions outside. Young men can earn more money outside. I was told only a few days ago by a surveyor that he could not get labourers under 9s. a day, and the country labourer will get 8s. a day. I feel certain, if the pay were a little higher, suitable men could be found, and they would willingly apply for enrolment in the police. The pay should be raised.

27. How do you find the men in respect to intelligence?—They have a fair intelligence; but even after passing the Fifth Standard I find a great deficiency in regard to spelling and composition, and if it were lowered I consider it would be a matter of regret.

28. How do you find the moral character of the new men?—As a whole, as compared with former years, I think it is equally as good.

29. What do you receive in pay at present?—12s. 6d. I got a rise on promotion to station sergeant of 6d., and a free house.

30. Are you aware of anything affecting the relations between the men in the barracks and the Police Surgeon?—Yes; I overheard them say that they were not satisfied with Dr. Sharman, and I know of one instance where a constable called in another doctor, and was prepared to pay him rather than have Dr. Sharman.

31. Is it a general feeling, or confined to a few?—I believe it is the general feeling, but I have never asked any questions on the subject.

32. Do you know what the cause of it is?—I could not say, as I have not been here long enough. I have asked no particulars.

33. Do you think that no station sergeant should be appointed to that position unless he is qualified to be promoted to the commissioned rank?—I do.

34. And that that position, and also that of Chief Detective, should be the passport to the higher rank?—I think so.

35. Is the gymnasium patronised to any great extent?—Very much. I regard it as a magnificent asset, and a great deal of good work has been done by it for the young men since I came here.

36. You have been in country stations?—Yes.

37. Why should one man, because he happens to be in charge of a country station, earn £150 a year, while another does not earn £10 perhaps?—You refer to the additional emoluments at certain stations?

38. Yes, amounts received in addition to their pay?—Of course, the man who earns such an enormous amount as £150 over his pay has to work very long hours in his own time.

39. You need not tell me what a constable has to do at a country station in the way of actual police duty. I have seen so much of it in my time; and any long hours a man works when he is in charge of a country station is generally to put more money into his pocket?—It so happens if a man has the luck to get such a station.

40. From your experience as a police officer of long standing, what would you say would be the most satisfactory way of dealing with what I consider a very serious anomaly?—It has often been suggested by Inspectors that civilians should be appointed to these places.

41. That is impossible. We must put it on one side. The expense of local administration would not stand it, and the police have to have their time utilised with these other appointments which carry emoluments. Would you do away with all emoluments, or would you limit them, or grade the stations, or how would you deal with the question?—I really have never thought of the matter.

42. *Mr. Dinnie.*] When do you consider you were first overlooked as regards advancement?—About 1901 or 1902.

43. *The Commissioner.*] I understand your grievance was that you were not one of the first station sergeants?—Yes; as some were promoted Sub-Inspectors from sergeants.

44. I was dealing with your position as station sergeant?—I mentioned that some have been promoted to Sub-Inspector, and some sergeants to station sergeantships later on.

45. *Mr. Dinnie.*] I suppose you approve of the system of promotion by merit and seniority?—Yes. No doubt merit is an important matter.

46. *The Commissioner.*] The opinions as to a man's merit may differ?—No doubt.

47. Then, you must agree with the application of the principle to yourself, or there is nothing in it, you understand. Do you think the principle has not been applied to yourself?—It has not.

48. *Mr. Dinnie.*] Of course, you know there are a great many who come forward and say they ought to have been promoted?—Yes; but I do not hold with senior men claiming promotion unless they have the qualifications.

49. Quite so; but they may believe they have got them, and somebody else may not believe that?—Yes.

50. You have to deal, I suppose, with the inquiries into the character of candidates for employment?—Yes, I have a good deal to do with it.

51. Are they more strictly carried out now than they were some years ago?—Yes, decidedly. Every possible inquiry has been instituted that the Inspector could suggest and the sergeants could make.

52. From the time they leave school up to the time they join the service?—Yes.

53. Do you know of any general dissatisfaction as regards the control of the service?—In so far as my inspection is concerned, or the general administration?

54. The general administration?—I have been under seven Commissioners, and I consider that Mr. Dinnie is as good a Commissioner, and that he administers the affairs of the Force as well, and indeed a great deal better, than some of the other Commissioners, because he has had police experience, and most of the others had only military experience. I think he has done everything he could in the interests of the service.

55. Do you think the efficiency of the Force has been well maintained?—Most certainly.

56. *The Commissioner.*] If that is your opinion of the present Commissioner, then the efficiency of the Force has not suffered by your being passed over; or, in other words, you were properly passed over by the present Commissioner?—I do not hold with that at all.

57. *Mr. Dinnie.*] You do not agree with me in that one particular?—No, I do not; and I would like to know the reason why.

58. You know that we have frequently had trouble with young men joining the service, even if their characters have been good until they joined?—Yes.

59. You know they are led into more temptations in the Police Force than in any other public department—as regards drink?—Yes, especially with regard to drinking—to those inclined that way; but, on the whole, the young men are very temperate.

60. We find exceptions, of course?—Yes.

61. And in all large bodies of men the same thing occurs?—Yes.

62. You know that there always has been and always will be dissatisfaction with regard to promotion?—Yes; we have heard more about dissatisfaction in the way of promotions since this inquiry started than we ever heard before.

63. You know that there have been some people writing to the Press bringing disrepute on the service? Have you seen letters in the Press?—Yes.

64. You know there was considerable dissatisfaction at Napier when you were there?—Yes, some dissatisfaction.

65. But that has since been rectified, has it not?—Yes.

66. The fact that station sergeants' duties have not been defined has not interfered at all with the carrying-out of their duties?—No.

67. It would be difficult to define the whole of the duties appertaining to the position?—Yes. There would be difficulty in defining every detail, but, as far as the performance is concerned, I can see no difficulty.

68. You have had instructions what to do from your Inspector?—Yes.

69. I think you know that the Inspectors were asked to define what the station sergeants' duties ought to be?—I believe so.

70. You have been at Napier and here for some time. You have heard nothing about the "handy" man?—I never heard anything of it until I read of it in the newspapers.

71. And you would not believe it?—No.

72. *Inspector Cullen.*] You were at Napier when I was a sergeant there?—Yes.

73. The practice then was for recruits to be sent from the depot to stations such as Napier, and they were trained under the personal supervision of the sergeant in charge?—Yes.

74. Did not these men turn out good constables?—Yes.

75. And with regard to married constables appointed to the service, do you not think the same principle should be applied to them now as was applied to them at that time—that is, transfer them from the depot to stations such as Wanganui, Palmerston North, Napier, and New Plymouth, and so on where they would be under the supervision of the sergeant and Inspector, instead

of sending them to the large centres where they have to pay high rents and live a distance from the station?—I certainly hold with that.

76. With reference to the definition of a station sergeant's duties, is it not a fact that the same remark applies to sergeants in charge of sub-districts?—Yes, the duties are nearly the same.

77. They are not more defined in the case of sub-districts than in the case of station sergeants?—That is so.

78. One station sergeant has been mentioned: is it not a fact that he had eight or nine years' practical police experience longer than you?—Yes.

Inspector Cullen: The remark applies to many in the Force: that their service in the Armed Constabulary counts.

The Commissioner: They are really their seniors in the police service and experience.

79. *Mr. Dinnie* (to witness).] I would like to know a little more about this old system of appointing candidates. To whom did they apply in the first instance?—Sometimes they applied to the Inspectors; and they were not called upon at all times to apply to the depot. The Inspectors had a great deal more to do with them in those days than they have now.

80. Did they go into the depot?—Yes. Some had experience before in the police, and were taken on in the districts by order of the Commissioner after the Inspector had communicated with the Commissioner.

81. What instructions had they in the depot in those days?—Just drill. There was no instruction in police duties.

82. How long would they be in the depot?—Some would be there short periods and some long periods.

83. There was no real system?—No.

84. When was that altered?—When Mr. Tunbridge came here.

85. Do you not think that a man gains more practical knowledge of police duties in a large city than he would in an outside quiet place?—It is reckoned that he would; but I think he would have an advantage in places like Wanganui or Napier, where the sergeant might have more time to instruct him.

86. Do you not think they have better supervision in the city than they would get outside?—Yes.

87. Young men require constant supervision?—There is no doubt about that.

88. And you know that married men are sent to lesser centres after twelve months' service?—Sometimes.

89. And you know that it is advisable to have single men in the barracks?—Yes.

90. *The Commissioner.*] What do you consider the maximum age at which a man should be promoted to be a sergeant?—About forty-five, or probably up to fifty. Some men are better physically than others at fifty.

90a. You open the door to dissatisfaction unless you have a settled age: you think fifty is not too old?—No.

91. You understand that a man requires to be a couple of years on sectional duty?—Yes.

92. Do you think the average man over fifty is capable of it?—No; but there are some who are.

93. You said you wanted to ask the Commissioner why you were passed over?—I do not suppose he would tell me.

94. He will tell you this—the same as he told a man yesterday, and as I should expect him to say: that he considered that he promoted a better man. Do you ask him that question?—Yes.

Mr. Dinnie: I promoted the other man in the interests of the service, because I considered him better qualified.

Witness: In what way better qualified?

Mr. Dinnie: I must not go into details.

95. *The Commissioner.*] I dealt with this matter at some length yesterday. I said that as long as the permanent head of the Department thinks proper to appoint certain men over the heads of others, the appointments are made—and must be presumed to be made—in the best interests of the service. That being so, the implication naturally is that a man better than you in the estimation of the Commissioner was appointed over your head. That is so, is it not?—Very well; I must take it at that.

Mr. Dinnie: I will go so far as to say that I do not know whether you were recommended when I did appoint you.

RICHARD MARSACK, Chief Detective, examined on oath. (No. 227.)

Witness: My name is Richard Marsack. I am Chief Detective at Auckland. I was enrolled in 1889, and was made a detective in 1897, and was promoted Chief Detective in 1904. Two days after I entered the Force I commenced to do plain-clothes duty. I have not done that continuously. Two days after joining I was sent to the detective office at Christchurch. On two occasions I was sent out to country stations to relieve officers either sick or on leave. I was employed in that way for six months at the Bealey and at Rakaiia. I then returned to the detective office. In 1893 I was assistant clerk in the district office. I was promoted to the rank of detective in July, 1897, and transferred to Oamaru. I was transferred back to Christchurch in December, 1897. I was transferred to Napier in March, 1902. I was promoted Chief Detective and transferred to Auckland in June, 1904.

1. *The Commissioner.*] Have you any general statement you wish to make?—In regard to the degree of education on joining, I would suggest that recruits should undergo an entrance examination equal to, say, the Fourth Standard. This would not shut out the more highly

educated, and I think the man passing such an examination would insure in many cases a better education than one who passed the Fifth Standard many years previously. I think this would also open the door to some men joining the service who would make good constables. Every constable from the moment he enters the service has the French soldier's idea that he carries a marshall's baton in his knapsack, or, in this case, that he may become an Inspector or Commissioner. But naturally very few can attain to the rank of Commissioner. A great many men, as has been said, may make good constables, but are not fitted to go any further. Then, too, a good many men make good sergeants, but stop at that. Then, in the detective branch there are some men who make good detectives, but who are not fitted to hold superior rank. I think there is one thing that should not be neglected, and that is the training of the men physically. We have a very good gymnasium at the Auckland Barracks. In my opinion, a gymnasium should be established at each of the large centres. And not only that, before a man is regularly taken on as a constable on the beat he should receive physical training as to how to handle men—resisting prisoners. I had an opportunity some few weeks back of watching Constable Skinner, who is a well-known athlete, instructing members of the Force here in holds, grips, and wrestling. He is himself a well-known wrestler. Knowledge and skill in these matters is often useful to a constable when arresting drunken men, lunatics, or people who resist arrest. I think that a course of training in these things should be made compulsory in the beginning; and the training should also be carried on in the gymnasium, in the same way as lectures are given to the men by station sergeants and Sub-Inspectors. This would be a great benefit not only to the men themselves, but incidentally to the public at large, and more especially to the unfortunate men who have to be arrested. If a constable does not know how to handle a man properly he has to use far more force if the man resists—and may do him actual damage—than if he knows how to handle a resisting prisoner properly. And I think it should be compulsory that the men should be kept up to a standard of efficiency and training in these respects. There is one other thing that I would like to refer to—and I am sorry to have to do so—and that is regarding the evidence given by the delegates of the sergeants, and the statement they put in. I think it was distinctly unfortunate that the heading of the statement they put in was "Plain Clothes *v.* Uniform," and that the whole of the document is a discussion on the merits of the two branches of the service, and the emoluments of each. I have found during my twenty years' experience that that sort of rivalry between the two branches of the Force is one of the worst things that could exist. We are all members of the Police Force, and have been enrolled for the preservation of peace and for the protection of life and property. As the statement prepared by the sergeants has been made public, and has been submitted to the Commission, I propose to review it shortly from a detective point of view, and will point out what I consider some inaccuracies and inconsistencies in that statement. One statement that has been made is that the rank of Chief Detective can be reached on an average of fifteen years' service, and that of station sergeant after thirty-one years' service. I submit that these figures do not fairly set forth the position. There have been seven station sergeants appointed since the rank has been established, and, omitting months, their service averages 29·8 years. Taking the last seven Chief Detectives appointed, their average length of service is 16·85 years. These figures do not differ much from those submitted by the sergeants' delegates; but, again, I submit that they do not prove a great deal. It happens occasionally that a number of men are promoted at about the same time—men of about the same age and service—and naturally afterwards a period of stagnation follows. Now, if we look into the future, supposing the promotion of Chief Detective to commissioned rank be barred, it would be a minimum of eight years; or, taking the term of the five Chief Detectives, an average of seventeen years before any of the present detectives could attain the rank of Chief Detective, which, when added to their service as detectives, would show an average length of total service quite as high as that of the station sergeants. The sergeants suggest that on reaching a given point of promotion the uniform man has to travel round the circumference of a circle, while the plain-clothes man cuts across the diameter; and also that during the latter's short service the detective receives 20 per cent. higher salary, and is generally in a better financial position. Now, I submit that this argument is fallacious. Referring statistically to this point, I may point out that during the past twenty years only one detective has been made an Inspector. The average service of the last seven Inspectors appointed has been 27·1 years. Inspector O'Brien's service was twenty-six years—only slightly under the average. During the same period one detective has been promoted Sub-Inspector—Sub-Inspector McGrath. The average service of all the Sub-Inspectors appointed since the rank was established in 1899 is 25·7 years. Mr. McGrath's service when appointed was twenty-seven years. Referring to the last part of the paragraph, I would suggest that the detectives' 20 per cent. higher salary is only apparent, and does not show the actual position. Take an example of two men joining the service at the same time. A goes into the detective branch, and B into the uniform branch. A, after serving four years, goes into the detective office, where he receives 1s. a day plain-clothes allowance. A vacancy occurs, say, in another four years, and he is appointed a detective at 10s. a day, receiving an increment of 1s. a day every three years to 15s. a day, which maximum it would take him fifteen years to reach from the date of his appointment as detective. He receives 1s. 6d. a day house-rent, which is only about 50 per cent. of the rent he has to pay in a city. B, at an average of seven years' service, gets a country station, where he commences at 8s. a day salary. He has a free house, uniform cloth, and, according to station, he receives emoluments for different offices held, as has been already deposed to by witnesses, ranging between £1 a week to £130 a year, in addition to his pay. Now, I submit that although A's pay is nominally 20 per cent. higher than B's, B's annual income is considerably higher than A's. Later in the statement of the sergeants it is claimed that, because a Chief Detective draws pay equal to a Sub-Inspector, he is of equal rank, &c. Now, I cannot say that I have ever heard that claim put forward before, and the position is, I think, fully laid down in Circular 24-99, P.G., 1899, page 186. Without in any way wishing to detract from the importance

and responsibility of the work of the Sub-Inspector, I would draw attention to the fact that, although, as stated, the Chief Detective only controls some ten men, he, together with his staff, is responsible to the Inspector for the detection of all the most serious criminal work of the district. All reports by police officers as to offences of any importance—and often those of little importance—are referred to the Chief Detective; and even where arrests are made by the uniform branch, should the case show any difficulty, it is at once handed over to the detective branch to work up. Later on, under the heading of “Relative Position of Sergeants and Detectives,” reference is made to the difference in pay between sergeants in charge of sub-districts and the detectives under their control, and the suggestion is made that this is subversive of discipline. I again suggest that this difference in pay is only apparent, and is not real, the allowances to the sergeants quite making up the difference in pay; while the detective, on the other hand, by the nature of his work, has to spend money pretty freely, and is altogether financially worse off than his sergeant. As to the discrepancy of the pay having any bad effect on the discipline of the station, I have never heard of it. I have served under a sergeant myself, and our relations were exceedingly cordial; and Sergeant Sheehan himself insists that his relations with his detectives is of a friendly and cordial nature. I think that all branches of the service should have the opportunity of attaining commissioned rank. When a commissioned officer is required, I submit that he should be selected from the senior non-commissioned officers, irrespective of whether they be detectives or uniform men, and they should be selected according to their ability, tempered with seniority. I submit that ability should be the first thing to be considered. We have to look to the public interests—that should be the first thing. The public will be better served by better men becoming officers. I do not say that a young man who has perhaps recently joined, and who might pass a very flattering examination, should be hoisted over the heads of his elders in rank; but I submit that first of all ability should be considered, and secondly seniority. I do not think that promotion should be through the narrow channel of station-sergeant alone, or even of Chief Detective alone. As regards the promotion of men from the rank of detective to commissioned rank, in other places this system has obtained, and I think with a certain amount of success. There are instances of this in the various States of the Australian Commonwealth. In reference to the statement made by the Rev. Mr. Budd as to the allegation that the police and detectives harass discharged prisoners by speaking to their employers about them, or by making inquiries about them, I may state that his reference to one case is incorrect. It was said that owing to the manner in which the police and detectives harassed a man he committed suicide. In the case referred to the man was wanted by the police, there being a warrant out for his arrest on a charge of forging and uttering. Speaking generally regarding the statements made by Mr. Budd, and also by Mr. Cullen, editor of *Sport*, I may say that during the whole of my time I have never known of a well-authenticated case where a detective has gone to an employer and said, “This man you have in your employ is an old criminal”; nor have they spoken to him in such a way as to cause the discharge of the man from his employment. I submit that there is nothing in the statements that have been made in regard to this matter.

2. I did not understand Mr. Budd to imply that it is the general practice. It was more with the object of drawing attention to the point, so that it should be discouraged?—I simply mention the point because it might otherwise be thought that there had been actual cases of that being done. Detective McMahon has asked me to speak on his behalf. I may say that I have been here five years, and during the last two years he has been my senior subordinate, and frequently during that time I have had perhaps to go into the country for some days, or have been away on leave, and in my absence he has performed my duties, and on my return I have always found the work done up to date.

3. In respect to the promotion of Chief Detective McIlveney, what is the feeling of the Chief Detectives generally as to his appointment? Say he comes up here, what are his relations with you?—He does not come near me at all except in a social way.

4. Is he ever sent up here to make inquiries?—Yes, in this district, but not in the city. He made inquiries in regard to the Greenhead case.

5. What are his functions and duties?—He is instructed to take up particular cases.

6. Take the Greenhead case, why has that not fallen to your lot?—I was only too glad that some other officer handled that particular case, or, indeed, any case of the kind. As Chief Detective, my time is more particularly taken up with Court work, and in regulating the work of my subordinates.

7. It does not lead to any misunderstandings?—No. Personally speaking, I think it was a very good appointment—to have a man at Headquarters for special work—to have an officer there who can be sent to any part of the Dominion.

8. You think this appointment has been justified by the results?—Yes.

9. What about the appointment of Detective Quartermain? We recognise that the finger-print branch has been a very important part of the Police Department, but one or two plain-clothes men have taken exception during the Commission to the appointment of Detective Quartermain to fill the position of detective in that branch on account of his being junior to them?—I have not heard of dissatisfaction here as to that.

10. Do you think it would be any advantage to the plain-clothes branch to give them a certain period of service in the finger-print branch?—Yes. I have one man here who is a photographer, and a great portion of his time is taken up with photograph work. I think if he were to pass through the finger-print branch the instruction he would receive would be of great advantage.

11. Might we put it in this way: that the Chief Detectives might be asked to suggest men having special qualifications who might go into the finger-print branch, with a view to increasing the efficiency of the service? Do you think that would be an advantage to the service?—Yes.

12. You regard that branch as being very valuable?—Yes; it is very valuable to the Wellington portion of the service, the bureau being there. I can quite understand the difficulty of establishing other bureaux. It would be a great advantage to have men trained in this class of work. Sometimes photographs are taken and sent to Wellington, and that not only takes up time, but the results are not always as good as if the men taking the photographs had had special training in the finger-print department.

13. Generally speaking, you think the usefulness of the finger-print branch might be extended?—Yes.

14. I take it that you would not be in favour of having any special grade for detectives—acting-detectives, or detective constables, detective sergeants, detective inspectors, &c.: you would rather have the Force one?—Yes. Perhaps I might be allowed here to refer to another matter. One of the detectives said in his evidence yesterday that he thought the detectives should get the 1s. a day plain-clothes allowance as soon as they are appointed to the detective force permanently. I think that is a very reasonable demand. At present as soon as a man goes into the detective office he loses the extra amount. When a man goes into my office he goes there on three months' approval, and at the end of the three months I have to report on him.

15. What proportion of the men have you discarded?—I have not discarded one yet. I would suggest that on a man going into my office he should have 1s. a day extra, as plain-clothes allowance, but he should understand that his receiving that does not take him out of the probation list; and at the end of three months or six months my report would still go in with reference to his being an acting-detective, or as to his worth.

16. Do you know of any deep-seated dissatisfaction with the Police Surgeon?—Yes, unfortunately, I do.

17. What about it?—Taking my own branch of the service, I know there are several men who would not avail themselves of his services, having no confidence in him.

18. What I am more concerned in is whether that dissatisfaction is generally deep-seated, or whether it is confined to a few men?—I should say it is deep-seated.

19. *Mr. Dinnie.*] As regards the finger-print branch, you think it would be well to train those men who do photography in the various districts?—Yes.

20. Do you not think it would be a dangerous procedure if men were sent out to do this work who had not a thorough knowledge of the finger-print system?—I have not much knowledge of the system.

21. If there was a mistake in the classification the result might be serious?—Yes.

22. As regards promotion, you say that all branches of the service should be considered and dealt with on their merits?—Yes.

23. Of course, combining seniority with merit?—Yes.

24. Then there would be no narrow channels to adhere to?—No.

25. You approve of the present system of promotion—that is, for the Inspectors to recommend?—Yes.

26. *The Commissioner.*] Do Inspectors send in periodical recommendations for promotion from detective to Chief Detectives?

Mr. Dinnie. No, that is not done. We have only promoted one, and he was recommended from the rank of Chief Detective to Sub-Inspector.

The Commissioner. I meant from detective to Chief Detective—that comes from the Commissioner alone?

Mr. Dinnie. That is so.

The Commissioner. The question was raised yesterday as to the respective qualifications of certain detectives, and as to the appointment of Detective Broberg to be Chief Detective. That would be made by yourself—you accept the full responsibility of that yourself?

27. *Mr. Dinnie.*] I do. (To witness): What do you say as regards the discipline and efficiency of the Force at present compared with years gone by?—The discipline here is excellent, and compared with years gone by down south, it is superior to what it used to be.

28. You know there always will be dissatisfaction as regards promotion?—Yes; and not only in this service, but in all others.

29. And no matter how strict the inquiries that may be made about the men entering the Force, there are always sure to be some men who will bring discredit on the service?—Yes.

30. *The Commissioner.*] What do you regard as the qualifications for a Chief Detective, taking merit and seniority as the guiding principle?—One of his most important duties is the prosecution of cases in the Court. He must have a certain range of legal knowledge, especially of the law of evidence, and he must be able to apply that knowledge as the cases come up.

31. Would you regard the qualifications of a man for conducting cases in Court as specially valuable in the case of a Chief Detective?—I would.

32. It is only of late years—since the last Commission, in fact—that the Chief Detectives have been required to conduct cases in Court?—It is only of late years that the material rank of Chief Detectives has been altered.

33. Is Detective McMahon qualified to conduct cases in Court?—Yes.

34. Has he a particular faculty that way?—When he has been acting in Court I have been away; but I know he has carried through one or two fairly intricate cases with success.

35. It is very necessary, you admit, that Chief Detectives should conduct their own cases?—Decidedly. Here a good many of the cases of any importance practically go through our hands. Supposing an important arrest is made by the uniform branch, if it is a difficult case to get up it is handed over to the detective branch, and it is the duty of the Chief Detective to appear in Court. Another qualification a Chief Detective has is to know his men, to feel the pulse of his men, to know who is the best man to put on to certain jobs, and to be a general adviser in the matter of

the direction of the work. We have so large an amount of work here, and Court work, that I hardly ever go out to make inquiries. On a few occasions, of course, I have to do so, but my time is fully taken up.

36. Your duties are administrative?—Yes. A man who is able to take up the duties of Chief Detective must be capable of administration also.

37. *Inspector Cullen.*] I think you were here when Mr. Kettle was appointed Magistrate?—He was here before me.

38. Not long?—I have been here five years.

39. During that time have I ever called upon you, or any of your officers, to report on Mr. Kettle's actions?—No; and I was astonished to hear such a statement during the evidence.

40. You have never heard of such a thing?—Never.

CHARLES WILLIAM HENDREY, Sub-Inspector, examined on oath. (No. 228.)

Witness: I was enrolled in the police on the 5th June, 1879, and promoted to sergeant in March, 1901. I served for twenty-two years before being made a sergeant, and for eighteen years of that period I was a district clerk under various Inspectors.

1. *The Commissioner.*] Did the fact of being a district clerk block your promotion to sergeant?—I was promoted conditionally on my leaving the district office, and taking up street duty.

2. Then, if you had not accepted that condition you would be still a district clerk?—I understand so, sir.

3. Who imposed that condition?—It came about this way: Several men who were junior to me in service were promoted. I then applied for promotion to the rank of sergeant, and Commissioner Tunbridge admitted that I was qualified for promotion, and I think he said—I am speaking from memory—that it was not his intention to promote any clerks to the rank of sergeant, but that if I were prepared to leave the district office, and take up street duty, he would immediately promote me. I accepted this condition, and was immediately promoted.

4. You know that district clerks are promoted and left as they are?—I do.

5. Do you think that that is in the best interests of the service?—The promotion of clerks—or junior constables—to the rank of sergeant because they hold positions as clerks has caused very great dissatisfaction.

6. Then, you are not in favour of the present system?—No.

7. You were promoted to be station sergeant on the 1st March, 1906?—Yes. That was soon after your Worship held the last Commission here. I was one of four sergeants selected. I did not apply for that position; neither did I use any influence to gain it.

8. You were promoted to your present rank on the 1st February, 1909?—That is so.

9. Do you wish to say anything with regard to the Force generally?—I would like to say one word with reference to my position on the seniority list. I do not make any complaint, but I think a mistake has been made which can be easily rectified. As station sergeant, in the absence of the Inspector and Sub-Inspector, I was in charge of the station, and incidentally in charge of the detective department, and therefore I submit that my position was superior to that of Chief Detective, and I should have taken precedence on the seniority list to Sub-Inspector McGrath. I think our positions on the list should be reversed.

Mr. Dinnie: I did not notice that before. It will have to be rectified.

The Commissioner: It can be altered when the list is printed again.

Mr. Dinnie: Yes, no doubt.

10. *The Commissioner* (to witness).] You might proceed now with your general remarks respecting the Force, Sub-Inspector Hendrey?—The chief point I wish to speak about is the lack of good candidates now coming forward. In the course of my experience as station sergeant in the city, and of Sub-Inspector, a very large number of men of splendid physique have made application to me to join the Force, and in most cases they have written to the Commissioner for forms. As soon, however, as they have ascertained the rate of pay they have stated that they could make more outside, and we have lost the services of men who would have made very desirable constables. I consider the present state of things as regards recruits is due to the small pay offered to men who have to perform a very difficult and dangerous duty.

11. Have you any views with regard to the localising of the primary steps in connection with the enrolment of men?—We could not have a number of depots where recruits could go through their initial training, and the training now imparted at the depot in Wellington is of considerable assistance to young men, and they have a most capable instructor there in the person of Sergeant Dart. But I do not think the period of training in the depot now is long enough. He has to turn out a policeman in under two months.

12. They do not propose to do that, but only to lay the foundation of the finished article?—They turn them out with a little knowledge, and that is a dangerous thing.

13. How long would you give them?—Not under three months.

14. Then, you would have to increase the size of the depot?

Mr. Dinnie: Not for three months. That is what I have recommended.

15. *The Commissioner* (to witness).] What would you recommend after that?—I should say that one month should be devoted entirely to setting up drill—squad drill and physical drill. That includes the use of the rifle, which is the main instrument used in setting up drill. It is one of the most valuable aids that could be used in that work.

16. Would you be in favour of giving them rifle practice?—Of course. Unless you have the practice it would be of no use other than as an aid to drill, but it would be a grand thing for the country if it had eight hundred really trained men for an emergency.

17. Would it not form a magnificent nucleus to a Defence Force?—In theory it would, but I am afraid it would interfere with the police work.

18. To what extent would it so interfere?—By taking squads of men out to the rifle range and letting them practice. The practice could be obtained, but I think it would have to be done in a man's off hours.

19. But I would offer special inducements to them to qualify as marksmen?—If special inducements could be offered I think the men would subject themselves voluntarily to training in their own time, and then there is no doubt it would be a very desirable thing.

20. The trend of public opinion now is in favour of universal military training, but that is not worth much unless it includes the practical use of firearms?—I know that in the old days rifle practice was so fascinating that men not only would practice in their own time, but pay for their ammunition.

21. Then, I take it that you see no practical difficulty in the way?—No, sir, providing that the men were not taken off the streets for such work; otherwise the public interest would suffer.

22. Then, we have got to this stage: that you think three months in the depot is necessary?—I think so. There is then the question of the appointments issued to the police—that is, the handcuffs, batons, and so on. They are out of date, and we should be supplied with proper batons and handcuffs. In the course of my police experience I have taken many a thrashing sooner than use the batons I have been supplied with. I would have been afraid to use them. I submit that the baton now on issue [sample produced] is a dangerous weapon, and cannot be used without the liability to inflict serious injury, in the shape of a fractured skull or a serious wound. I have the testimony of hospital doctors that where the modern baton is used they have never known of a fracture. The handcuffs we are now using are also out of date. They are made to fit the wrist of one person, with the result that a man with a small wrist can slip them, and in the case of a man with big wrists, the handcuffs cannot be got on to him.

23. What is used in other Forces?—The modern handcuff, which is adjustable to any wrist. [Sample of handcuffs now in use produced.] I have handcuffed a man who has simply slipped them off and handed them to me.

The Commissioner: What is used in other Forces, Mr. Dinnie?

Mr. Dinnie: The one now produced; but each station is supplied with the American handcuffs for escort duty in connection with the conveyance of prisoners. [Sample of American modern handcuff produced.]

24. *The Commissioner* (to witness).] What about the lamps?—That is another very important matter, as in this climate our men cannot possibly carry one of the heavy lamps supplied by the Government. The lamp supplied is too hot, and if worn it would be likely to set up disease. The men here buy their own electric-flash lamps, and the refills also.

25. What is the price of the electric lamps?—You get them charged for about 3s. 6d.

26. The prime cost is about 10s.?—Some have to pay £1 1s. for them.

27. The Commissioner stated down south that he had experimented with a number of these lamps, and found they were not efficient, inasmuch as after a time they lost their lighting-power?—That is the fact.

28. How do you overcome that difficulty?—By getting them charged very frequently. It is a difficulty, I admit. Several kinds have been given to me by importers, and none were absolutely satisfactory.

29. The men, you say, buy their own lamps in preference to using the old ones?—It would kill the man who had to wear it here. I wore the old lamp in Wellington in the summer time, and it has a tendency to make a man sick. It is also dirty. What is done here is that a few lamps are kept at the head station and the water-police station trimmed and ready for use.

30. There is a regulation lamp, but you say it is not efficient?—It is not, and has not been used in Auckland since I have been here. I would be sorry to order a man to carry the regulation lamp, because I should expect him to be sick half his time.

31. I suppose the lamps have been the same for many years?—Yes; but I have been several years in Auckland, and they have never been generally used during that period, and for some time before.

32. If it is necessary that the Force should be supplied with lamps they should be so supplied at the cost of the country?—That is so.

Mr. Dinnie: The matter has been under consideration, and we only want to find a suitable lamp.

The Commissioner: It is rather a serious statement that for a long time past the men have been buying their own lamps. You would not be a party to that?

Mr. Dinnie: I was not aware of it.

33. *The Commissioner* (to witness).] I understand, then, that in Auckland the men are not compelled to use the regulation lamps, but are allowed to use others?—That is the position.

34. That has been the practice since you were appointed station sergeant?—Before I was made sergeant at all that practice existed.

35. What do you think is the average cost to the men of the electric lamp?—I think they require to be charged about once every two months, so that a constable has to pay 3s. 6d. every two months to have his lamp recharged, besides the prime cost.

36. Have you any views as to the present practice of enrolling candidates?—I think that before candidates are enrolled they should report themselves to the Inspector of the district, who should be in a position to supply them with the forms to be filled in, and have power to reject a man if he thought he was not a fit person to be given a form. Then the man should be measured to see if he has the qualifications of height and chest. Then he should be examined by the Police Surgeon to see whether he is healthy. Inquiry should then be made locally as to his character, and the application should be referred finally to the Commissioner to make inquiry in other portions of the Dominion, or outside.

37. Every preliminary should first be carried out, and then the application should be passed on to the Commissioner?—Yes. I suggest the medical examination as a means of saving trouble, because a man might be of absolutely good character, but when he is examined by a surgeon, after the usual other inquiries have been made, some physical blemish has been found which has disqualified him.

38. What do you suggest as the proper procedure by which capable men might be invited to join?—I cannot suggest any procedure other than that the advantages of the service should be placed before likely young men, and to take in local recruits.

39. How are you going to place those benefits before them?—You have eight hundred men in the Force.

40. You would make every man a recruiting agent?—I am certain he would be one if the service were made attractive in regard to pay. The conditions and pay should be posted outside each police-station. But I do not think that would be necessary if sufficient inducements were offered, placing the position of a constable a trifle above that of an ordinary labourer, and when he becomes a probationary constable, to place him on an equal footing with the skilled labourer. I think you would have no difficulty then in filling the Force with very desirable men.

41. Therefore, in your opinion, it is the lack of sufficient inducement in the shape of pay that is the main cause of the serious falling-off in recruiting?—I am sure of it. The casual labourer who has no particular qualifications, and of whom nothing in particular is demanded, gets 1s. an hour.

42. That is the result of industrial awards that govern other occupations. What period of probation do you think would be satisfactory before a man is permanently enrolled?—That is an important question. I think that the candidate from the time he goes into the depot should be on probation for a term not exceeding twelve months.

43. That would make six months for the probation period?—Nine months.

44. If you increase the period of training to three months, it would be nine months on probation?—Yes. I will give you an illustration of the necessity for that. Not long ago I had occasion to suspect a man of leading an exceedingly immoral life here, but, although I was convinced that my suspicions were well-founded, it was nearly five months before I was in a position to make a report to the Inspector on the matter. Now, if he had been a probationer constable the Inspector could have made such inquiries that the man could have been got rid of, as he ought to have been, quite six months before. There are a number of men who have recently come from the depot who have only one or two months' service here, and I would be quite prepared to recommend their appointment to the permanent rank, having shown themselves qualified and competent; but I do not think a man should of necessity remain twelve months on probation. He should justify his appointment as a constable before he is actually appointed, and that may be at any time.

45. Did you ever know that man in the Force here [name handed to witness]?—Yes.

46. He has since been dismissed, and I have nothing to do with the circumstances that led up to that dismissal, but what was his general conduct here?—He was a hoodlum, pure and simple. He did his work fairly well at times, but he was up to all sorts of tricks, and I was exceedingly glad when he left us.

47. How long was he here?—About eighteen months.

48. What was he shifted for?—I think he was transferred owing to some complaints about misconduct.

49. Are you present at inquiries made by the Inspector?—Yes, mostly. There are times when the station sergeant takes the men before the Inspector, when I am engaged.

50. Do you think it would be an advantage if the Inspector were empowered to take evidence on oath?—In certain cases, yes.

51. You must make it a practice, or not at all?—There are many cases such as trifling breaches of discipline where it might not be required.

52. That does not make any difference in matters of evidence. Do you think it would be desirable to have it?—I think it would be desirable that the Inspector should have power to take evidence on oath.

53. What is your opinion as to the reduction of the standard of education for recruits?—I attach very great importance to the standard certificate. One finds that the unruly child who will not subject himself to discipline is an unruly man, and, owing to our educational facilities, most children have the opportunity of passing the Fifth Standard, and some a higher standard. Of course, there are cases where, perhaps from misfortune, or distance from a public school, a child may not have the facilities that are available to the children in the towns; but I think that generally it will be found that the New-Zealander who has not passed the Fifth Standard has not done so because he would not continue at school and conform to school discipline.

54. The Commissioner of Police has said more than once that application forms have been sent out to apparently eligible men, but nothing more has been heard of them, and the presumption is that it is on account of the candidates not being able to fulfil the qualification in respect to the standard of education?—Or the pay that is offered.

55. There is nothing in the paper, I think, to show what they get in the shape of pay?

Mr. Dinnie: Yes, it shows what they get for a start.

56. *The Commissioner.*] For a start; but presumably a man who wishes to enter the Police Force would know the pay before he applied, but he may not know the educational requirements?—The pay might deter him, of course.

57. Might not a good man, who might otherwise be lost to the Force, be kept by giving a little more latitude in respect to the educational standard?—Perhaps it is one of those cases where it is inadvisable to have a hard-and-fast rule.

58. I take it that a man who ten years ago passed the Fifth Standard is not one whit better than the man who can at the time of enrolment pass the Fourth Standard?—I quite agree with you. I think a considerable amount of discretion should be left in the hands of the head of the Department. I have known splendid men in the Police Force who have never passed the Fourth Standard, but who have justified their position in every way.

59. I suppose there is no difficulty, as a rule, in giving a man time off when he is exceptionally detained at the Court?—It is always done. We give a man here leave from midnight. That is the greatest length of time he gets off. We send the man who has been at Court the greater part of the day out at a quarter to 9 o'clock, and he is relieved from duty at midnight.

60. What is the average time a man is detained in Court?—Probably half an hour in the case of a man who is dealing with simply a case of drunkenness.

61. What time does the Court sit?—10 o'clock.

62. And he is away by 10.30 a.m.?—Just so. Of course, there are some cases where a constable does not get through until 11 or 11.30 a.m., but the average is half an hour.

63. A constable, of course, who has other cases may be detained in Court the whole morning, and perhaps may have to come back in the afternoon?—A man who has an indictable case does not know how long it might last, because it so happens that he might make an arrest at night in which an adjournment for three or four days is necessary. In that case the matter is put down at the bottom of the list.

64. There is no difficulty in giving relief in cases where men on night duty are required to spend a considerable time at Court next day?—No. The Inspector is most considerate in that respect. A man cannot do duty day and night, and we give him all the time off that is possible, of course, always taking into consideration the public interest first.

65. What are the rules in respect to holidays as regards the commissioned officers?—I do not think the commissioned officers avail themselves of many holidays.

Inspector Cullen: I have never had a holiday yet.

66. *The Commissioner.*] The question has been raised. Have you any opinion on the matter?—I think the members of the Force should have fifteen days' leave a year, and that it should be allowed to accumulate for three years, which would give a man time for a decent holiday to go to any part of the Australian Colonies.

67. Do you think the present holidays are not sufficient?—I certainly think that as regards Sunday leave; our men here—when we are full-handed—receive, I should say, about eight Sundays in the twelve months.

68. Have you ever had a case amongst the men here—in barracks or outside—of venereal disease?—There have been cases.

69. How have they been dealt with?—I only know of one case that came out, I think, during the investigation made by Mr. Brabant respecting Dr. Sharman. I think it was found then that one policeman had been suffering from venereal disease. That is the only instance I know of, although I think that some five or six years ago a constable was transferred from here who it was reported was also suffering from that disease. But I only know of this case from hearsay.

70. Having regard to the efficiency of the Force, how, in your opinion, should a man be dealt with who is found to be suffering from such a disease?—The rule in the old Force was that a man found suffering from a disease brought on by his own misconduct received no pay. I think that was a fair rule. He should receive no pay while he is laid up.

Mr. Dinnie: That is the present rule.

71. *The Commissioner* (to witness).] You think it should be made a regulation?—Yes.

72. And, then, you would not allow the man to remain in the same place?—No. I think he should be transferred. And if I found a constable was even associating or consorting with immoral women I would remove him.

73. If he is suffering in that way, is it not the inference that he has been consorting with immoral women?—That is the inference. If his conduct became a scandal, I think he should be shifted out of the service altogether.

74. The point has been raised elsewhere, and especially in Dunedin, as the result of what unfortunately transpired some time ago—as to the strong feeling on the part of the married men to be required to leave barracks in uniform. What is your opinion on that point?—That does not exist here

75. Have you any general regulation of that sort?—I know of none.

The Commissioner: Was the practice only confined to Dunedin, Mr. Dinnie?

Mr. Dinnie: Yes, as far as I know. I do not remember issuing any circular about the matter.

The Commissioner: You might bear it in mind and look it up, because I would like to be clear about the matter?

Mr. Dinnie: I will.

Inspector Cullen: There is no circular on the question.

The Commissioner: Would you consider it as coming within the scope of your duty to require a man to leave the barracks in uniform?

Inspector Cullen: No, sir. I never insist on it.

The Commissioner: Would you consider it within your duty?

Inspector Cullen: I would not.

Witness: That is what led to the police strike in Dunedin in 1877 or 1878.

76. *The Commissioner* (to witness).] There is a very strong feeling on the part of the married men down there at being required to do this?—I was in Dunedin then, and a large number of sergeants and constables refused duty owing mainly to be compelled to wear uniform on all occasions.

Mr. Dinnie: There is nothing serious about it, because in all Forces the men have to go home in uniform.

The Commissioner: You agree with me that it is not desirable that such a grievance should exist in Dunedin if it is not the general practice throughout the Force?

Mr. Dinnie: The question was raised at the last Commission, because it was found that the men were going upstairs into other men's rooms.

Witness: I expect a man to present himself for duty, at the time he has to fall in, properly dressed. Further than that, they are not interfered with. They can go to and leave the station in mufti.

77. *The Commissioner.*] Have you a sample of the electric lamp?—Yes [sample produced]. I said in my evidence that I thought the cartridges lasted about two months. I was mistaken. The refills give approximately 1,000 flashes, and last about a fortnight's night duty. Then they have to be recharged, as the flash is so dim as to be almost useless. Every fortnight a constable spends on night duty he has to pay 3s. to get his torch refilled.

78. What is the prime cost?—17s. 6d., but some makes cost less. The one under inspection now is regarded by the men as the best in use in Auckland, and it is used by almost the whole Force.

79. Do they purchase them themselves?—Yes; and consequently have also to get them recharged at their own expense. That has been the practice for some time.

80. What about the baton?—I would recommend the modern one, issued to the American police. It is very much lighter than the solid wooden baton in use here. It has a cane core surrounded by pressed leather, and sheathed with rubber. I submit that the baton in use here is a dangerous weapon, and should be withdrawn. Sergeant McKinnon, of the Thames District, imported one of the latest American batons, and he might be asked to exhibit it when the Commission is in that district. It is the only one here. The effect of striking a man a severe blow on the head with that baton would be to only temporarily stun him, and not to cut the flesh or break the bone. I know of three instances only in Auckland in which men have had to use their batons, and that has only been in cases where one constable has had to contend with several men. [Sample of old wooden baton produced.] I also submit a sample of the most up to date American patent handcuffs, which were purchased by Constable Giles from the Defence store [sample produced].

81. But these are not in use by the police?—No.

Mr. Dinnie: Yes, they are, and a number have been obtained. They are not in general use.

Witness: The men have had to buy them, and a number use them.

Inspector Cullen: Two pairs have been sent to this district.

Witness: These are the handcuffs issued to the men by the Department that we use [sample produced].

82. *The Commissioner.*] You think the American handcuff is a very much improved pattern?—Yes.

83. How many are there in the station?—Two, but they are only used for escort work.

84. Is there anything else you wish to mention?—Yes; the question of the clothing issued to the men. The tweed is poor, and of various shades of colour. One sees a constable with a blue jumper and black trousers, or a black jumper and a blue pair of trousers. That matter could be easily rectified so that only one pattern and colour of tweed should be issued to the men. Another matter is the exceedingly inferior class of coats that have been issued to the police of this district in the past. I have had to bring under the notice of the Inspector on various occasions coats issued to the men that were no protection against cold or wet. I have known instances where men have become ill from exposure to cold and wet. These cases have been reported by the Inspector to the Police Store, and better coats have been issued. No fault can be found with the coats now being issued, but I think some system should be adopted whereby an inferior class of coat should not be accepted from a contractor or issued to the men. Some of the cloth of the coats I can only compare to a piece of ordinary blue blanket.

85. Would that be apparent to the salesman?—I should think so. I cannot understand how they could have passed through the Defence Stores. Then, in regard to the gymnasium: the gymnasium is of the greatest assistance to the men here, but I think it could be made more useful by the appointment of an expert to coach the men in wrestling and in physical exercises. I think it would repay the Department. We have at Tauranga a constable named Skinner, who is certainly in wrestling, &c., the best man south of the Line for his inches and weight. He is a splendid instructor, and whilst he was stationed in this district he had nearly every man in the station an efficient wrestler, and that was of the greatest use to the men in carrying out their duties. Some of the men are now in other parts of the colony, and others have left the Force. There is a pupil of Skinner who won the amateur wrestling championship of Canada a few months ago; and another constable in Wellington won the heavy weight championship—Constable Tait; and Constable McIvor is an exceedingly clever wrestler; also Constable Moore and others that I do not remember at the moment. You have a depot in Wellington where you get young men in fresh from the country, many of whom know nothing of wrestling or of holds and grips that are useful to know in police work. They are strong able-bodied young men, but they do not know how to apply their strength in arresting resisting prisoners. In the cases of constables inexperienced in wrestling and holds arresting a prisoner who resists it sometimes happens that the constable himself gets on the ground with his prisoner, and the sight is an unpleasant one. But a good wrestler masters his man in one or two seconds, and gets him out of the crowd, and consequently avoids so much trouble and commotion. I would suggest this: that it would pay the Department to appoint an expert in wrestling as a teacher of physical exercises, to be stationed in Wellington mainly, and to give exercises and lessons to the men in the depot. And during his spare time he could go to the big centres; and if he spent, say, a fortnight at a time at each of the centres instructing the men, it would be most valuable to the Force. The Commissioner was good enough not long ago to allow Skinner to come here from Tauranga and remain here for a fortnight, and at the end of his stay here there was a marked difference in the men.

86. You think it would be worth while to appoint him with a status?—I think so. I am told that in Melbourne they pay a professional man to give instruction in these matters to the police there.

87. *Mr. Dinnie.*] It must be very recently, then?—Yes, that may be so.

88. It might be a temporary engagement?—Yes.

89. *The Commissioner.*] Your suggestion is that this man might be employed at the centres and at the depot?—Yes; he could give the men at the depot a good grounding in physical culture and wrestling. I know that in Wellington the Commissioner was good enough to get £10 allotted for the purchase of mats in connection with this class of instruction, and the result of the instruction given proved very beneficial to the men there.

90. Have you anything else you wish to say?—Only with respect to Detective McMahon's capabilities: they have already been referred to by the Chief Detective. In addition, I may say that I have been frequently in Court when Detective McMahon was conducting cases, and I thought he did so in an exceedingly able manner.

91. Do you consider that that is a very important portion of the Chief Detective's duties?—Undoubtedly.

92. Mainly?—Not mainly.

93. What are the others?—To know his men; to know mankind generally, and to see that the work is allotted to the men most competent to perform it.

94. Then, his duties are mainly administrative?—Yes.

95. With regard to the general conduct of the men here?—In the past we have had a lot of trouble, and so we have within the last three or four years.

96. Trouble arising from what?—The conduct of the men who have been sent up here to perform duty.

97. Young men?—Yes, all young men.

98. What is their average period of service?—Some of them, just soon after they come here.

99. I mean the average period of service after their enrolment: they would not be sent here before doing a certain amount of duty in Wellington?

Mr. Dinnie: Yes; they would be sent to any of the four centres.

100. *The Commissioner.*] One centre might happen to get a greater number of them than the others: there would be men in some instances who had just come out of the training depot?—Yes; there have been some men dismissed for drunkenness who have been only three months here, and their conduct has been wholly unsatisfactory from the start.

101. How do you account for them getting into the service?—I do not know.

102. After exhaustive inquiries have been made into a man's antecedents and conduct, and they have been found satisfactory, how is it that he suddenly develops into a drunkard?—I cannot understand it. It is a difficult question to answer.

103. Do you believe that a man suddenly develops into a drunkard?—No, I do not.

104. Then, in all probability the inquiries have not been as exact as they ought to be?—If you would allow me I would like to qualify the last answer. A man dismissed for drunkenness is not necessarily a drunkard. He gets drunk.

105. He is not dismissed for the first offence?—Yes, in some instances. In some instances men have got a chance given to them after one offence.

106. Why the distinction?—I cannot say.

Mr. Dinnie: It depends on the man and his conduct.

The Commissioner: I assume that these are young men who have just joined the Force.

Mr. Dinnie: It is difficult to tell at once whether a man is likely to make a good constable or not.

The Commissioner: If one man gets drunk and is dismissed, and another man gets drunk and is punished in some other way, how do you account for that?

Mr. Dinnie: One man may be useless and the other may be a good man.

Witness: In the case of the man dismissed for drunkenness, if my memory serves me right, he had been before the Inspector for other offences several times, I understand.

107. *The Commissioner* (to witness).] Then, he was not dismissed solely for drunkenness, but because he was inefficient?—Yes; because he was drunk, and coupled with the circumstances.

108. Actual drunkenness while on duty?—Yes.

109. How many cases have you had lately?—The Inspector would be better able to tell you. A great number. We have had more last year than during the eight or nine years that I have been in the district.

110. I have to report upon the efficiency, conduct, sobriety, and morality of the Force, and it is necessary that I should know whether, in the opinion of the officers, there has been an abnormal amount of drunkenness in the Force in the city?—Yes.

111. And you cannot attribute it to anything?—No; unless this: that young men are unable perhaps to resist the temptation that may be put before them.

112. But why particularly of late?—Of course, that is only answered by the fact that we are getting men of less will-power than before; or perhaps the discipline now may be a little more vigilant.

113. But vigilance and discipline would not affect a man's conduct in the matter of drunkenness?—No.

Mr. Dinnie: But when the officers are not so vigilant and discipline is not strict cases might escape occasionally.

114. *The Commissioner.*] I would not call that discipline so much as supervision. (To witness): Why should there be stricter supervision now than previously?—The men we have had recently joining have required more supervision.

115. Do I understand that the supervision has had to be made stricter on account of the conduct of some of the men?—Yes. I say this: that some of the men that have been coming into the service lately have not been as good as some of the men coming into the service years ago. They therefore require more constant and keener supervision. We have many worthy young men here—men I am proud to have under me.

116. And you cannot account for what you have stated, as to the cases you have spoken of?—I cannot. The inquiry into the character and antecedents of candidates in this district is very exhaustive. No stone is left unturned to find if the men have any known vices.

117. The value of the report depends upon the individual making the inquiries?—Yes. I think if the reports could be made by a superior officer instead of by a constable it would be better; but the difficulty would be to find a superior officer to make the inquiries, and he would not have the local knowledge. In many cases a constable's investigations in his own district would be better than those of a sergeant who did not know the people in the district.

118. I suppose offences of drunkenness when the men are on duty are only discovered through the sergeant?—Yes; but sometimes men are discovered when going out on duty to be under the influence of liquor, and sometimes they are found to be under the influence of liquor soon after coming in. That occurred not very long ago; and when the relief was marching from the station a man was found to be under the influence of liquor. Sometimes a man is found drunk in the early hours of the morning, or at a late hour at night. Drunkenness usually takes place at night time.

119. Have any cases been found where liquor has been taken into the barracks?—Yes.

120. How long ago?—I had knowledge that liquor was being carried into the station, and, as a result of a conference with the sergeants, the men's overcoats were examined when they came off duty. In some instances bottles of beer were found in the men's pockets.

121. What was done?—They were reported and arrested.

Inspector Cullen: They were called upon to resign.

122. *The Commissioner.*] Would this be free liquor?—I should say the liquor was given to them by publicans, for some consideration or motive.

123. And brought by the men into the station?—Yes.

124. Anything else besides liquor?—No.

125. How long ago was the last instance of that?—Not many months ago two men were found with liquor, and both were called upon to resign.

126. Does the supervision at the present time secure immunity from that as far as possible?—As far as possible, but it does not absolutely prevent it.

127. Taking your present force of men, there is not much to find fault with?—There is not much to find fault with now in the case of the men at the Auckland Station.

128. You are always liable to find faults in the case of new men?—Yes, the new men are always kept under special observation. That is done with two objects: first, to see if they are deserving men; and also to coach them in the efficient discharge of their duties.

129. The duties of station sergeant have never been defined?—No.

130. Do you think it is necessary to do so?—No.

131. You would rather leave it to the Inspector and Sub-Inspector?—Yes; I have passed through the office of station sergeant myself, and know what the duties are. It would be exceedingly difficult to define them. A station sergeant's duty is endless, and must remain endless if it is to be of any real value.

132. Do you think the position has justified itself?—I think so. I should like to see it extended so that certain stations should have a superior officer.

133. You would have to have a system of senior sergeants, as was suggested by Mr. Dinnie the other day?—I was very glad to hear Mr. Dinnie say that.

Mr. Dinnie: We have not arranged it, but only recommended it.

134. *The Commissioner.*] The system of station sergeants was only an experiment?—Yes.

135. And if it has not exactly justified itself, the intention was a right one?—I think it has justified itself. I think it should be extended.

136. Do you attach any importance to the statement that the members of the Force should have a badge or warrant card, or something of that sort?—I think it would be well perhaps if men in plain clothes had something in the shape of a star, which would be recognised as a badge of office. For instance, only last Saturday night one of our constables had to interfere in a street disturbance in plain clothes, and he was seriously injured. I do not say the wearing of a star would have prevented that, but he would have been able to show that he was a police officer.

137. Taking the four station sergeants, and allowing for an extension of the scheme, would you be in favour of making from them the appointments to commissioned rank?—It was generally understood that in course of time they would qualify themselves for advancement to higher rank.

138. Have you any views upon this question of emoluments and differential treatment?—I think the mere fact of a constable being posted at a certain station should not give him a monetary preference over his comrades in the city and other places where there are no extra emoluments.

139. In very few of these stations where the men earn large emoluments do the men do extra police duties?—Yes; but in some places there is a large amount of police duty. Take Dargaville: there is a very efficient constable there, and he must have a large amount of work.

140. Take Rawene?—The position there would be quite different.

141. How would you treat these cases?—I think on such stations as those, where they have the various offices to fill, I would place men best fitted for the rank of sergeant, and fill the rank of sergeant from the constables who perform the duties at those stations. I think the men must be rather above the average intelligence to satisfactorily perform the duties there.

142. A man may have very few offices and a large amount of emolument?—Yes.

143. It is the mileage that runs up the emolument?—Yes. I have known where a constable has upon one journey made £30—not in this district, but in another district.

144. I have passed many a voucher for £5?—In some of the Taranaki stations that has not been an unknown thing.

145. *Inspector Cullen.*] In the case of many of these mileage vouchers a man has to make many visits?—We are told by actuaries that the Police Provident Fund is not very flourishing. I would suggest that over and above a certain amount the extra money should be paid into the Police Provident Fund.

146. *The Commissioner.*] And let it be quite understood that there was the man's pay and the extra emolument he was entitled to?—Yes. You had it in evidence the other day that a man by accepting promotion would have to sacrifice a considerable sum—additional pay received on a country station.

147. I do not think the system is wholesome, but one has to guard against doing anything unjust?—I think it would not be a difficult thing to grade stations so that certain members of the Force should be sent to certain stations before being promoted further. I do think that as soon as it comes to a man's time to be promoted he should not have the opportunity of saying, "I will stay where I am."

The Commissioner: I think that also, and I think it goes to the root of true efficiency.

148. *Mr. Dinnie.*] As regards inquiries made into the characters of applicants for the Police Force, are they not more strict now than they have ever been previously?—They are very exhaustive and searching. I do not think they could be keener than they are now.

149. Even under the system you suggest, inquiries would have to be made?—Yes; exactly the same. The only reason why I suggest it would be this: that Inspectors of Police are keen readers of human nature, and I think many a man who might perhaps come to you with a good character would be rejected by the Inspector on sight.

150. I have no objection to a local system of inquiry?—We had one man that one would have thought had stepped out of the pages of a comic paper, and people used to laugh at him as he went along the street. I am sure if that man had come before the Inspector he would not have been approved of as a candidate.

151. You know we have an efficient drill instructor in Sergeant Dart?—Yes; he is a man I have the keenest regard for.

Inspector Cullen: I do not think that candidate was passed by Sergeant Dart, but came from the South African police.

The Commissioner: I am afraid they have got a lot to answer for, judging from the records of some of them.

152. *Mr. Dinnie (to witness).*] You think three months' training would be sufficient for the probation class?—Yes. I think that two months might be devoted to instruction in law and police duties, and one month to drill and teaching the men discipline.

153. And during the whole of the time, might not the men be trained in the use of the rifle?—The rifle is the best instrument you can have for physical drill.

154. That is what I have recommended for physical drill. You suggest a new style of baton. That new baton is not used in any Police Force in the world?—No. It is a very much more merciful weapon than that we have been supplied with in the past.

155. Fortunately, you do not want to use it much in this country?—That is so. I have never used a baton during my long experience. There were several times when I should have used a baton, but I was afraid to. The people here do not require it.

156. You think boxing and wrestling very important for the training of recruits?—Yes.

157. I quite approve of the suggestion of the sergeants; in fact, I have spoken to Constable Skinner about making a special appointment; he would be a useful man?—He is one of the best teachers I have come across. He has a way by which he gets the entire confidence of his class.

158. *The Commissioner.*] What age is he?—Thirty-four or thirty-five years.

159. *Mr. Dinnie.*] As regards extra emoluments, would it not be advisable to dispense with them altogether?—Why should our men do work for other Departments?

160. Of course, you know quite well that in some districts a constable has not sufficient police duty to keep him engaged the whole time?—Still, all his time belongs to the Police Department, and if he is called upon to act for the Justice Department that Department should pay him a fee. I think that amount should be credited to the Police Department in some way or other.

The Commissioner: That is a different thing altogether.

161. *Mr. Dinnie.*] You suggest that his services should be paid for?—Yes.

The Commissioner: I would go a great deal further than that, and make every Department pay for his services.

162. *Mr. Dinnie.*] We have a man in each district, an Inspector of Weights and Measures, and the whole of his time is devoted to that work, but he is paid by our Department. (To witness): As regards inequalities in rents, what suggestion do you make so as to equalise matters?—I would suggest that the Department purchase a site as near the central station as possible, and build there. The ground-area does not require to be large. If the Department, in the cities, were to build a series of flats, the same as they have in the Old Country, the interest on the amount advanced would be amply covered; and they would have free house-rent.

163. And providing they could not get a piece of land for that purpose, would it do if the Department rented houses, and deducted so much from each constable, so that they would know exactly what they have to pay?—I am afraid that would be too costly. The Government would be charged a little more than a private individual would be charged. I am afraid the Government would be paying £1 for a house that would be let to a constable for very much less.

164. You know the difficulty of getting land, and the expense?—Yes; still, where land is so valuable, you do not want to build a lot of cottages. I think the best way would be to have a system of flats. You would have a second barracks. The places could be made fireproof, and kept separate from each other. I have seen such buildings in the Old Country—for instance, in connection with the late Mr. Peabody's estate; and something could be done here on a smaller scale.

165. *The Commissioner.*] The average New-Zealander is not educated up to a system of flats—he wants a cottage of his own, and some ground?—They would have no gardens. I am sure that a number of our men who have to live in very poor dwellings would welcome a modern flat to live in.

166. *Mr. Dinnie.*] You think it is desirable that some arrangement should be made so as to equalise the rents they have to pay?—Yes. It is sometimes hard on young married constables, and if they have sickness in the family they are apt to get behind, and it takes them years to pull up again.

167. As regards Constable Gardner, do you suggest that proper inquiry was not made into his character prior to his joining?—No; I do not suggest that.

168. There is also the case of Constable Ratt, who joined here, and who has left the service. You know his previous history—that he was in the Police Force at Birmingham?—I have heard that. I believe his credentials were very good.

169. Was anything known as to his immoral conduct whilst he was here?—No; never hinted.

The Commissioner. I would not place him in the same category as this man.

170. *Mr. Dinnie.*] I mention this because of the statement made by Mr. Arnold?—As a matter of fact, the husband of the woman he went away with had no suspicion of him, and treated him as a friend. The man used to go to his house and eat the unfortunate man's food, and then dishonoured his home.

The Commissioner. I do not excuse it; but there are two sides to the question. I have been through the papers, and do not regard that as bad a case as some of the others.

Mr. Dinnie. The suggestion that was made was that we knew what his character was before he left.

171. *The Commissioner* (to witness).] Did he live in the house?—No; he lived in the barracks: he was simply a visitor.

Mr. Dinnie. I simply wish to show that we had no knowledge of his character.

The Commissioner. I do not think you could be presumed to have such knowledge. Did he resign, or was he dismissed?

Mr. Dinnie. He resigned. This woman left with him, and this came out after he left.

172. *Mr. Dinnie* (to witness).] You suggest fifteen days' leave annually?—Yes; I think that would be fair. I understand that in the Prisons Department they get fifteen days, and also the bank holidays added.

173. I am sending over to see what leave is given in the Australian States. As regards promotions, you know there always has been a certain amount of dissatisfaction?—Yes; and, as some one has said, there always will be.

174. You agree with the system of merit and seniority combined?—Yes.

175. And you believe the Inspector should be the officer to recommend?—Undoubtedly.

176. He can get from his subordinate officers any additional information he requires?—Yes, and he has his own knowledge of the men. He meets the men continually, and hears what people outside say about them.

177. As regards the clothing, that has been rectified so far as the colour is concerned?—I do not know.

178. It was a mistake in the company supplying the material. As regards overcoats, I may say that we have a new pattern which we will send out for approval. With the exception of one or two complaints from your district we have had no complaints at all?—A large number of the coats here turned out bad.

179. I do not know how they turned out so bad. In regard to conduct, it is the young men we generally have the most trouble with—just after they join?—Yes; that is why I suggest twelve months' probation.

180. Do you not think twelve months would be rather long?—I do not say that a man should be kept on probation. He should be kept until he has justified his appointment or the reverse. They could be permanently appointed as soon as they justified such action being taken, and that might be in one or two months' time, after coming here.

181. The greater number of officers appointed would naturally create greater supervision?—Yes.

182. And the greater the supervision the more men would be reported on?—Yes. More men have been reported on, and that is no doubt owing to greater supervision. If the supervision had been lax, no doubt some of those men might have escaped.

183. You think it is unnecessary to define the duties of station sergeant?—I do not see how you can do it.

184. I suppose you know of no general dissatisfaction in the service as regards the control?—I know what has been said in the House, and the cause for setting up this Commission. My own personal knowledge is nil.

185. Such allegations being made public, does that cause dissatisfaction amongst the men?—No; I do not see how it should affect a man who is not personally affected by such charges.

186. The fact of letters appearing in the Press: would that cause dissatisfaction?—I do not know what the letters would be.

187. Letters running down the Force, for instance?—It might cause a constable to be dissatisfied with his position if he found the Force run down in the Press,

188. *The Commissioner.*] We do not get much of that sort of thing?—No; we get the highest praise from the respectable portion of the community.

189. *Mr. Dinnie.*] There is no unrest amongst the respectable portion of the community with respect to the Police Force?—No; not against the local Force, at any rate.

190. *Inspector Cullen.*] How many men do you say are in the city who have had over twelve months' service?—Speaking from memory, I should say not a dozen.

191. How many would you say have over six months' service?—The bulk of them have under six months' service.

192. At any rate, a large percentage of the men here have very short service and equally poor experience?—That is so.

193. That, of course, makes it more difficult to carry out the duties here?—Yes, very much more difficult for sergeants and other officers to carry out the requirements of the general public.

194. There are a good many men drafted away from here after twelve months' service to other districts?—Yes; the Auckland District is a sort of separator. They are continually skimming the cream and taking away the best men.

195. *The Commissioner.*] All the more credit to you here?—I do not spare myself instructing my subordinates in their duties.

196. *Inspector Cullen.*] You have not had much experience in country stations as a sergeant?—No.

197. Would you not think it would be better if they left a larger percentage of men here that we had trained?—Yes; it would be better for the public.

198. And better for the men themselves to be left here for a certain time—those that are making progress?—We are a distributing centre.

Mr. Dinnie: Not half such a distributing centre as Wellington. There is a much larger field to cover there.

199. *Inspector Cullen.*] That is just one of the points I dare say Mr. Dinnie and I would disagree on. (To witness): You were here when I came here?—Yes, since 1897.

200. Have you known me to call upon you or any subordinate officers to report on Mr. Kettle, or any other Magistrate?—No. I was amazed to hear Mr. Kettle say so. It is absolutely without foundation.

201. *Mr. Dinnie.*] You were a district clerk at one time?—Yes, for eighteen years.

202. Did you find it a great advantage?—The greatest possible advantage.

203. You think a clerical training is important to any one who may be promoted afterwards?—Yes, exceedingly favourable. I think more use could be made of it to the Department. After the clerks have become thoroughly efficient, and have been promoted, I think they should go out and learn other duties.

204. *Constable Dunne.*] How long have you known me as a police officer?—You came from the Armed Constabulary in 1879, and you had then seven or eight years' service. I have had experience of you as a police officer since you came from Mangonui, and you have been at Ponsonby for about eight years.

205. In your opinion, how have I performed my duty since I came here?—In an exceedingly satisfactory manner. I have had no ground for complaint; nor have I heard of any ground of complaint.

206. *The Commissioner.*] Would he have made an average sergeant?—He would.

207. *Constable Dunne* (to witness).] You were two or three months in the office when I was stationed in the country?—Yes.

208. Was my correspondence satisfactory?—Yes, always.

209. *The Commissioner.*] What is at the bottom of this trouble about the Police Surgeon?—This sore has been festering for nearly nine years, and it has been getting more intense year by year.

210. And you think it is seriously affecting the Force?—Personally, I have no objection to Dr. Sharman. He has treated me, and I was quite satisfied with his treatment.

211. I am not concerned with the personal aspect, nor with Dr. Sharman's qualifications. I do not presume to question those; but what I am concerned in is the effect upon the Force?—The effect upon the Force is this: that they have practically no doctor. When I say the Force, I mean the men in the Auckland Station.

212. You cannot trace it to anything?—Yes; I know the whole history of the thing. It was all gone into recently.

213. I do not want that. I will get it elsewhere. Is there any provision for giving the men a Sunday off?—Yes. This last year the average of Sunday leave was better than that of the previous year.

214. Something has been said in different places about local information with regard to officers filtering through to Headquarters: have you any knowledge of persons making it their business to communicate matters from the local office to Headquarters?—You mean the "useful" man?

215. That is a term that I am tired of?—I have no knowledge further than I know as a matter of comment that two clerks were dismissed at a minute's notice from Inspector Cullen's office; and it was rumoured, rightly or wrongly, that they were in communication with the Head Office at Wellington.

216. Was that the ground of their dismissal?—I do not know the ground of their dismissal.

217. They were dismissed from the Inspector's office, not from the Force?—Yes.

218. What became of them?—One is in Wellington, in the Force.

219. How did this leak out?—I was stationed at Newton at the time. One constable was doing police duty in plain clothes. He was dismissed at a minute's notice, so report says.

220. Where were they supposed to be conveying this information?—To the Commissioner's office, or to some member of the Commissioner's staff; but I have no personal knowledge of it. I am only repeating what I have heard.

221. *Mr. Dinnie.*] Do you know how he got into the office at all?—No; I am only speaking from hearsay.

222. Of course, you know I get information from many sources?—Yes.

223. Anonymous and otherwise?—Yes, I have no doubt.

224. And from private individuals?—Yes, I have no doubt you do.

The Commissioner: I should be very much surprised if you did not, judging from the samples one sees at times.

Mr. Dinnie: It is very useful at times, but the difficulty is that one is never sure that it is not actuated by malice.

225. *Constable Donovan* (to witness).] In your opinion, would I have made an average sergeant?—Yes; you have done some very good work indeed.

Mr. James Regan, journalist, attended, and made a statement respecting a warder at Mount Eden Prison who seduced one of the female prisoners. He said the matter afterwards came before the Magistrate—Mr. Kettle—who expressed the opinion that the warder in question had committed perjury, and gave instructions that he should be prosecuted accordingly. A month elapsed before the warrant was issued, and in the meantime the defendant left the country. He suggested that influence had been brought to bear to allow the man to get away. The warder's name was Wrack.

The Commissioner informed Mr. Regan that he would ask the Inspector of Police for the particulars of the case, and it would then become a matter of public property.

THURSDAY, 2ND SEPTEMBER, 1909.

BARTHOLOMEW SHEEHAN, Sergeant, further examined. (No. 229.)

1. *Mr. Dinnie.*] I notice that you did not volunteer evidence in respect to the two men who endeavoured to do you harm by communicating with the Press. It was in answer to a question from the Commissioner?—Yes.

2. And you said you did not impute any blame to me in the matter?—No, and I do not now.

3. *The Commissioner.*] Where do you suggest that these inquiries came from?—I suggest that they filtered through to the Commissioner's office, and from there they got to the Commissioner.

4. Who originated it?—It came from men at my station.

5. Prompted by whom?—By themselves. They thought that by sending this information to the Commissioner's officers—

6. They would curry favour?—There was one in particular who was a friend of somebody in the Commissioner's office.

7. And they thought that by conveying that information they would ingratiate themselves in the office?—Yes.

8. *Mr. Dinnie.*] Still, it was not at my instigation they communicated with the Press at all?—No; I never thought that. That never was in my mind.

CHARLES WILLIAM HENDREY, Sub-Inspector, further examined. (No. 230.)

1. *Mr. Dinnie.*] It was in answer to a question from the Commissioner that you referred to the two men who were retired from the clerical offices here?—Yes.

2. I suppose you would not be inclined to divulge who made a representation to you on the matter?—It was no one in particular made that representation. It was common rumour.

3. Thank you. I quite appreciate your action in bringing it forward in this way. Those are the names. [Names written, and handed to the Commissioner, and shown to witness.] One of those men was recommended for clerical work by the Inspector?—I could not say. The first man whose name is mentioned was and is a personal friend of my own. I always looked upon him as a high-class, exceedingly honourable man. The second man I do not know.

4. *The Commissioner.*] What was the object of all this?—I do not know. I am simply repeating to you what was the common gossip of the station at the time.

5. These men were said to be conveying information from the local office to the Head Office?—Yes; to somebody at the Head Office; but whether direct or not I cannot say.

6. You cannot say who the person in the Head Office is?—No.

Mr. Dinnie: What I want to suggest is that it was a personal matter between the two men.

7. *The Commissioner.*] When I put the question I avoided any reference to what has been termed the "useful" man; and I asked you if you knew of cases of persons conveying this information, because the only object of conveying this information was that the person might ingratiate himself with Headquarters?—I think I tried to make myself clear yesterday that I had no actual knowledge.

8. *Mr. Dinnie.*] Simply hearsay?—Yes.

Mr. Dinnie: I suggest that this was a personal matter, and is one that will not assist you very much in your Commission.

The Commissioner: That is a matter for me, of course.

Inspector Cullen was the next witness called. Before he was sworn,—

Mr. Dinnie said,—I might go further and say this: If any reference is going to be made to these men [referred to in Sub-Inspector Hendrey's evidence, given above], I wish to say that they are not here, and I think they ought to have notice. This matter will open up a great principle.

The Commissioner: It entirely depends on how far the Inspector goes in his evidence with regard to them; because I should regard it as a severe blow to the discipline of the Force, and impairing their loyalty, if it could be possible that two constables, or even one, were in the habit of using their position in the local office here for the purpose of conveying information to Headquarters. I should be very sorry indeed to think for one moment—indeed, I never have thought—that you personally would be a party to anything of the sort; but I do think that these men could only do it for one purpose—that is, conveying such information—that it would be to the advantage of themselves. It goes to the efficiency of the Force. However, I would rather not say anything about that now, because the Inspector may go upon the exact lines that Sub-Inspector Hendrey has gone on, and say it was only hearsay. If so, I will practically wipe it off my memory.

Mr. Dinnie: Well, I should call them under any circumstances.

The Commissioner: At the same time, so far as the matter has gone at present, it does not seem to imply any act on your part that need cause the slightest reference.

Mr. Dinnie: No; but I would like every one to be studied, and to have fair play; and these men should have an opportunity of giving evidence.

The Commissioner: If anything detrimental to them is said—one of them is in the Force, and one of them has left the Force—I should consider it my duty to protect their interests, as I have done all through, and I should give them an opportunity of being heard; but my action will entirely depend on what the Inspector says with regard to the whole matter. At present Sub-Inspector Hendrey has not advanced it very much.

JOHN CULLEN, Inspector, examined on oath. (No. 231.)

Witness: My name is John Cullen. I am senior Inspector of Police in New Zealand. I was enrolled in 1876, and promoted sergeant in 1878. There were some ups and downs in connection with the 10-per-cent. reduction; there were a number of us reduced in rank, and we were subsequently reinstated in our rank. In due turn I was promoted second-class sergeant, and subsequently first-class sergeant. I was appointed Inspector on the 20th September, 1897.

1. *The Commissioner*.] And you have been continuously since then an Inspector?—Yes.

2. How long have you been in charge of this district?—Eleven years yesterday.

3. What is your strength?—The strength of the district is: One Inspector, one Sub-Inspector, one station sergeant, one Chief Detective, seventeen sergeants, six detectives, five acting-detectives, 127 constables, eight district constables, five Native constables, a Matron, and a Police Surgeon—a total of 172 of all classes, omitting the Matron and Police Surgeon.

4. How many sub-districts?—Hamilton, Onehunga, Whangarei, and then there are Newton, Eden Terrace, Newmarket, and Devonport.

5. How many stations?—Sixty-two altogether.

6. Is that a workable district, in the best interests of the service?—Yes; in fact, it could be enlarged, as it was formerly.

7. You find no difficulty whatever?—None whatever.

8. Would it require, if it was extended to its former boundaries, to be worked in with Sub-Inspectors?—I do not know that this district is suitable for Sub-Inspectors. The centres are not large enough. Take the Thames, six or seven thousand; Waihi, six or seven thousand; Hamilton, three or four thousand; Rotorua, about three thousand; Whangarei, about three thousand; and Onehunga, about three thousand.

9. There is no place like Timaru in the South Island, or Palmerston North in the North Island?—Nothing at all.

10. Have you any general statement to make?—What I propose to refer to is simply in reference to a matter that requires attention in the way of organization.

11. To make the Force as highly efficient as possible?—I may refer to things that may not be practicable, or I may refer to matters that should receive attention. I wish to say, of course, that even if I do refer to things that Mr. Dinnie does not agree with, I am not making the statements in opposition to Mr. Dinnie or anybody else, but I am simply going to make suggestions that I think are in the interests of the Force.

12. If you have not had time to get opinions with regard to the Force as a whole during your long term of office I do not know any man who has?—I have had, in addition to that, nearly seven years' experience in the Royal Irish Constabulary. I have had nearly forty years' experience of police work and discipline. First, in regard to the matter of forms of application for enrolment not being available except at Headquarters, that has already been brought under your notice, and it is not necessary, therefore, to again bring it under your notice. If each candidate applied personally to the Inspector in charge of the district, the Inspector could have him measured for height and chest-measurement. He could form an idea of what the man was like; have a chat with him; and gain some idea of his abilities and mental condition; and then the candidate would produce whatever qualifications or certificates he had with regard to education. The next step, I submit, is that he should be medically examined before the whole of the inquiries are made respecting him. Then he should get a form of application, if the medical officer certifies that he is fit physically for the Police Force. Then he applies to the Inspector, with any testimonials he may have, and the Inspector then would make all possible inquiries in his district respecting the man; and when the inquiries were completed he would send the result and the form of application to the Commissioner, who would have the inquiries continued elsewhere. Then, if every-

thing was found satisfactory, the man could be accepted. I think all communications in reference to the candidate should come through the Inspector in charge of the district. They do not now. I do not know whether any candidate is called on for a medical examination; I do not know whether he passes such an examination. I do not know whether he is called to the depot, or whether any communication passes to him at all. I think the Police Surgeon should communicate with Headquarters through the Inspector of the district. That is not the present system. With reference to the teaching given in the depot, when a man proceeds to the depot I think three months there is quite little enough; in fact, I would be inclined to extend it a little longer, with work on the street, say, in Wellington, with experienced constables, if they could possibly have that. Then, I think that the syllabus in use might be modified somewhat by giving the men more practical police instruction, and a little less statute-law. They may hear a lot about statute-law, but they cannot assimilate it. If there was a system of gossipy, chatty lectures on practical everyday police duty they could take that in and understand it, whereas they are not likely to understand the statutes very well. They cannot grasp them. The syllabus now in use was originated by a lawyer.

13. *Mr. Dinnie.*] It has been varied considerably?—I am glad to hear it.

14. *The Commissioner.*] I have been there, and the questions seemed to be very simple, and not to raise any intricate questions with regard to the construction of the statutes at all?—When the recruits are to be sent from the depot, the married men, I think, should be selected for vacancies in, say, Wanganui, Napier, Thames, Palmerston North, and other similar places. The present system of sending every one to the four centres, I think, should be modified so far as married men are concerned. In the first place, they get cheaper house-rent in the places I have named, and they would get houses more convenient to the station. They would be in personal contact with the sergeant in charge of the station, who would give them instruction on things that a man on the street here would not be likely to come in contact with, say, for twelve months; and there would not be the trouble of transferring these men again after twelve months' service. The cost must be pretty considerable of these transfers. That would mean a saving to the Department, and would not impair the efficiency of the service in the least. This is a matter I know what I am speaking about, as I was in charge of stations such as Blenheim, Timaru, Napier, and Wanganui. Men were sent to me who were greenhorns or new recruits, and I had to train the men at those stations, and I think the men I trained will compare with any men in the service to-day. The sergeant in charge of these stations comes into personal contact with the constables in almost every hour of his duty, and if that man is going wrong at the smaller places he is bowled out much more quickly than he would be in a big place. There is no place where a man can carry on longer in an irregular manner than in large centres where there are a lot of men. In the large centres the sergeant in charge of relief goes on parade just as the men are about to march out; he marches them out, and distributes them on their beats. He visits them periodically—perhaps two or three times a day, and perhaps he does not get the same men under him for weeks or months; whereas in a smaller centre the sergeant takes a more personal interest in the men and their duties. As I said before, the saving of expense is a matter of importance. The next thing I wish to refer to is the class of men who have come into the service. There have been some very fine men come in—a large percentage of them—but still there is too large a percentage of what I would class as undesirables. There is nothing to find fault with in the physique of the men generally. There have been a few whose physique was not what it should be, but taking them as a whole the physique is not so very bad; but the conduct of a good many of them—the new hands, especially those who came from such places as South Africa—outside of the Dominion—has been as bad as it could be. These men were, of course, sent here to get rid of them. There are no what you might call badly conducted men in Auckland at the present time. There are a few who are not up to what we expect them to be; but they are young fellows, and I hope they will turn out all right. I think I can say that there are no men with any bad propensities in this district at the present time.

15. May I take it, then, that you are inclined to think that too much importance is attached to previous service as a qualification for enrolment in the Force?—I think that men coming from such places as South Africa—I understand the Commissioner does not take them now, and I doubt if they should be taken at all. That is my experience of them.

16. You know that the requirements are not so precise in connection with previous police experience?—Some of these men have been soldiers, and a man who has been trained as a soldier pure and simple never makes a very good policeman.

17. May I take it that your experience of the average New Zealand recruit is fairly satisfactory?—Yes; much more satisfactory than those who come from Australia and from South Africa. Then there are some who have been discharged soldiers, and came from the English police, and their conduct in many cases has not been all that could be desired. Constable Ratt was a sample of them.

18. Where did he come from?—I think he was in a regiment for eight or nine years, joined the Birmingham police, and then came out here.

19. What about Gardiner?—He was a New-Zealander, and he was anything but a desirable man; and he was an insubordinate man. There has been a good deal said during the Commission about the clerical staff. I may say that I was district clerk to Inspector Pender and Inspector Broham for about five years. I am not antagonistic to the clerical staff, having been one myself; but I say too much has been made of the clerical staff in the service. I do not think a man should be promoted solely because he is a clerk in the office with ten years' service. If he is promoted, I think he should go at once into uniform, excepting in the case of the clerks in the four centres, where you want a sergeant in charge of the three or four men in the office. A man should not, in my opinion, remain more than three years at that kind of work after he attains the rank of sergeant, because if you keep him too long at clerical work he becomes fossilised, and loses the grip of practical police work, and when he is required to go out on practical police duty he is

absolutely lost for a long time, and is at the mercy of the men, although he might have everything at his fingers' ends as regards routine, prosecutions, and the getting-up of a case.

20. How long have you had your present district clerk?—About two years. I have told him that I thought he was standing in his own light in not going out, and I have advised him to take up street duty for a time.

Mr. Dinnie: So have I.

21. *The Commissioner.*] How would you keep up your supply of district clerks?—It does not take long to become efficient as a clerk.

22. I do not say it does, but it has been dinned into me that it is impossible to train an intelligent clerk under so many years?—If I get an intelligent man into my office, it does not take long for to acquire a good knowledge of office matters. In our office the district clerk takes charge of all correspondence, and opens all letters excepting those marked "Private" and "Confidential," and those that come from the Commissioner and the Chief Detective. Those I deal with myself. Another clerk looks after the accounts, vouchers, and pay-sheets. That work takes up pretty well all his time. Another keeps the records. Well, if I confine a steady man to the accounts, or records, and he cannot become competent in six months, I think he is a duffer, and I would be inclined to turn him out, as there is nothing intricate in our clerical work.

23. *Mr. Dinnie.*] Six months in one branch?—Yes.

24. *The Commissioner.*] Would you make it a matter of ordinary regulation that a man on promotion to sergeant—he being a district clerk—should go out?—After three years.

25. I mean, without leaving it to his option at all?—Most decidedly; but, of course, there are sergeants in Wanganui, Napier, and Greymouth who are district clerks, and I think that is wrong. I do not see why they should be sergeants, and stay in the office. I think they should be out doing their duty.

26. You would not interfere with the old sergeants who are district clerks?—No. I have one in my mind who has been a very long time a district clerk. To my knowledge, he has been in the office twenty-three or twenty-four years, and he would be no use on the streets. I would not interfere with that man, because it is only a question of his remaining there until he gets a pension. Had he been a robust, strong man I would turn him out, and let him do his proper work.

27. Then, would you promote men from the assistant clerks—you must keep up the supply—or would you take them from the smaller districts?—Or from your own office. At the time the vacancy occurred in my office when the present clerk was appointed, I had a man I had recommended for the position, but not for the rank of sergeant. He was quite capable of running my office. He is at the Thames now; so that I could have done without that sergeant at that time. Another matter is that some of the clerks are vain. Certainly they put on side with the sergeants and constables in charge of stations, and I have seen one clerk who even patronised the Inspector.

28. It was said so in Dunedin?—I think the more men you can pass through the district office for, say, two or three years the better it is for the service, and the men themselves.

29. It is very valuable training?—It is the best you can give them; and the more men you can put through the district office the better it will be for the service.

30. That is the opinion I have been inclined to hold too; but it has been rather discounted by the extreme importance attached by some witnesses to having men in the district office who are qualified and experienced. You are going on different lines to other witnesses?—I am going on my own lines. I can quite understand that any officer who has not been a district clerk himself would like to have the most efficient man he could get to carry on his office-work, because he would not know the run of things and the routine.

31. You recognise that there might be some Inspectors who might do very poor work if they had not good district clerks?—I admit that; but, still, if a man is not capable of carrying out one branch of his work in six months, he is no good. If he is not a qualified district clerk in two years he is not worth keeping in the office. The more men you pass through the district office the better it is for the service, and you are going to get more efficient men, because a man in the office sees everything that goes through it; he sees the decision of the Inspector in regard to everything; he sees when matters are referred to the Crown Solicitor or the Law Officers, or the Commissioner. It is a very great experience for him. Of course, there are no men in the service who have such fine times as the officers of the clerical staff. They are generally due at 9 o'clock in the morning, and they are away at 5 o'clock, and have an hour for lunch. In my office they have to come back since the Main Trunk service started to get the mail ready for the express, but they are off every Saturday at 1 o'clock, excepting the clerk who remains to attend to the telegrams, and they need not show up until Monday morning. The record clerk comes back on Sunday to enter up the correspondence that has to go away by Sunday's mail or steamer. The clerks have every night in bed, and never run any chance of being knocked about; so that they have the best times of any in the service.

32. What is the pay?—One shilling additional for plain clothes for seven days a week. The district clerk gets the same—1s.—in addition to his sergeant's pay, and 10s. 6d. a week house-allowance. I notice the question has been raised about putting them on uniform duty.

33. I have rather abandoned that?—I am not in favour of it, although I might say I call out my men on special occasions. On Christmas Eve and New Year's Eve they had to turn out. At big race-meetings they might be required. I do not ask the sergeants, but only the assistant clerks, to turn out in uniform. They have to keep their uniforms and turn out in case of emergency, but beyond that I would not go. I would not turn them into watch-house keepers on Sundays nor anything like that, but keep them on a beat, and certainly keep them a shorter time in the office than they are kept at present. The question of promotions has been a burning one right throughout the service, and in respect to that question I hold views that possibly might not be held by many. To put it shortly, I believe that no man should be promoted until he has passed an examination in practical police work, and the law thereon, and on being recommended by his Inspector.

34. Would you have a physical examination?—I would have a medical examination, to see if he were fit to stand strenuous police duty on the street for, say, two or three years.

35. We hear of one sergeant who lost 2 stone in a very short time?—I dare say, yes. He was new to his work, and possibly he came from North Otago, and this climate would be a bit trying. If he were inclined to be fat it would certainly help to take it off.

36. Is there anything you wish to add?—A good deal has been said about political influence being used to get promotion. I think that if there were a hard-and-fast rule laid down that no man should be promoted until he had passed that examination, and had a recommendation, it would do away with any such suggestion.

37. On what lines would you have that examination?—In practical police work.

38. Who should conduct the examination?—I think the Inspectors would be able to set questions on practical police work.

39. But you would have to have the same examination for the whole Dominion?—Yes; and it would have to be held on the same day in all parts. Then there could be no complaint about favouritism, and some independent man should be appointed to apportion the marks on the papers. I think it would be easy to find a man who would be capable of doing that work outside the Police Department altogether. This examination would apply, of course, to any man before being appointed to the rank of either a detective or a sergeant, as the detective requires to know about discipline, practical police duty, and the law bearing thereon, just as much as the sergeant. For the rank of Sub-Inspector I should be inclined to have a competitive examination. That is the system pursued at Home in the service I was connected with; but no man could go up for examination until he had been recommended by his District Inspector. Then he is examined by the County Inspector for the rank of sergeant, and if he passes is promoted in turn according to seniority. Marks are also given for records of merit. They count for a man in his examinations. But there is no such thing here. If there were certain marks required, and marks for a record of merit were allowed to count in the examination, one could understand what it meant; but I do not know now what our record of merit here means. In the Royal Irish Constabulary you received marks for merit; and, on the other hand, if you had marks of another kind, deductions were made from your examination marks. If you had a bad record, marks were deducted; so that there was an incentive for men to be well conducted, and if they were ambitious. I think there should be an examination for the higher ranks, and whether it was competitive or merely a "pass" examination, there should be such an examination. I think there should not be so many transfers in the service, especially of the younger men. It is a habit of these young fellows to apply for transfers from one cause or another, and they get them at the Government expense. I think such transfers should be at the expense of the applicants.

40. Was not that the rule? It was in some branches of the service?—It used to be the rule at one time that if a man applied for a transfer he had to pay his own expenses in our Department.

Mr. Dinnie: They do now in some cases.

The Commissioner: It is left to your recommendation whether the expenses should be paid or not?

Mr. Dinnie: That is so.

Witness: As to the question of the transfer of defaulters, I do not know whether it is not better to leave many of the defaulters in the districts where they default rather than transfer them to others. A man can be better looked after in the district where his propensities are known than in another district where it takes a long time to find him out. I also think that every report, for or against a man, should be attached to his defaulter's sheet, and that the sheet should go with him to any district he goes to. A man may come to me from another district, and I get his defaulter's sheet. There may be nothing, or very little, against him; yet it would be a great help to me if I saw these papers, as I would then know what sort of a man he was. On the other hand, if there were anything to his credit—where he had done good work—it would be to his advantage to give him the opportunity of seeing the record.

Mr. Dinnie: That would be on his merit sheet.

Witness: There are many things he might do that would not be on his merit sheet, and you have no idea what he has done. There is simply a note on the paper, "For ability displayed in such a case," but that gives you no idea what the man has done, or what his capabilities are.

41. *The Commissioner.*] Do you get many of these transfers for offences?—I get my share—some from Christchurch, and some from Wellington.

42. Would you discriminate between offences for which a man should be transferred?—Yes. There are some offences for which a man should be transferred. You might know that a man was carrying on in a way you could not approve of—say, with a woman—and the sooner a man like that is transferred the better, although you could not prove anything about it.

43. Supposing a man is found drunk on duty?—I do not know that that offence should necessitate his transfer.

44. You would keep him in the place?—Yes; I think I would be better able to exercise control over that man than the sergeants over him if he went to another place.

45. You do not think it would be a bad example to the men to keep him in the same place?—I would simply punish him, and keep him there, and I would not be afraid of his example. But if he were a vicious man, I would discharge him.

46. Would you make it a rule that every man who was transferred for reasons personal to himself should pay his own expenses?—In certain cases.

47. You said "carrying on with a woman"?—I would make that man pay his expenses.

48. I think you said that perhaps you could not substantiate it?—Even so. I have a man in my district at the present time. He came here from another district; but I did not know sufficient about his history in the other district to justify my recommending him for promotion, and

I have not recommended him for promotion on that account. However, if the papers were given to me I might feel inclined to recommend it. I am doubtful, because I did not know the man. I think he was transferred from another district because of some irregularities in the accounts at the place where he was the Clerk of Court, or something; but I am only speaking of what I heard.

49. A man might have a serious injustice done to him through not being promoted, or the Force might have a serious injustice done to it, on the other hand, through a certain man being recommended for promotion?—That is so, but if all the papers connected with a case of transfer were attached to the man's defaulter's sheet I would know where I stood; and I know of no reason why they should not be attached. It might, of course, necessitate the making of copies of files that would be kept in the Commissioner's office.

50. But they should be referred to you?—Yes. It would not be much trouble to keep the information up, and I could keep it in my possession, and put it on the man's defaulter's sheet. As long as the men are with me, I keep every report respecting them attached to their defaulter's sheet; but when a man is transferred from my district those papers are detached, because it has been a standing rule—for twenty years probably—that the Inspector has to make no recommendation or suggestion with the man going to another district.

51. Really, then, when a man is transferred the matter is wiped out, although he is transferred for some default?—Yes; unless it is entered on his defaulter's sheet. I have a case where a sergeant was transferred from the south to my district, and there was nothing on the defaulter's sheet to show why he was transferred.

52. How long ago was that?—Two or three years ago. I think you know the case.

53. I know the case, but was it not on the defaulter's list?—It was not on his sheet.

54. That is the man you mean, I suppose [name indicated]?—Yes.

55. I fancy it is. It is a well-known case. I am surprised you were not informed of that?—No papers came with him to me, and I had to get the facts from the man himself. I think a copy of the file in such cases should be attached to the defaulter's sheet.

56. Is there any other matter you wish to speak of?—Yes; there is the question of the police stores, and the promotion of the officer who occupies the position of storekeeper there. I do not know why he was promoted, and I do not see any reason why he should have been promoted.

57. Do you think that this case created dissatisfaction?—It has created very great dissatisfaction. Of course, in going round the district from station to station, I have the confidence of the men in those stations, and they speak freely, and I know that this is a burning question with them—that a man with that service should be promoted. He was in the position of storekeeper when promoted, but they think he should not have been. I do not see why he should have been promoted; and I do not think he has been a success as storekeeper, judging by the stores we have been getting. As the Sub-Inspector told you yesterday, we have been getting coats for the men here that no practical man should have allowed to go out. If he is a competent man, he should not have allowed these shoddy things to go out. Many of the coats were, as the Sub-Inspector described them, nothing but blue blanket, and they could not possibly keep out the water. Then, the waterproof coats fall off the men's backs the second time they wear them. No practical storekeeper would allow them to go out.

58. Have things in this respect improved lately?—The coats have been called in. I sent one of the "blue blanket" coats to the Commissioner, to see it for himself, and the result was that they were called in. I did not send it to the store, but to the Commissioner direct. I do not see why a sergeant should hold the position of storekeeper at all. There cannot be such a lot of work to do there; and if the stores are to be kept as police stores I think that some deserving constable who has been injured in the service, and therefore not fit for hard work, should get the position.

59. Of course, he must have some knowledge of clothing?—He is supposed to. Then, the uniform-cloth that has been coming along has been most unsatisfactory as regards colour and quality. I do not know whether they do it now, but at the time the Defence Storekeeper kept our stores there was a "sealed pattern" of everything—shako, overcoat, mackintosh, and the cloth served out for uniforms—contracted for, and if the contractor sent anything different from the sealed pattern it was quickly returned to him. That is what should be done now. The finger-print branch is a very important branch of the service, and I should be glad to see its sphere of usefulness extended. It is of very great assistance. There should be no difficulty in regard to stationing one of the experts in Auckland, Christchurch, and Dunedin, the duplicate prints to be kept in Wellington. At present there is a Finger-print Expert and his assistant. The former has been away from New Zealand about six months, his assistant being left in charge; and if he had been taken ill, or had resigned, the Department would have been without an expert.

60. *Mr. Dinnie.*] Do you know that there is another one there—a third one?—I never heard of him.

Mr. Dinnie. Then, you are lacking in information.

The Commissioner. I understand there was a constable who attended at the office during certain hours.

Mr. Dinnie. He has been there a long time.

Witness. That means that in due course another constable would be promoted to the rank of detective in the office, and it would bring about dissatisfaction, as in the case of Detective Quartermain.

61. *The Commissioner.*] Then, you think the promotion of Detective Quartermain has created dissatisfaction?—It has undoubtedly. Now that he is a full-blown detective he should be sent to Auckland to take charge of the finger-print branch here, as a sub-branch. Then a smart detective could take his place in Wellington, and acquire a knowledge of the system. He in turn could be sent to Christchurch, and another one to Dunedin. They would form sub-branches of the central department, which would then never be short of experts, because we know there is no

guarantee that one or two men will always continue in good health, or a state of efficiency. It is like the passing of a number of men through the district office for clerical work. The same principle applies to the finger-print department, because the more men who acquire a technical knowledge of the work the better it is for the department.

62. The Commissioner of Police holds very different opinions from you on this matter. I am not an expert regarding it?—Neither am I.

63. He has imbued me with the impression that there is always danger in having branches of this finger-print department?—I do not see it.

Mr. Dinnie: They know the danger quite well in England, where they have only the one centre for the whole of England. They would not have a separate branch for a certain reason.

Witness: I do not say a separate branch, but a sub-branch.

Mr. Dinnie: It is dangerous.

64. *The Commissioner (to witness).*] Do you wish to deal with any other matter?—There is the matter of small police districts also. I am strongly of opinion that the present districts should be reorganized, and that such districts as Thames, Invercargill, Greymouth especially, and probably Napier, should cease to be separate districts.

65. As the opportunity occurred, you would simply add these to the larger ones?—Yes; but I do not say that the men now occupying positions in those places of Inspectors should be interfered with.

66. There are nine Inspectors?—There were only seven up to seven or eight years ago. Then Invercargill was created a separate district; and within the last year or two Thames has been created.

67. What was the object in creating the Thames District, particularly?—I do not know; it is beyond me.

68. The question must have been discussed from time to time?—Not with me. I never made any complaint; and there has been none against my administration, as far as I know. The public have not complained that the police-work was not attended to in that district as it should be, and it was a matter of surprise to me when it was taken off Auckland and formed into a separate district without any reference to me whatever. There was no need for it.

69. You never reported on it?—No; and I was never asked to do so.

70. Was that the only portion of your district that was affected? Was any portion of it put on to the Wanganui District?—No; only the Thames was cut out, and I understood the original intention to be to create a district at Hamilton.

71. The late Minister of Justice told us that, but that it was found that it could not be worked satisfactorily?—I have a fair idea of what the cause of that has been, especially at Hamilton.

72. The Minister of Justice lived at the Thames, of course?—Apart from that, there is another thing, and I have a pretty fair idea the King-country had a good deal to do with it.

73. The Minister of Justice would have an intimate personal knowledge of the question, I suppose? What had the King-country to do with it?—Well, the liquor trade. The cutting-off of the Thames District I do not think has made a difference to my work of fifteen minutes a day.

74. Then, you say deliberately that, as far as the efficiency of the Force is concerned, it has not helped it?—It has not; and experienced men know that the greater the number of small districts that you have the less efficiency there is. You cannot have efficiency with small districts, and the Inspector in charge of a small district, if he is left there a number of years, has so little to do that he becomes fossilised, and gets out of touch with a lot of the work. Some time ago a suggestion was put forward that when a favourable opportunity arose the Dominion should be divided into four divisions, and that there should be a divisional Superintendent who would take charge of each division. He would be in charge of all Inspectors and Sub-Inspectors in the division, who would communicate with him, but the Superintendent would communicate with the Commissioner. That system would make, I think, for the efficiency of the service, because it would do away with these very small districts. The Inspectors, who would otherwise be in charge of these small districts, should be located at the four centres under the Superintendent, with a district for themselves to look after. In this district you could give an Inspector from Mercer to Helensville, and there would be plenty of work for himself and one Sub-Inspector.

75. I think two Superintendents would be enough?—Well, you know the physical features of the country pretty well, sir. Still, I think one Superintendent should have charge of all the country south of the Waitaki River. Another man would have Canterbury and West Coast (including the present Greymouth District). The Wellington Superintendent would have charge of Nelson, Marlborough, and the present districts of Napier and Wanganui. The Auckland Superintendent would have charge of the whole of the Provincial District of Auckland, including Gisborne.

76. What would be his duties?—He would exercise a general supervision. He would control the accounts, deal with recommendations from the Commissioner for promotions, transfers, the punishment of the men, the maintenance of discipline. He would have to visit the different centres from time to time, and would have plenty to do. But he would be relieved of a lot of routine work that the Inspector in charge of a district like this has to attend to now. When he was called away the Inspector would take his place. He would be the senior officer, and would act for the Superintendent in all matters of routine. Of course, the Inspector should not deal with the accounts, the transfers of men, and recommendations, unless the Superintendent was absolutely out of the district on leave.

77. You would be practically creating four Superintendents, and doing away with four Inspectors?—No; you would still have four Inspectors.

78. You have nine Inspectors now, but you would not want nine Inspectors and four Superintendents?—No.

79. The creation of four superintendencies would have the effect of doing away with four Inspectors?—The Inspectors would become Superintendents. Instead of having nine Inspectors you would have eight.

80. *Mr. Dinnie.*] How many?—Four Inspectors and four Superintendents; and in Invercargill there would be a Sub-Inspector in charge. There would also be Sub-Inspectors at Napier, Wanganui, and Timaru. A Sub-Inspector would be quite capable of managing those sub-districts. I was over five years at Timaru, and also the district clerk, so that I know it pretty well. The district extended then from the Waitaki to somewhere near Rakaia, while the northern station followed on.

81. *The Commissioner.*] With the enormously increased facilities for travelling about, I am not at all sure that two Superintendents would not do the work you want four for?—There were two originally—one in charge of the North and one in charge of the South Islands.

82. But you cannot compare the travelling facilities then and now?—It is much more easy to get about now, but with the increased population there is an increased number of stations.

83. The Commissioner of Police has now to exercise a general control over the whole Dominion?—He cannot go round and visit all the stations.

84. *Mr. Dinnie.*] It takes five years to get round the whole of them?—There are stations in my district that neither yourself nor your predecessor have been able to visit. That indicates that something is wanted in the shape of divisions in which the present smaller police districts would be merged.

85. How many Sub-Inspectors would you want under your scheme?—I do not think you would want a Sub-Inspector at the Thames.

86. *The Commissioner.*] You would have Sub-Inspectors in all places carrying over a certain population?—I should have one at Napier, one probably at New Plymouth, one at Wanganui, Palmerston North, Timaru, Greymouth, and Invercargill. Of course, I know that this scheme would create a lot of discussion and opposition in certain quarters.

Mr. Dinnie. And increase the expenditure?

The Commissioner. Not to a large extent; but that, after all, is not the main consideration.

Witness. The country would be continuously supervised, and the supervision would be better, even if it did increase the expenditure. But I do not think it would, because you would do away with some of the Inspectors. You might have to promote one or two men to Sub-Inspectors. I know the routine from top to bottom, and what the police requirements of all stations are. There are only two places I have not been in—Gisborne and Invercargill—and I am certain that the physical features of the country lend themselves to such a division as I suggest.

87. *The Commissioner.*] I think that is so; but I do not agree with you as to the need for four Superintendents?—That is a matter of detail, but the principle is the same.

88. The North Island is growing so enormously that you might want two there, and one could do the South, if it did not have the effect of creating jealousy between the two Islands?—He would want to be a very good man to take charge of the South Island. It is, of course, more easily worked than the North Island. I know of no district that is more easily worked than Christchurch. You can get to any station from your office in a few hours. Here it is very different. If you go up north you are nearly a fortnight away. Another advantage under my proposal would be that an Inspector under the Auckland Superintendent would take charge of the Superintendent's office, and thereby gain experience that would qualify him to succeed the Superintendent when his turn came for promotion. The duties would be of considerable importance, and, instead of being buried away in places like the Thames, Greymouth, or Invercargill, where he is actually rusting for want of work, he would be always in touch with the work, and handling big matters.

89. There is an enormous difference in the amount of work done here and at the Thames?—There is no comparison.

90. Do you wish to add anything?—Another matter which has caused a good deal of dissatisfaction throughout the service is the promotion of Sub-Inspector Wright, and his retention in the Commissioner's office. As to myself, I have no quarrel with Sub-Inspector Wright. We never had any quarrel; but in the interests of the service I think the Sub-Inspector should not remain there.

91. Would you go so far as to say that you know of no reason, from a police point of view, why the officers in the Commissioner's office should hold police rank?—I know of no reason at all why they should hold the rank of Sub-Inspector. The men in authority should hold the same rank.

92. What is the difference? Has not the Chief Clerk as much authority as the Under-Secretary of any Department?—Yes.

93. Then, you find fault with the promotion of the Chief Clerk to the rank of Sub-Inspector?—Yes.

94. Would you go so far as to say that you think it would be in the best interests of the service if the Commissioner's staff were a civilian staff?—At one time I thought it should not be, but I have modified my views rather of late, in view of what I believe to be the dissatisfaction with the present staff in the Commissioner's office. There is a Sub-Inspector and two sergeants there now, and I think that is not satisfactory. They are doing clerical work, and holding commissioned and non-commissioned rank. Those men should be out doing their duty.

95. Then, you would have a civilian staff?—I would prefer a civilian staff to what it is at the present time; but I think a police staff would be better.

96. At any rate, you are certain that the present position creates dissatisfaction in the Force?—Yes. And it is not discipline to have a Sub-Inspector sending out wires to an Inspector, and giving him instructions. Failing discipline on proper lines, then what should be done is that the

senior officer in the service should be stationed at Wellington, and as soon as the Commissioner leaves Wellington the senior officer should take his place. That is discipline. The Chief Clerk, no matter whether he is a civilian or a police officer, should on no account be allowed to issue instructions to any officer senior to himself. I know that the promotion of the Sub-Inspector and of the two sergeants that are there now has given very great dissatisfaction throughout the service. The promotion of the district clerks has also caused dissatisfaction. These things have created a lot of dissatisfaction in the service, and will continue to do so.

97. And that affects efficiency?—I am sure of it.

98. As to uniforms?—I think the Government should pay for the making-up of the uniforms, and that when a man retires from the service, or is discharged, the uniform should be returned to the Department, even if it has to be burnt. Men should not be allowed to take their helmets and jumpers with them when they leave the service, to masquerade in them, or give them to somebody else to masquerade in them. There should be a statutory provision to punish any man who is found wearing police uniform without authority. There is an enactment to punish people for wearing a military uniform without authority, but it is the more necessary in the case of the police uniforms, because any evilly disposed person might masquerade as a policeman, and commit a crime.

99. Does a constable, on retiring from the Force, hand in nothing?—I make him hand in his shako, although there is no regulation to that effect.

100. Anything else?—No.

101. What about the buttons?—The buttons and cloth are supplied by the Department. The man has a vested interest in what he has made up. He is part owner of the jumper, and that is more than half the uniform. It would be better if they handed in their jumper and tunic. They have to hand in their overcoats now unless they have been on issue a certain time.

102. As to the shakos?—I think they should be done away with, and black helmets substituted.

103. You would not make any difference in different parts of New Zealand?—No. I would have black or blue helmets, of the same cloth as the shako is made of now. They are very dressy, and much more comfortable than the shako, which does not afford much shelter from the sun or rain, while the helmets do. The police could wear white helmets throughout the Dominion in the summer-time, or from the beginning of October to the middle of May sometimes, according to the weather. I should not put the question before the men at all as to whether they would have helmets or shakos. The Department should take the matter in hand. In my opinion helmets are the best, because they are the lightest. Then, as to the question of empowering Inspectors to take evidence on oath in all inquiries before Inspectors, I think that is absolutely necessary.

104. I cannot see the slightest reason for refusing it?—I do not know why it should be refused. There are very few cases in which there are a number of witnesses for or against a man charged with an offence in which there is not lying, and I think that if a man was on his oath there would be less lying. I have had civilians come up and make statements before me that I knew to be absolutely wrong.

105. I think a change will be made?—I do not think there is anything else I wish to say.

106. You have not touched upon one matter of importance at the present time, and that is the falling-off in the recruiting. Of course, the position might become very serious indeed. What views have you on that subject?—At the time the last increase of pay was granted I was strongly in favour of 1s. being granted in addition to the 7s. 6d. I told the Commissioner that I thought it was necessary. I am still of opinion that if the 1s. a day had been granted at that time we would have got a better stamp of recruits, and a better stamp than we are likely to get now.

107. You have to be practical in these things. The question is whether the increase would have the desired effect?—I think there is a great misunderstanding among young fellows about their position in the service if they joined. I think they do not understand the benefits.

108. I was going to ask you later how you are going to bring the attraction of the service before young men anxious to join the Force, because there are no doubt attractions?—Yes, and very great attractions. I may say that there are no men I think in New Zealand who are more looked up to and respected than the country constable, so long as he is a straight-going, clean-living man. He is the general adviser for the whole district, and if any one is in trouble he is the first man they will run to for advice. He has many privileges there too. He has a good house, perhaps of six or seven rooms, and with all conveniences, even to hot and cold water. They have good stabling accommodation for their horses, and have generally a place to keep their buggy. In nearly all country stations they keep their horse and buggy, and drive out the wife and family when they feel inclined. They have a paddock in which to keep their horse; and many of them keep a cow.

109. They are not allowed to keep fowls?—Yes, with permission. You could not allow them to keep fowls where there is a troop horse, but where they keep their own horse there is no very great objection to it.

110. How would you bring these advantages before the youth of the Dominion?—If you could get into contact with them, and point out what the advantages are, I think the result would be good. A good many of the men in the Force are good marksmen with the rifle—as good as you could find in New Zealand, and many of them are good sports all round.

111. You attach some importance to this?—Yes; I attach very great importance to it. I know many of these men go out duck and pheasant shooting. I would not interfere with them in that; I would rather encourage them.

112. Looking at it from a strictly practical point of view, do you think the increase in pay from 7s. 6d. to 8s. 6d. a day, and bringing before them the advantages of joining the Force, would have the effect of increasing the number of recruits?—I think you would get a good many young

fellows to come forward. There is another thing. These men in country stations are getting an allowance for their horse of from £20 to £26 a year. Many of them are Clerks of Court, for which they get £10 a year; and some of them are Clerks of Licensing Committees, for which they get extra pay; and there are documents sent to them for service by lawyers, for which they get a fee.

113. I suppose it is really the drudgery of the first four or five years?—Yes, or what they would call drudgery. They do not look at the advantages ahead.

114. Have you any opinion about the standard of education?—The Fifth Standard is not too low. But I think there should be more latitude allowed in respect of this matter. I know many men of poor educational attainments, some of the keenest and most practical and best workers in the service.

115. Yes; and I know one or two men who can hardly spell words of three letters, and yet they are excellent constables?—Yes; I had one man under me at Christchurch who was very poorly educated, and yet he was the best working and most reliable man on the beat.

116. I know one or two of higher rank to whom that remark would apply?—Yes; they are good-working men. I would not be in favour of drawing a hard-and-fast line at the Fifth Standard. I think that most young fellows who have passed the Fifth Standard leave school at fourteen, and go out to work about the country, and do not read anything but newspapers—and some not the highest class of newspapers; and they lose most of what they have been taught. There is another matter in regard to which I think there should be more latitude. The present standard of height for admission to the Force is 5 ft. 9 in. The best men I have known have been from 5 ft. 8 in. to 5 ft. 10 in. I am not an advocate of big men.

117. Some persons say they would not give a dump for a policeman unless he has a most imposing appearance?—That is all nonsense.

118. *Mr. Dinnie.*] The public like to see a big man?—I am speaking from a practical knowledge of police, and if I were going where there was a “rough and tumble” I would take men of 5 ft. 8 in. to 5 ft. 10 in. before taking men over 5 ft. 10 in.

119. It was suggested to me that in one place there was a man very much below the standard, or he appeared to be, and that people used to look at him in the street, and point him out as a man they would not mind having a “go” at—he appeared small?—A man 5 ft. 8½ in. or 5 ft. 8¾ in., with a normal chest-development, is a not a small man.

120. Would you reduce the standard from 5 ft. 9 in. to 5 ft. 8 in.?—I think 5 ft. 8 in. might bring in too many small men, although I know some men of 5 ft. 8 in. who are some of the best men I have.

Mr. Dinnie. We do not adhere to 5 ft. 9 in.; we take men at 5 ft. 8¾ in., and if there was a good man at 5 ft. 8½ in. we would stretch a point. It depends on his physique, &c., otherwise.

The Commissioner. That disposes of it.

Witness. I think if young men in the country really knew what the advantages of police life are after leaving the cities we would have a great many more applicants than we have.

121. *The Commissioner.*] You said that three months' instruction to recruits was necessary?—Yes.

122. What about the period of probation?—At present a man gets no credit for the two months he spends in the depot.

123. Do you not think it would be valuable to know a little more about a man than can be learned in three months?—I do not say that he should be accepted; but I think from the time of his going into the depot there should be a limit of twelve months during which he should be kept if necessary, and his services should count from the day he joined the depot. He loses two months' service now. If a man were to give proof or qualifications for permanent appointment in, say, six months after joining the depot, his appointment should be confirmed; but there are others whose appointment might be held over for twelve months, because one man may pick up his duties much more quickly than another. And one man's conduct may become apparent in the first month; and another man, if he is a cunning man, may not show his real conduct or nature for six or eight months. I should say that twelve months from the time of joining the depot should be allowed in cases where it is found necessary. The Inspector and Sub-Inspector in the centres, or the officer in charge of the smaller towns, if married men were sent there, could report on them periodically, say, every three months, and say how they were progressing, and whether the appointment should be confirmed or not.

124. Do you know of any real grievance with regard to the time that the men are kept about the Courts?—We allow them time off. We cannot allow them the time off they expect, because the number of men at our disposal will not allow us to strip the streets. It is a bad practice to strip the beats sometimes at 12 o'clock at night or 3 in the morning. But as far as we possibly can we meet such cases. If we had sufficient men I should be inclined to do it in this way: If a man has been on night duty, and has had to attend Court for a certain number of days, instead of ordinary “time off,” give him a day off altogether—exempt him from duty. Then you would not strip the beats at night.

125. Are you sufficiently manned?—We could do with a good deal more.

126. With advantage to the public?—Yes; the population here is rapidly increasing. You have been round the suburbs, and you must have seen the great increase in population since you were last here.

127. I understood you to say that there is no provision requiring men to go home in uniform?—No; I would not think of making such a regulation unless I received an order from Headquarters. If an order is issued to me I obey it.

128. A great deal has been said about the claims of the plain-clothes men and the uniform men?—I have never been a detective, so that what I say about the detectives is not said from their

standpoint. I do not think they are overpaid. The sergeants—as has often been said—are the backbone of the Force. The detectives in their sphere are equally as important as the sergeants. You cannot do without one, and you cannot do without the other.

129. You would open the avenues of promotion to each according to his merit in the service?—Yes; the promotion of station sergeants and Chief Detectives in all cases is altogether wrong.

130. What about the station sergeants?—When the station sergeants were appointed, I understood that the men appointed to that position would be the future Sub-Inspectors. That has not been followed. That being so, there may be some station sergeants who may not be considered fit for further promotion.

131. We know, as a matter of fact, that is so?—If that is assumed, I say that the rank of senior sergeant should be substituted for station sergeant.

132. And then make the promotions—with the Chief Detectives—according to merit?—Yes; let them be qualified by examination, and show that they are fit. A man to be qualified should have a knowledge of the law of evidence, and the methods of conducting cases in Court—what acts are necessary to constitute certain offences, and to justify certain prosecutions, &c.

133. Do you think that station sergeants have justified their creation?—We wanted men in the position. We must have men in that position. We cannot carry on the work without it.

134. Looking at the fact that they are not exclusively qualified for higher rank, you say it would be better to have senior sergeants?—Yes; if it were possible you might have more than one senior sergeant to carry out the duties in a place like this. The hours are very long, and it will be necessary in the near future to have two senior sergeants.

135. How many station sergeants have you had?—Two. The question of defining the duties of station sergeants has cropped up; that is a matter that must be left to routine.

136. Do you think it would be any advantage to limit the appointment of station sergeants to those men who would *prima facie* obtain commissioned rank?—I thought at the time that would have been followed.

137. Some of the station sergeants are inclined to make it a grievance that they have not been promoted?—Some station sergeants I have not been in touch with for the last twenty-five years.

138. We will not consider their qualifications beyond the fact that some of them will not be considered fit for promotion to higher rank?—Yes; if you have an examination for them, either a pass examination or a competitive one, you will very soon find out who are fit and who are not fit for higher rank.

139. But would you limit it to men who might be able to pass an examination—even a competitive one—and yet whom you would not select?—Yes; that is another thing I wish to refer to: that the Inspector should be asked for recommendations for men to rank as station sergeants, Chief Detectives, and Sub-Inspectors.

140. You know the commissioned officers are appointed by Cabinet?—Where does Cabinet get its information from?

141. From the Commissioner?—Where does the Commissioner get his information from?

142. Presumably from his knowledge of the men?—He cannot have the intimate knowledge of the men that is possessed by the Inspectors in charge of the district.

Mr. Dinnie: The Inspector has always recommended each man who has been promoted.

143. *The Commissioner.*] Did you recommend the present Sub-Inspector?—Verbally, I did so.

144. *Mr. Dinnie.*] A strong verbal one?—Yes, very strong.

145. *The Commissioner.*] He was recognised as being a man thoroughly competent?—Yes; you could not deny it.

146. Do I understand that you are not called upon to recommend men for station sergeant?—That is so—only for sergeants and detectives, or, at least, acting-detectives.

147. Presumably it is done primarily from Headquarters?—Yes. I think there should be some reference from the Commissioner to the Inspectors in relation to this matter.

148. That is, the Inspectors should recommend the men they think best qualified for station sergeant?—Yes.

149. *Mr. Dinnie.*] I think you did recommend those two men in a report—Sub-Inspector Hendrey and another officer?—I have no recollection of it. If I did I was not called upon for a recommendation.

Mr. Dinnie: Anyhow, you submitted one.

150. *The Commissioner.*] Who was the man?—Sergeant Sheehan.

151. With regard to allegations of drunkenness against any of the men, have you any views in reference to these cases?—I suppose you know the procedure, that if a man is drunk the Commissioner deals with it.

152. Yes. What has been the effect upon the Force of the treatment of any cases of drunkenness—I mean the effect upon the efficiency of the Force?—I could not say.

153. You seem to have had an abnormal number of cases of drunkenness within the last twelve months?—Yes; more cases than within the preceding two years.

154. Is it your opinion that it is necessary when you get these cases to deal with them drastically?—Yes.

155. To what do you attribute the abnormal number of cases of drunkenness?—It is hard to say. Some men must come in with a liking for drink. There must be the files dealing with the inquiries. Many of them have passed through my hands. On the face of them, the papers seem very exhaustive; but still there must have been something left unattended to by those who made the inquiries.

156. The value of the inquiries entirely depends on the person making them. Your system may be perfect, but yet break down absolutely in practice?—Yes; but a good many of these drunken cases were those of men from South Africa and elsewhere. They were not New-Zealanders to a great extent. There were some of them, but the others preponderated.

157. Are there special temptations to the men in Auckland?—It is a big place. There are temptations in all big places—more than in smaller places. A man goes out here, and he meets people. Perhaps he goes into a hotel, and is a friend of the barmaid, or has some other friend in the hotel; and they are more likely to drink than if they were in a small town. There is no doubt that drink has come from somewhere into the barracks at night time.

158. You have found instances of liquor being taken there?—Yes, for a long time you could not go upstairs without tripping over empty beer-bottles in the passages. I have counted as many as a dozen and a half coming down stairs in the morning. That is why we had the men searched in the morning as they came in. We felt we were taking extreme measures, but the interests of the service demanded that we should take some such steps. They were steps we did not like to take, but we had to take them in the interests of the service.

159. And this liquor, was it being gratuitously supplied to them?—Yes, I presume so. I do not think they purchased it.

160. They must have got into touch with the licensees?—The explanation of one of the two men who were found bringing in liquor was that a friend got it and gave it to him in the street. The explanation of the other was that a man he did not know brought it to him in the street and gave it to him.

161. There was a good deal of drinking going on in the barracks?—Yes, a good deal; and it is not all stamped out yet.

162. You are exercising strict supervision?—Yes, we are doing our best. I have a reputation down south for being extra strict. I am naturally a strict man.

163. When you found these men taking liquor in, what did you do with them?—They were both called upon to resign. There was no “bones” about it. The Commissioner, as soon as he got the papers, asked me to call upon them to resign, and they did resign.

164. That would have a very salutary effect?—Yes, no doubt. The amount of liquor brought in since then has been very small compared with what it used to be. There are very few men now who go in for much liquor. I do not suppose there are more than four or five men here of whom the service would be well rid. All the others I look upon as being the makings of good policemen.

165. You referred to a certain constable just now [name written down and handed to the Commissioner]?—He was sent up here for street duty, and he remained here on street duty for about a year, and then the man in charge of a district died, and he was transferred.

166. What has been his conduct since?—It has been good. I have asked the Magistrate to whom he has acted as Clerk of Court.

167. Probably he has had a warning, and it has had its effect?—Yes; to my knowledge, and according to the information supplied by the Magistrate, his conduct has been exemplary. He applied for a position out there. I did not know the reason for the transfer, and submitted to the Commissioner that he should get it if there was nothing in the district he came from to justify him being kept out; and the result was he got the transfer.

168. Have you any views on the question of leaving constables any time in charge of stations?—Yes; there are some men whom it would be well to transfer every twelve months, and there are other men whom you might never transfer.

169. You cannot differentiate very well; you must have a rule?—I think the rule should be to transfer a man when there is need for it.

170. You think it should be an open question?—Yes; let every man be dealt with according to the merits of his case.

171. *Mr. Dinnie.*] Transfer him when there is need for it?—Yes; because one man can live in a station all his life, and he will be the same man towards the public.

172. *The Commissioner.*] And another man might not be able to justify his position?—Just so. You might say, “That man has been long enough there, and the place is getting ahead of him. I have a smaller station that would suit this man.” You select a man for a particular station. Right through my district I select men for particular stations. I know the requirements of the stations, and I know the men.

173. Are your recommendations generally approved?—Yes; in reference to men taking charge of stations in this district. There have been some exceptions.

174. Then, there have been special reasons?—Yes; the men were senior to any man I had here.

175. Has it been the practice to give men the option of taking particular stations?—Yes, in transfers. I do not approve of it. It has been the practice to a certain extent, but not to any great extent. There have been cases where it has occurred. I think, also, that a man should be promoted whether he wants it or not; he should not be given the option.

176. These merit lists, you evidently do not attach much value to them?—No.

177. What would you substitute for them?—I think there are certain cases where you should give a monetary reward.

178. They get rewards now?—Yes, in sly-grog selling and other cases.

179. Arresting sailors?—There is not much merit in arresting sailors.

180. But still it represents money?—Yes.

181. The notes in favour have no value?—No; they are not much taken into consideration, and demerits and merits are not. I think they should be.

182. Take a case where a man gets a monetary reward for arrest and conviction of a Chinaman in connection with the opium trade?—I think he should not get much consideration; it has been paid for.

183. From the police point of view, you would not attach much importance to it?—No, because he has got his special compensation for such cases.

184. What cases do you consider should count in the case of promotion?—Detecting crime.

185. That would be chiefly for detectives?—I often recommend detectives in that respect. Records of merit would be more definite and understandable than a note in favour. If a man is given a record of merit you know it is for a meritorious act; for instance, if he stops a runaway horse or saves a person from drowning, these are cases where a man should get a record of merit.

186. Do you attach any importance to the men having identification cards or badges?—If you could get the men to carry them when in plain clothes it would be all right.

187. But they would have to carry them as a matter of discipline?—A young fellow, say, is living in the barracks, and he puts a badge under the lapel of his coat. He has, say, two or three suits, and he might be careless, or would not bother to change the badge from one suit to the other.

188. But he does not forget his cigarette-case or tobacco?—Those are things he would think of.

189. If it was a matter of discipline they would think more about these badges. Do you think it is of any value?—I do not think it is of any value.

Mr. Dinnie: In the Metropolitan Police of London they carry a small leather case with a card inside; on one side is the warrant card, and on the other side is a memorandum book. They always carry them as a warrant of identification.

190. *The Commissioner.*] We had a question raised the other day with regard to the promotion of certain men as sergeants upon the recommendation of the Inspectors. One man was specially referred to as not being recommended by you?—There are the names of two men I did not recommend [names written down, and handed to the Commissioner]. I would not recommend that man [indicating name to the Commissioner].

191. Did you think him fit to be promoted to sergeant?—No.

192. Then, you did not recommend him?—I would not recommend him on any account. I had that man under me as a constable.

193. He has apparently been recommended since by another Inspector; that is why he was promoted?—I do not know what another Inspector has done.

Mr. Dinnie: You are taking the wrong man. It was the other man who was recommended afterwards.

194. *The Commissioner* (to witness) [name written down by witness and handed to the Commissioner]. You declined to recommend him?—Yes; I understand he was recommended by other Inspectors. The man was away from me for twelve months, I think.

195. Do you think he would become qualified in twelve months?—He may have been improved by the change. He was transferred from here because he did not give satisfaction.

196. Give me the history of this man who has been promoted since. Were you asked whether you would recommend him?—I was asked to make a station for him about the suburbs.

197. *Mr. Dinnie.*] Did he apply?—No, it came from you.

198. *The Commissioner.*] Were you asked to make a vacancy for him in a suburban station?—Yes.

199. With a view to what?—In order that he might get more police experience, and qualify for the rank of sergeant.

200. What did you say?—I could not see my way to do one of the suburban constables an injustice by taking him from charge of a station and putting this man in his place for six months.

201. What happened then?—I said so. I heard no more about it; but he got promoted.

202. I only wanted to know what you knew about it?—Nothing more than that. I take no responsibility in regard to that case at all.

203. With regard to this vexed question of the Police Surgeon: what is it all about?—I think you will find it all in the papers and file.

204. I have not seen the report of the inquiry. Why has it been allowed to remain in this position?—It is a thing that has grown. For many years back there has been growing discontent, and complaints from the men.

205. Do you think it is general?—Oh, it is general.

206. And you think it is being made really a question of grievance?—Yes. I may say that I had him to attend to me twice. I make no complaint about his treatment of me; in fact, knowing the feeling amongst the men I had him to attend to me to show them that I at least had confidence in him. There was nothing serious the matter with me. I had another medical man who attended to myself and the family, and that man has attended us ever since.

207. Have you made any representations to the Commissioner at any time with regard to certain stations being supplied with rubber gloves, disinfectants, &c.?—The wharf station and Devonport are supplied with them.

208. You heard Constable Thompson speaking with regard to this matter?—Yes.

209. Do you think it necessary?—Yes, I think these things should be supplied to certain stations, like the stations along the foreshore of the harbour, and Aratapu, Dargaville, and Whangarei probably.

210. It has been urged that certain stations should be supplied with fuel, light, &c.?—I think certain stations should be given a certain allowance for lighting. In most suburban stations, if they have an office—and most of them have—they are allowed so much for gas.

211. At any rate, it is a matter that might be considered?—Yes; it would not add a great amount to the expenditure. The constables do most of their writing at night. A man may be away on duty for a few days, and when he returns he has to work at night to overtake his work.

212. Is much time taken up in doing work for other Departments?—Yes; we have a great many inquiries to make for the Railway, Postal, Old-age Pensions, Inspection of Machinery, and other Departments.

213. There is no equivalent given to the police?—No. I think we should charge them 1s. an hour.

• 214. Or, at any rate, there should be some recognition of these services?—Yes. I cannot understand why the officers of some Departments cannot do their own work.

215. Of course, there are certain inquiries that should very properly be made by the police?—Yes, anything bearing on crime.

216. What about the gymnasium?—The gymnasium is of great advantage to us. You can hardly realise the benefit it is to the men.

217. You think it should be encouraged?—Yes.

218. In every centre there should be a gymnasium?—Yes.

219. It has been suggested that a number of men do not take advantage of it?—That is so, but a large majority of the men here are very keen on it.

220. With the view of increasing the efficiency of the Force, would you be in favour of having an instructor appointed?—He would not have sufficient work here.

221. I do not mean Auckland alone?—You might have to give him a rank.

222. You might as well give him a rank as the storekeeper?—Quite so; and he would be of service to the Department. Constable Skinner, I think, is without doubt the best man south of the Line in this work.

223. What service has he got?—Ten years.

224. You think it would be a valuable adjunct?—It would certainly do no harm.

225. I understand the Commissioner has allowed his services in this respect to be used occasionally?—Yes; Constable Skinner had to come here to attend the Supreme Court, and I asked the Commissioner to allow him to give the young men here instruction for a couple of weeks. That was granted, and with great advantage to the men.

226. Is there any other matter you wish to refer to?—Yes. I would like to refer again to the proposed divisional Superintendents. The Auckland Division, as I propose it, would contain, say, eighty-nine stations and 225 men; Wellington Division would contain eighty-nine stations and 259 men, on the present distribution; Christchurch and Greymouth District would contain sixty-one stations and 167 men; and Dunedin and Invercargill would contain fifty-eight stations and 146 men.

227. Now, about the vexed question of emoluments?—Well, I have views of my own on that matter, and I am not sure whether I expressed them at the Police Commission in 1898. I think I said then that the emoluments, or a portion of them, should go towards the Superannuation Fund which was to be established. There was no Superannuation Fund at that time; but since then, in going round the district, and having gained a wider experience of the men, their duties, and of the hardships they have to put up with in travelling from place to place over bad roads in all weathers, I am rather inclined to think that the labourer is worthy of his hire.

228. But in certain districts it strikes me as being so exceedingly out of proportion to what it is in other districts?—There are some districts that are undoubtedly better than others, like Kawakawa. That is a good district for a constable, as he will get from £60 to £80 a year extra there. He is the Clerk to the Licensing Committee, and Clerk to the Waimate North Court. He gets £15 for each—that is, £30. Then there is the mileage and other things.

229. But there is a constable at Kaikohe?—He is the Clerk of Court at Kawakawa.

230. Why not for the other two also?—It is a departmental arrangement of the Justice Department. When Mr. Northcroft, S.M., was in charge of that district, he and I had a chat about the desirability of establishing the Waimate North Court at Ohaewai, as it would be more convenient and central, but nothing came of it, because he was retiring from the Bench shortly afterwards. Dargaville would be a good station, and Kaitaia, and possibly Cambridge. Te Awamutu was at one time a good place, but it is not now. The constable at Taumarunui makes a fair amount extra also at present.

231. There would be no objection to allowing a man to receive up to a certain amount, but it is the difference between the different stations that strikes one as so enormous?—That is so; but the men at stations like Dargaville and Kawakawa are picked men—superior men in every way, both physically and mentally, and also as regards conduct. They are men who would rise to any position in the service later on.

232. Do you share the Sub-Inspector's views with regard to batons and handcuffs?—Yes; I should prefer the American style of light baton. Some batons we have had, of heavy boxwood, would smash a man's skull. Batons of that kind should not be put into the hands of constables, especially of men of rather excitable temperament, and who might hit harder than they think.

233. You have never represented the matter to the Department?—No; I have never hit a man with a baton in my life. If I really had to hit I preferred to use my fists.

234. What about lamps?—The lamps have not been in use here, I think, for twenty years. Many years before I came here the men found it impossible to carry them in hot weather. I have carried them myself in Dunedin and Christchurch. They stink; and the heat brings on lumbago and sciatica. Men suffer from those complaints who use them. They are also dirty for the clothes.

235. If it is necessary that lamps should be carried it seems rather an anomaly that the men should be required to find them at their own expense?—It is a matter that requires attention. The question of supplying the electric torches has been discussed by Mr. Tunbridge, Mr. Dinnie, and myself, and we have thrashed it out in all its bearings. I think Mr. Dinnie is only too anxious to get these torches if we can get them. The difficulty was in getting refills in the earlier stages of the invention, but I think we can get them supplied now.

236. But, still, the men who carry them do so at their own expense?—That is not right. I think they should be supplied by the Government.

237. With respect to the anomaly in regard to house-allowance, have you any suggestion to make whereby that can be overcome?—I should have as few married men in the cities as possible.

238. One witness stated he would have all married men?—You could never recruit a service with married men.

239. Having single men only in the cities does not get over the difficulty. You cannot expect men to remain single, and if they get married the position as regards house-allowance becomes acute?—I should like to see them shifted out to country stations as vacancies occur.

240. But some of them get married under two years?—Some under twelve months by permission.

241. You cannot keep on shifting them out?—No, because there are no vacancies; but married men are sent to all suburban stations. At Parnell there are two married constables, with a constable in charge. At Ponsonby and Newmarket there are married constables.

242. But about the house-allowance?—The only way is—it is a question of finance—for the Government to acquire a block of land, and build small houses on it, and let the constables occupy them, instead of paying them an allowance.

243. My idea would be more to equalise the rents payable?—One man will not be satisfied with a house that another man is satisfied with when he rents it himself. He may have ideas in advance of those held by a humbler man; or his wife may have high ideas, and she has to be taken into consideration very much in some cases.

244. Is the practice of using the police for detecting certain offences affecting the suppression of crime?—I say that the police are the proper parties to do that sort of thing, and I never employ an outsider if I can possibly help it.

245. And there are certain offences which must be detected?—That is so. Take the King-country: I have not used a civilian or an outsider in detecting cases there for the last eight years. I select suitable men from the police, and they have managed to get their convictions without bringing in outsiders.

246. With regard to small offences like those committed by young constables, for which they are reported by the sergeants, do you always carpet them formally?—Not always. For instance, if a man oversleeps himself he is reported for that, and an explanation is asked for. If his explanation is a reasonable one, I accept it, and caution him to be more careful in future. If it is a more serious neglect, then he comes before me, and he is always brought before me in the presence of the Sub-Inspector and station sergeant—both of them if possible, and if not one or the other is there, and also the sergeant who reported the man. And then the witnesses are called in.

247. A good deal has been said elsewhere, but not here, with regard to a circular prohibiting policemen from applying for positions outside the Force excepting by permission?—I have seen that.

248. Have you any opinion respecting it?—I think that if I saw a position outside the service that I thought would be a better one than the one I held, I should feel inclined to accept it, and tender my resignation afterwards.

249. The argument used by the Commissioner in favour of it is that it is necessary to know what men are likely to be leaving if the opportunity arises for promoting them?—That may be so; but a man has a right to look out for a better situation if he can get it.

250. And he might lose the opportunity if he did not apply for it at once?—Yes.

251. Is the position of assistant clerk in the district office much sought after in your experience?—It is to a certain extent, although I do not get many applications for it.

252. We were told that there were only eight applicants for it?—There are not many. I think the Inspector in charge of the district should have the selection of his own clerks.

253. From amongst his own men?—Yes; so long as he has suitable men in his district.

254. Have you asked for appointments of men you thought suitable?—Yes; I have two men in my office at the present time recommended by myself.

255. And you have had no difficulty with them?—No.

256. Reference was made yesterday to the case of a prosecution for perjury. The person who brought it up said that the prosecution was unreasonably delayed, and so the man got away: do you know anything about it?—Speaking from memory, because the file is not here now—it has been away for some time—I cannot say whether a prosecution was directed or not.

257. What is your practice when a prosecution for perjury is instituted or ordered?—That case was the Wrack case, and I cannot say without the file whether a prosecution was ordered.

258. Mr. Kettle assured me it was?—Of course, the police were not there at the time to attend to the statement. Then the evidence had to be collected.

259. That has nothing to do with the laying of the information. You see that the mere direction by the Magistrate relieves you of the responsibility for the prosecution?—I do not know. Nothing came to me as to this being a prosecution.

260. The direction is generally given in open Court. In my Court I issue instructions for the arrest of the man and for the laying of the information on the charge of perjury at once?—When the evidence in this case was collected it was referred to the Crown Solicitor to advise whether there was a case to answer.

261. I do not think that is the right practice. This is the only class of offence that I know of where the question of a prosecution is left to the discretion of the Magistrate?—We followed the usual practice here. I am not in Court always, but, speaking generally, I think the police are referred to to look up the case.

262. That is a different matter: I speak of a case where a Magistrate directs, on giving judgment, that a prosecution for perjury shall be instituted?—I think in any case that where a direction has been given by a Magistrate to lay a charge of perjury it should be sufficient. We have had several.

263. It raises a feeling of criticism when a direction is given for a prosecution, and a month is allowed to elapse before the warrant is issued, and then it is found that the man has cleared out?—That is so.

264. Are you in a position to say what the delay in the issue of the warrant was over?—Without the file, I could not say. The file can be got, and laid before you.

265. Within reasonable limits you would admit that it is the duty of the police to carry out the instructions of the Magistrate?—Undoubtedly. It was a most difficult case from beginning to end.

266. I suppose there is no obligation on your part, as far as you can see, to appear in Court in uniform?—I do not know of any. As you know, my duties are supervisory and administrative.

267. It does not appeal to you, but the point was raised here?—I do not see what I can do by going to the Court in uniform. I do not conduct the prosecutions. I did appear in Court here for nine or ten years, but since the Sub-Inspector has been here he has conducted the cases in Court, and I have not appeared in the Magistrate's Court in Auckland. I appear in some of the country Courts in important cases where the Crown Solicitor is not employed, but it is on rare occasions. I do not see that I can facilitate the proceedings in the Court merely by appearing there in uniform.

268. Has there been any attempt at any time to bring political pressure to bear on you, or is the suggestion even warranted?—When I came here first many people used to come and see me, and wanted me to do things which I would not do; but once the people began to know me they knocked it off, and now I do not have anybody coming to me.

269. Everything connected with your administration is done through the legal channels?—That is so. If a man wants me to do anything outside my duties I listen to him, but I do not do what he wants, and I think the public know that. They do not come near me now, but for the first two or three years after I came here it was a common thing for one person or another to come and strive to get me to do this thing and that.

270. Do you think that political influence obtains?—I can only go by repute. We hear a lot about it.

271. But you are not able to crystallize it?—No.

272. You heard Mr. McGowan's denial of it on oath the other day?—I do not know; you hear all sorts of influences are at work—political, religious, and society.

273. Evidently it was thought worthy of inquiry, because it is one of the orders of reference; and I can only inquire; but I cannot get direct evidence of it?—I do not know why I should seek either political or society influence. Parties attempted to use me in time gone by, but for the last eight or nine years I have had no trouble in that way at all, and they let me alone now, because I think they know I am not amenable to influence of that kind.

274. You heard Mr. Kettle raise the question as to whether you had not asked your subordinates to furnish you with reports with regard to Magistrates. There was an impression apparently that he was referring to himself, but he assures me that his own position was not in his mind. He wishes to make it clear that he had no reason to say that you had ever called on your subordinates for any expression of opinion with regard to his judicial acts, but you have done so with regard to other Magistrates. Have you?—I have not with reference to other Magistrates; certainly not.

275. To another Magistrate?—But may I ask what is the groundwork of his suggestion?

276. I want to clear up this matter, because it is only fair to Mr. Kettle, and it is possible that some action of yours in the past may have given colour to what Mr. Kettle touched upon. Now, this document has been placed in my possession—a document purporting to be a copy of a letter written by you to Sub-Inspector Mitchell—I suppose it is in the form of a circular—dated 1st March, 1900. I do not know where it has come from so far as the person who gave it to me is concerned [paper handed to witness]?—May I ask where this came from?

277. I can tell you from whom it has come to me?—Yes.

278. From Dr. Sharman?—I would ask you to ask Dr. Sharman to give evidence as to where he got it from, and from whom.

279. I do not know whether he would be prepared to say where he got the document; but I want to know whether this was sent out on your own motion, or was it instigated by your superiors?—That document is a copy of an alleged copy.

280. If you say it was under instructions I shall accept that assurance, and carry the matter no further?—Assuming the document is correct.

281. And it was done with no improper motives at all?—If I called for a report of that kind it would be by the instruction or the suggestion from a superior.

282. It struck me that a detailed document like that would not be issued by you on your own motion?—Assuming I wrote that, it would not be on my own motion.

283. It is nine years ago?—I could not tell you if it came even through my hands nine years ago.

284. I think the foundation of Mr. Kettle's suggestion must be this document?—Possibly; but this is an extraordinary thing for Dr. Sharman to do. Assuming it is a copy of a State document—because the inference is that it is a genuine copy of a State document—I think it is an extraordinary thing that a man occupying the high position of Police Surgeon should surreptitiously get possession of a copy of a State document and hand it to the Commissioner for the purpose of having it brought out here.

The Commissioner: I do not attach very much importance to the matter myself after this lapse of time one way or another.

Dr. Sharman: It was not given to me surreptitiously.

The Commissioner: It was given to you by an officer of police, Dr. Sharman?

Dr. Sharman: It was given to me by an ex-officer of the Police Force.

The Commissioner: And that man is not now in the Force?

Dr. Sharman: Oh, no; and was not in the Force when he gave it to me.

The Commissioner: Was he in the Force a long time ago?

Dr. Sharman: I could tell you within a month; one year ago.

285. *The Commissioner* (to witness).] Somebody must have hoarded it up in a very careful manner for eight years, Inspector Cullen?—I think so myself. I was told no longer ago than yesterday that the information came from an officer of the Department.

286. I should have taken no notice of it if it had not been that a Magistrate who occupies a similar position to myself raised the question of the tendency on your part to question the judicial acts of Magistrates. I should say at once that it was a highly improper thing to do if it were done, and it is as well to have it cleared up; so I asked you the question to give you an opportunity of denying it?—With reference to Mr. Kettle himself, I understood when he gave evidence the other day that he was referring to something that was supposed to have appeared here respecting himself. He assured me to-day that I had misunderstood him. I can say now on oath that I have never called for any such document respecting Mr. Kettle, and that if the document is a correct one it was done by the instructions of somebody else.

The Commissioner: I am going to leave the matter there, because that particular Magistrate is not brought into it in any shape or form.

287. *The Commissioner* (to witness).] Do you know the men who were supposed to be conveying information to Headquarters?—The information respecting both those men is known in the Commissioner's office. There is a complete file in each case, and you will see the facts there.

288. I have power to call for them?—It would be better to call for them there; but, speaking from memory, I suppose one of them is five or six years ago, and the other is going on for two; but the files speak for themselves.

289. It is a question of loyalty?—Yes. I recommended one for a position myself, and the other was sent here from Wellington, and certain things transpired, and I lost trust in both. If I trusted a clerk in my office, and I was satisfied he was acting disloyally, I would say at once, "I cannot keep you here any longer."

290. The man has left the Force?—He is in a position now. He is a good man.

291. What about this man who is still in the Force? The man who is disloyal once may be so again?—Both are intelligent officers—men of rather superior education, and the above man was led into it, I am afraid, by a clerk they had in the Commissioner's office at the time. One of them is out of the service; the other is now in the service, and is an intelligent, smart officer, but he has qualities that I should not care to have in a man in my office. He is a good clerk, and will make a good officer in the service.

292. *Mr. Dinnie.*] One of those men is out of the service now?—Yes.

293. As a matter of fact, he was recommended for the position by yourself?—Yes.

294. As regards the other man, do you remember that you applied to me confidentially for a clerk?—I believe I did. I did not think I had the man here that I could take in. There might be men who would be capable of doing the duties, but they were not men I would select for the office.

295. And after this man had applied, on your recommendation, or that of a Sub-Inspector, his application appears to have been noted for the first vacancy. After that you applied to me for a clerk. He had previously been told that he would get the next vacancy?—I do not know anything about that.

296. I referred the telegram to Inspector Ellison?—I do not know. I got the clerk.

297. I mention these particulars to show you that he was appointed?—The man came here.

298. Do you know that the man had not been long there in Wellington?—Yes, from the time he joined.

299. Do you know that he had not seen any of my clerks at all?—I was told by the late Sub-Inspector that he was sent here.

300. By me?—No; I do not think you would be guilty of any such thing. I do not say you sent him to me for the purpose of keeping touch with your office.

301. I do not think you thought that at all. At the same time, I want to show you that the clerk had nothing to do with being transferred here. I simply minuted your application to Mr. Ellison, and asked him to send a man up, and he was sent accordingly?—Yes.

302. And you recommended, after three months, that he should get the clerical allowance?—Yes.

303. Hence he gave you satisfaction?—He was using documents.

304. That was all subsequent to your recommendation, and after he had been with you three months?—He was taking charge of the office, and using documents he should not have had.

305. So that it was on my minute or telegram to Inspector Ellison that he was sent to you?—Yes; because he was reported for certain conduct, and you punished him on that. That showed me clearly you punished him rather severely, and it also showed him clearly that you were not a party to what he was doing.

306. He is now an acting-detective, I think?—Yes; he is a very capable man, if he could restrain himself in certain directions.

307. *The Commissioner.*] You know just as well as I do that a man who is not trustworthy is not capable. Either you trust him, or you do not?—That is so.

308. *Mr. Dinnie.*] You will hear about his character when the Commission goes to Wellington?—A man may be a capable detective, or do his work well outside—

309. Who is not trustworthy?—Who will otherwise fail in the office.

310. I am afraid we would differ. As regards applicants for the Police Force, you say that it would be better if application forms were sent out from the districts?—Undoubtedly.

311. And that inquiries should be made after a medical examination?—Yes. That should be made before any inquiries are made, because you save so much time and expense.

312. That is, as regards your own district?—Yes.

313. Then, should the file be then sent to Headquarters?—Yes, go to the Commissioner.
314. So that he can see that full inquiries were made in every district?—It would rest with him where he sent it then.
315. *The Commissioner.*] You think it would save the Commissioner of Police a lot of trouble?—It would save everybody a lot of trouble.
316. *Mr. Dinnie.*] Then you suggest that the whole file should be sent back to you?—I did not suggest that.
317. I think so?—No.
318. You want to clear your own district of the matter first?—Yes. When you had completed the inquiries, and accepted the candidate, and placed him on the list as a candidate, then all communications relating to him should go through the Inspector, because you know that the notices do not go through me.
319. I warn him to attend?—No; they do not go through me.
320. You think that three months would be sufficient time in the probation class?—In the depot?
321. Yes?—It should be the minimum. I would like to see more.
322. You know that vacancies are always occurring?—I know that.
323. You do not know the system that obtains for instructing the men?—I get into conversation with the recruits at times when they come up, and they tell me what goes on.
324. Of course, Sergeant Dart will thoroughly explain the system when he gives his evidence?—I have a high opinion of Sergeant Dart, and my wonder is that he stays in the Force. I think he would do much better outside.
325. *The Commissioner.*] There must be some attraction in the Force after all?—Yes.
326. *Mr. Dinnie.*] And Sergeant Dart is able to see that there is something possible before him?—No doubt there is, if he stays.
327. As regards married men being posted to out-stations, you know there are a few vacancies in the outer stations?—There must be a fair number of vacancies occurring at Wanganui, Palmerston North, Napier, Gisborne, and Masterton.
328. Do you know that we have quarters for single men at each of those places?—Perhaps.
329. And do you not think it is advisable to have a single man or two at all stations in case of immediate necessity?—You could have a single man as well as some married men.
330. I suggest to you that there would not be many vacancies. We keep them filled as it is?—But the present system is to send all the married men to the four centres.
331. We must do that if there are no vacancies outside?—I think there are vacancies from time to time outside; it would save money, and the men would be just as well trained.
332. In the case of some of the outer stations we found the rents were higher than in the cities?—I heard about the Napier rents. I resided there for seven years, and I cannot understand how they have gone up so high.
333. *The Commissioner.*] It was an eye-opener to me?—It was also to me, because I had lived there, and I took that statement with a certain reservation.
334. They gave actual figures?—The people must be living on Bluff Hill, instead of on the flats in the town.
335. *Mr. Dinnie.*] As regards men coming from South Africa and Australia, and joining the Police Force here, it is true, is it not, that they have not turned out very well?—Very ill.
336. And I have had to stop taking them on, because I am not satisfied with the results?—Those men have not turned out well.
337. You think too much is made of the clerical staff?—I do.
338. I think you agreed at one time, and your Sub-Inspector, that district clerks should hold the rank of sergeant?—In the four centres only.
339. I understood all over?—No; I never held that opinion.
340. The position is practically the same, although there is not so much work?—There is no comparison at all.
341. The same work, but not so much of it?—It is the same work to a limited extent only, because you cannot possibly get the same amount of work at a place like the Thames. What does he find to do there? He would not have two hours' work a day there.
342. There is only the one man there, and here you have a number?—I know. I have been at the game myself, so that I know.
343. Do you know what they do in other Forces in respect to the promotion of clerks?—I know that where the Force is very large promotion is given to the clerks.
344. Even in the Royal Irish Constabulary?—They are not promoted so quickly there as out here.
345. I may say they are, to my knowledge?—They are! In the first place, they have to pass an examination.
346. I agree with you there?—There is no such thing as promoting a man until he has passed the examination.
347. They get earlier outside?—Yes; but they test them first at different stages. Their numbers now run into something like sixteen thousand men. There were about thirty-five County Inspectors, and about 150 District Inspectors.
348. There are more than that now?—No.
349. *The Commissioner.*] You want to confine these sergeants to the uniform branch?—Yes.
350. Which would do away with some of the objections to the promotions?—In Ireland they do not keep the man long. He is sent to uniform duty.
351. *Mr. Dinnie.*] You know the assistant clerks are not sent out on promotion. Only one has gone out on promotion, and he had the required service?—Yes.

352. They might have a training in the office, and send them out afterwards?—Three years.

353. But the Inspectors want well-qualified men, and efficient men?—The Inspectors in the four centres want a sergeant in charge of the office.

354. You want to retain that sergeant as long as you can?—No; I do not want him to sacrifice himself on account of his proficiency.

355. You like a confidential man to deal with?—I like to have the selection of the man myself.

356. Do you think the clerical training is of practical value, in view of promotion afterwards?—It is the very best of training. I think that the officer who has gone through the district office as clerk is far better qualified to deal with the work that falls to his lot in after-life than the man who has never been there.

357. I suppose you believe in the present system of promotions, and you think that every Inspector ought to recommend for any rank whatsoever?—I think he ought to.

358. For every rank?—Up to the time a man is promoted Sub-Inspector, and after that it is time he is qualified for the higher ranks.

359. And after being recommended he should have to undergo an examination?—Yes.

360. Both medically and educationally?—Oh, yes.

361. Likewise the detectives?—Certainly.

362. You know that we have got the thin edge of the wedge in as regards the educational examination, but you think there ought to be a further compulsory examination, and a proper authority to conduct the examination of these men?—The marks would have to be apportioned on the papers set by men quite outside the Force, so that nobody could suggest that it was not done impartially.

363. You approve of the present system of men having to attend classes after they are posted?—Yes; I was the originator of the class system in New Zealand, after Mr. Tunbridge came here.

364. It has stopped again?—It has; we cannot keep it up very well.

365. It was not satisfactory?—No, and we had to drop it. I could not give the time to it that I liked. There was no Sub-Inspector here then. The sergeants could not do it when they were on night duty, and ultimately they tried to keep the classes together on a Tuesday afternoon.

366. *The Commissioner.*] There is no reason why it should not be tried?—No; it is done in the Royal Irish Constabulary. There you have these lectures daily.

367. *Mr. Dinnie.*] So that the men have no occasion to complain that they have not opportunities of gaining knowledge?—In Auckland the police have opportunities their fellows have not, because we have the library; that is not known in other places in New Zealand.

368. They have a library in some places, but not as good as this?—We get that out of a special fund.

369. As regards the transfer of defaulters, it depends entirely on the misconduct as to whether the man is transferred or not?—Yes.

370. You would not recommend transfer after a certain period of service in the district?—It would all depend on the man himself.

371. You could not fix the time at five years?—No; you could not fix a limit. If you did you would run the country into endless expense, and decrease the efficiency of the service, because if you sent the man to a new place it would take him twelve months to pick up the district.

372. As regards sending the files of a man's transfer, there is no objection to that, and you can always have them if you apply for them?—I think it would be better to send a copy of any file in your office to attach to the defaulter's sheet.

373. That would be rather a large order?—It is easily done; it is only a question of typing them. They should accompany a man as long as he is in the service.

374. In case a man gets drunk, or under the influence of liquor, it is sometimes advisable to transfer him to where there is no publichouse?—That depends on circumstances. If he is frequently seen in publichouses, the sooner he is got rid of the better. I hold strong views on the question of drinking amongst policemen.

The Commissioner. You do not hold them stronger than I do. I believe a sober police is a necessity.

375. *Mr. Dinnie.*] Taking the Force as a whole, I think you will say it is a very sober one?—Yes, no doubt.

376. If you compared the defaulters' sheets with those of any other Force, you find it is a sober Force?—It is one of the things I strive to impress on each batch of recruits—to keep away from hotels, from drink, and, if possible, to be total abstainers.

377. You know that the same advice is given them by me when they are sent out?—They got it again when they come here.

378. As regards the finger-print system, of course you are not thoroughly versed in that system yourself?—Just what I read up.

379. And you know that it is dangerous to have a certain amount of training without being perfect?—I did not say that the men should be sent out with only a certain amount of training; but take Quartermain, I think you will admit that he is now qualified, and you would send him out to give evidence as an expert.

380. Yes; you can do that in his case?—If that is so, why should he not go out to another city, and take in one of your most intelligent men, and put him through the same course?

381. Do you not know that everything has got to be classified and sent to one depot?—I know that, but you can have copies.

382. Oh, no! you could never have a system like that. Ours is complete as it is, and instead of the different Police Forces in England each having a system of its own, they have the perfect one at Scotland Yard, and everything goes there. You want to know the system thoroughly before

you can give an opinion on it?—I reason it out this way: If two men who knew nothing at all about the subject a few years ago are now experts, surely we have men in the service equally qualified to become experts also.

383. That is not the point: the point is about the classification and the filing of the documents?—We should have men who would be able to do the classification, and we would not be at the mercy of two men, because something might happen to both of them.

384. But there are men there waiting. They are at Headquarters, and I have a man training now?—I say that a young constable should not be selected for that work, but an experienced detective. An intelligent, experienced detective should be taken in preference to a junior constable to be trained.

385. The proofs have got to be retained there?—Retain the lot there; but there are numerous instances where many a finger-print is left, and it would be a great advantage if they could be looked up by an expert at the time.

386. I am quite satisfied with the one I have?—I am quite satisfied that he is highly capable, but I would like to see a greater number in the Force equally capable.

387. But what is the use of it to people outside?—It would be of great use.

388. Then you do not know what the system is. In regard to the division of the districts into four, you would have four Superintendents: how many Inspectors?—Four.

389. How many Sub-Inspectors?—You would want a Sub-Inspector at Auckland and Wellington, as well as an Inspector.

390. So that, taking it all round, you would want a good addition to the staff?

The Commissioner: No, because the four Superintendents and four Inspectors would take the place of the nine Inspectors.

Mr. Dinnie: What about the Sub-Inspectors?

391. *The Commissioner* (to witness).] Would you reduce the number of Sub-Inspectors?—You might not want a Sub-Inspector at Christchurch and Dunedin for some time.

392. Your time is fully engaged here?—Yes, fully. I devote my whole time to the service, so that I have no time to myself. I do not take time to myself. There is no day that I do not take a turn through the town.

393. The only place you do not attend is the Court?—I sometimes go there—probably I want to see one of the clerks or the detectives.

394. *Mr. Dinnie.*] As regards the work of the Chief Clerk, you think, in my absence, the senior Inspector or Superintendent should be in Wellington, and act in my absence?—Yes, in routine matters; but he would not interfere in administrative work.

395. At the present time you know the Chief Clerk takes the routine matters, and sends the letters on to me?—There is delay there.

396. You would prefer that the senior Inspector should do the work instead of the Chief Clerk?—He should sign the papers. The clerk does the clerical work, and writes the minutes.

397. In regard to Head Office staffs, I shall show the practice in Great Britain and in other colonies. I may state that the question arose in Scotland, and it was decided that police clerks were the best?—The difficulty of having them there is that they get into intrigue.

398. *The Commissioner.*] Having rank, they get into intrigue?—That is the objection I have.

399. You think helmets are preferable to shakos?—Yes.

400. Do you think the standard might be lowered to the Fourth?—I do not say it should be, but I say there should be power to take a suitable man on who has not passed the Fifth Standard.

401. You think it better that Inspectors should be empowered to take evidence on oath?—Yes.

402. You are in favour of senior sergeants in place of station sergeants?—Yes; and have a score of them or more.

403. The gymnasium is a very useful institution?—Yes; I would like to see one in every centre; and, where possible, provision might be made for the playing of hand-ball.

404. As to Constable Foreman, are you prepared to recommend him for promotion?—I was prepared to recommend him for promotion.

405. But you did not recommend him?—I told him that if he was willing to transfer to Newton I would recommend him for promotion to the rank of sergeant; but he said he preferred to remain where he was.

406. Is Constable Beddek, at the Thames, a man you would recommend for promotion?—No. I have known him for a considerable time. He is not a suitable man.

407. What do you think of these two men [names written down and handed to witness]?—As to the first, I was asked by an officer before he got his present position what I thought of his qualifications, and I told him I could not recommend him. He was not recommended by that officer, but the officer who succeeded him recommended him.

408. I think you have gone so far as to tell me that you would not have him under you?—Yes; I would rather be without him.

409. Have you anything to say about the second man?—I should not care about him. I know the first man well, and if I had my way he should not be in the service.

410. I should very soon put him out?—He is not the only one of that stamp in that particular branch of the service.

The Commissioner: It does not say much for the branch, then. I hold that there are things of that kind that want reorganizing. I think that men have got themselves appointed who should never have been anything but constables.

411. *Mr. Dinnie.*] Still, the work of the detective branch has been carried out very efficiently?—Yes, in Auckland. I have been here for eleven years. I cannot speak of the other districts.

412. You leave every Inspector to speak about his own men?—I know that branch, and most of the men in it; and a good many of them should not be there.

413. You know that the annual returns show that 95·63 per cent. of the cases have been satisfactorily dealt with?—I have not gone into the percentage.

414. That shows a good return over the year?—Yes, a very fair percentage.

414A. I think Mr. Arnold said that he did not believe that there was anything in the regulations which would prevent the divulging of departmental information?—I should be in favour of sacking every man who divulged departmental information.

415. *The Commissioner.*] You must have loyalty. You cannot do without it. As regards Constable Ratt, you know the police had no information here with regard to his immorality whilst he was here?—None whatever.

416. *Mr. Dinnie.*] As regards extra emoluments, do you think they should be dispensed with altogether?—No.

417. Do you think we should allow a certain amount under circumstances?—I do not think I would touch them. I do not think there is a great deal of dissatisfaction in regard to that in the Force.

418. It would create dissatisfaction if we altered it?—Yes.

419. As regards the perjury case, you do not know when Mr. Kettle gave directions for the prosecution?—No, I could not say.

420. It was really a Prison Department matter?—It was connected with the Prisons service.

The Commissioner: The point is whether the directions given by the Magistrate were carried out by the police.

Mr. Dinnie: They would be at once.

The Commissioner: I will look up the file.

Mr. Dinnie: Yes; that will disclose everything.

421. *Detective McMahon* (to witness).] I have been under your supervision for about eleven years?—Yes.

422. Do you consider that I am qualified to fill the position of Chief Detective?—Yes; I should have recommended you for it if I had been asked.

423. *Constable Donovan.*] During my time under your supervision, have I not done my duty to your satisfaction?

The Commissioner: The point is whether you are qualified to act as sergeant.

Inspector Cullen: I recommended him.

424. *Dr. Sharman* (to witness).] I attended you on two occasions?—Yes.

425. The first was a trifling illness, the next was a dislocation of the finger?—Yes.

426. And I called Dr. Lewis in?—No; he is my family doctor.

427. I met Dr. Lewis in your presence?—No. You diagnosed my finger as broken, and it was treated as a broken finger for two or three weeks. Dr. Lewis was away home in the Old Country, and I was not satisfied with the way it was progressing, and as soon as he came back I went to see him. He asked me about it, and I told him how the accident happened, and said I supposed it was a broken finger; and he said it was not only broken, but it was dislocated. He then took me to Dr. Purchas, and the finger was examined under the X-rays, and a photograph taken of it, and it was found that Dr. Lewis's diagnosis was correct. The finger now is deformed.

428. I never met Dr. Lewis in conjunction with you?—No.

Dr. Sharman: I think you are mistaken. (To the Commissioner): It does not impair my efficiency.

429. *Dr. Sharman* (to witness).] From time to time you have forwarded memos. to the Commissioner in reference to me?—If so, they will be on the files.

The Commissioner: The contents of the memos. cannot be of any value until I have seen them. I am going to call for the files.

Dr. Sharman: There is one of the names I mentioned at the inquiry that has not been brought up; I wanted to mention it.

The Commissioner: If the person holding the inquiry did not go into it, I am not going into it now.

Dr. Sharman: As a matter of fact, dereliction of duty was suggested, and I wanted to deal with that.

The Commissioner: I am not going into any matter of that sort.

430. *Dr. Sharman* (to witness).] Have you ever given instructions, either verbal or written, that I should not be called in for police cases?—Certainly not.

431. If ex-Constable Brown is prepared to swear that you did, are you still prepared to swear that you did not?—I certainly would.

432. If ex-Sergeant Kelly is prepared to swear on oath that you issued instructions to that effect, do you still say "No"?—Certainly.

433. If ex-Sergeant Walker is prepared to swear that on oath?—I say no such instructions have been issued, and I do not care who you bring here.

434. If an ex-Sub-Inspector is prepared to swear that you issued such instructions, do you still deny it?—Certainly.

435. This was held over at the other inquiry. Certain statements were made, and I placed them before the Commissioner of Police. I wish to make the point quite clear: that in prosecuting inquiries in reference to the circulars alleged to have been issued by Inspector Cullen in reference to myself, one of my informants told me that that is not the only circular that has been issued by Inspector Cullen about different people. He said, "I have a copy of a letter written in reference to the person mentioned here," and I said, "Give me a copy." This was, I think, after the other inquiry. I wish to ask Inspector Cullen this question: Did you issue any circular or memorandum to the effect contained in this letter?

The Commissioner: He says he has no recollection of it, but if he did so it was under instructions.

436. *Dr. Sharman* (to witness).] You have no recollection of it?—No; I cannot recollect what occurred nine years ago. If you had all the correspondence that passes through my hands daily you would not be able to do so—you would not remember such a thing. Before the inquiry your excuse was that you had no memory.

437. Have you ever given any instructions, written or verbal, in reference to the point mentioned in this circular?—I say I cannot remember.

Dr. Sharman: I will hand this to the Commissioner.

The Commissioner: I cannot accept this. It is against the rules of evidence.

Dr. Sharman: I took legal advice on the point.

The Commissioner: I do not care twopence what legal advice you got. I rule in this place as to what I shall do with documents, and I say under any circumstances I would not admit a document of that sort. It clearly cannot be an accurate document, because it is abominably spelt and written, and I cannot accept it unless I am satisfied that the original is not in existence.

Dr. Sharman: I was advised to put it in.

The Commissioner: I cannot accept it.

Dr. Sharman: I will not pursue the subject any further.

438. *Mr. Dinnie* (to witness).] I think all your recommendations were carried out in regard to promotions?—Except in Donovan's case, and that was some time before you came to New Zealand.

439. *The Commissioner.*] What has created this apparent feeling between you and Dr. Sharman?—Dr. Sharman has very rarely spoken to me for two and a half years. Dr. Sharman has been very tactless. That has been the great cause of his trouble—his want of tact in dealing with the police. He came into my office some nine months ago, and tried to wrangle with me for three hours. It was 11 o'clock when he left, and the burden of his remarks was that he hated me as the devil hates holy-water.

Dr. Sharman: It is one man's word against another. I say that is absolutely false, on the face of it.

The Commissioner: I am only concerned in the aspect of it as it may affect the efficiency of the Force. It is a most deplorable thing that the Inspector of Police and the Police Surgeon should be upon these terms.

Witness: I have come in contact with Dr. Sharman as Inspector of Police. I thought he was not attending to his duties. There were numerous complaints, as you will see when you go through the papers. If the men's interests are neglected by the medical officer—as I think they are—I think it is my duty to step in and safeguard them.

The Commissioner: I do not dispute that; but it is a very unfortunate thing.

440. *Dr. Sharman* (to witness).] My official communications with you have been couched in proper terms?—I have no complaints to that.

441. Is there anything in the Police Regulations that makes it incumbent on me to have any intercourse with you except officially?—No.

442. Am I obliged to recognise you socially?—No, I do not want you to.

443. When I come to see you officially, do I not treat you with respect?—You do not come to see me officially. I have not seen you officially for three years.

444. Have you ever requested me to come before you officially?—No.

Dr. Sharman: I have always endeavoured to conduct myself as a gentleman should do.

The Commissioner: I think it is a great pity that these relations should exist, and I certainly am not going to allow the wrangle between you to continue before me.

JOHN EUGENE CULLEN, Journalist, further examined. (No. 232.)

Witness: I banded in the name of a certain constable in connection with a statement I made the other day, but I made a mistake as to where the offence I complained of was committed. It was not committed at Auckland, but at Palmerston North, and the man has been punished. Sub-Inspector Hendrey made a statement yesterday as to liquor being taken into the station by constables. He said it was obtained from hotels, but he did not know with what motive. Now, I have seen numerous cases—not recently certainly—quite as bad as those he indicated, where members of the public have supplied the police with beer on their beat.

1. *The Commissioner.*] Had given it to them?—Yes; put it in their pockets. In fact, one constable was carrying a bottle of stout, and while he was walking up the street with the sergeant the cork came out of the bottle.

2. You wish me to infer that any liquor so supplied to the police is not necessarily supplied by publicans, but by the public?—That is so.

3. Is there anything else you wish to mention?—As to my statement with regard to police interference with discharged prisoners, I wish to say that, although I know it is done, I do not think it is done with the knowledge of the persons who are responsible. It is done by overzealous people, but perhaps not with the intention of injuring the individual.

4. I have already expressed my strong disapproval of the matter?—About Constable Donovan's case. At the period he mentions I was at Coromandel on business, and recollect seeing him, and the publican told me that he did not think he would get his license if Constable Donovan remained there. Steer came out for that seat in opposition to Mr. McGowan, the late Minister of Justice, so that it is obvious that attention would have to be paid to Steer's wishes if he retired. Steer had a great meeting the night he spoke.

5. You think, then, that what the constable told us is correct, and that he was removed from Coromandel on account of his zeal in connection with a certain hotel?—I have no hesitation in saying that, and every person in Coromandel at the time thought the same thing.

6. *Mr. Dinnie.*] The question of Constable Donovan's removal occurred many years ago?—Yes.

7. As regards the *Star* being cautioned in respect to some alleged offence, that was nothing to do with your matter at all, but a different offence entirely to the one you were fined for, if it were an offence?—We were warned not to commit the same offence.

8. Do you not know that there was some evidence lacking in the case of the *Star*, and that the prosecution could not take place—the offence had not been completed?—The evidence was there, and the advertisement was published.

9. Quite so, but it required more than that for a prosecution to succeed?—Why did you say the prosecution was not to be proceeded with?

10. Because the evidence was not complete enough to secure a conviction?—Why were we warned if it were not an offence?

11. Had the newspaper completed the matter, and we had got the additional evidence required, we might have been able to proceed?—A prohibited man would be prosecuted for going on licensed premises.

12. That is a different matter?—I think the law was twisted because it was a powerful daily, and we were a struggling weekly trying to gain ground.

The Commissioner: I have already said I will go into the papers relating to the case.

Constable BASIL JOHN PARSONS, Russell. (No. 233.)

The following suggestions were received from Constable Parsons, who is stationed at Russell:—

Duty in small towns: Some annoyance would be saved where a sergeant and constable are stationed together if the sergeant did some patrol duty—that is to say, he should enter in the station diary of duty the hours he patrols, as well as the hours the constable patrols. By this means it would be no longer necessary for the constable to be responsible from 9 o'clock in the morning till somewhere about midnight, with intervals for meals. As matters now stand, it seems as if it rested with the sergeant in charge whether he does anything more than office-work, which need not average more than an hour a day. If the constable he had was a sober, steady man no trouble would occur. I am aware that there are very few stations with only one sergeant and one constable.

Rewards: That some arrangement be made that either the Crown Prosecutor or Stipendiary Magistrate hearing cases in which rewards are given divide them between those who are entitled to share.

Travelling: That it has been asked by one witness before the Commission that detectives travel first class. If this is granted I think this should apply to all the Force; otherwise it would appear as if detectives ranked as commissioned officers, which would not improve the relations between the preventive and detective branches.

Pay: That the Commissioner take into consideration, when the subject of pay is before him, the fact that the occupation is more dangerous than any other Government one; that in many other branches of His Majesty's service the pay allowances are better and the duties less arduous and responsible; and also that both the constable and his wife are barred from carrying on business.

Promotion: That every man before being promoted to the rank of sergeant should be required to have passed an examination in all law a knowledge of which is required by the police.

Headquarters and district office staff and police store: That this should be a separate branch, with the district clerk receiving a sergeant's pay, and the second clerk the full pay of a constable. The others might be cadets, who, if physically fit, might eventually be sworn into the police when old enough. The district clerk himself should be taken from the Force after he had served a certain number of years to qualify for that position. That the defence store also act as the police store, in a similar way to the Government Printer issuing all stationery. Or, if it is held necessary to have a separate store, that one of the senior constables who have been long in the service, and is perhaps not quite so active as he was twenty or thirty years ago, be promoted to fill this simple position. The rest of the Force would not then be so likely to feel resentment as at the promotion of a junior man.

ROTORUA, MONDAY, 6TH SEPTEMBER, 1909.

ARTHUR SKINNER, Constable, examined on oath. (No. 234.)

Witness: I am a constable stationed at Tauranga, and am in charge there. I joined the Force on the 1st September, 1899, and have been ten years in it. I got charge of a station in March last. I have been in the clerical and the detective branches of the Force.

1. *The Commissioner.*] Did you voluntarily take up plain-clothes work?—Yes

2. For what reason?—I got married, and was very little at home; so I thought a position as a country constable would be more comfortable for my wife, and I have had no cause to regret the change.

3. Is there any evidence of a general character that you wish to give?—I wish to speak solely with reference to the physical training of the Force, and I appear here as an expert in physical culture, having won over five hundred prizes in open contests, and sixty gold medals for championships. I have competed against most of the leading wrestlers in New Zealand and the Commonwealth, and also against four world-champions, and I have only been defeated once in the last twelve years. I hold two world records.

4. How old are you?—Thirty-five. When I was in the depot I instructed my fellow-probationers in physical culture, and since then I have instructed hundreds of members of the Police Force. In 1906 a physical-culture class was established in Auckland by Inspector Cullen, and I was appointed the instructor. The improvement in the men was so marked that the class received the commendation of leading citizens, and, in my opinion, the members of that class were as fine a body of men as ever wore the uniform, and subsequently four of them won the highest honours in the athletic world—not only the New Zealand championships, but one man won the championship of the Glasgow Police Force, while another has just won the middle heavy-weight boxing championship of British Columbia. [Photographs of athletic class taken in 1906 exhibited.] Shortly afterwards I was transferred to the Wellington district office, and, at the request of the men, I started a physical-culture class on similar lines to the one at Auckland. Its work was favourably commented on by the newspapers. [Extract from *Evening Post* to that effect read.] I continued to instruct that class until I was transferred. Shortly after my transfer to Tauranga the Inspector of Police arranged with the Commissioner that I should go to Auckland, and put the men through a course of instruction. I was there three weeks, and they made considerable improvement. It has been stated that most of the men joining now are a lot of “wasters,” but I have not found them so, a great many of the Auckland police being men of fine physique; but they lack a knowledge of the art of wrestling. It is a most important art for a policeman to know. Many street disturbances are caused through the inferior handling of prisoners, with the result that both the constable and the prisoner get knocked about; and therefore a knowledge of wrestling is of the greatest service to members of the Force. I found that the gymnasium at Auckland was very well patronised by the men, and it occupied them in their spare time, and kept them off the streets. In Wellington there is no exercise-room; and the recent disturbance in the Wellington streets, in which three constables were mixed up, is the result of the want of some place in the barracks where the men can obtain recreation. I recommend the establishment of a gymnasium at each centre. If forty men were enrolled, of equal physique, and twenty were sent to Wellington and twenty to Auckland, notwithstanding that the Wellington climate is a rougher one than that of Auckland, in two years it would be found that the Auckland men had preserved their physique better than the Wellington men, simply because Auckland had a gymnasium and Wellington had not.

5. What was your previous occupation, before you joined the police?—I was a miner, and general hand connected with mines.

6. Where did you get your knowledge of gymnastics?—I started practising when I was twelve years of age, and I have made a special study of physical culture. I have taught men who are now professors of the art, and making their living at it.

7. You think that a properly equipped gymnasium is almost a necessity in every centre?—Yes.

8. And you think that the men take sufficient interest in it to justify special attention being given to the matter?—Yes, provided the officers encourage them.

9. Do you think that a gymnasium on the lines of the Auckland one would be sufficient?—Yes; it is a large room, where they can wrestle and box and amuse themselves. It is not necessary to be up to date, as long as there is room space.

10. How long would an instructor require to spend in a centre to be of any practical benefit to his pupils?—Two months; but if the men were taught in the depot they could practise themselves a good deal at odd times; but at present they are not taught anything. Exercise is not much benefit unless it is backed up by instruction.

11. You think that if you were appointed physical instructor, two months in each centre would be sufficient?—I think so.

12. I suppose that your teaching-capacity would last beyond your physical ability?—My physical ability is as good now as ever it was.

13. You are not going to live for ever?—The man giving the instruction will never have the same influence over his men unless he can generally beat them.

14. How many years of training-capacity do you think you have in front of you?—I could not say.

15. Assuming it was found advisable to give special attention to this branch of instruction—and it appears not to be a very expensive matter—you consider that you can do good work in that connection?—Yes, and well.

16. You would rather be doing that than be in charge of a station?—I would, because I take great interest in this work, and have made a hobby of it and a study; but I did not come here to give evidence with a view to having an axe to grind.

17. I quite understand that, and I am glad to have your evidence, because your name was brought prominently before me in Auckland in connection with the services you have rendered, and evidently the Commissioner of Police must attach importance to the matter, because he gave special authority to you to go down to Auckland?—Yes; I know he does attach importance to the question.

18. I suppose you do not want any elaborate equipment?—A very simple equipment is required. I have done all I indicate with the dumb-bells, wrestling-mat, boxing-gloves, and clubs.

19. And you think the matter of such importance as to justify my drawing attention to it?—Yes.

20. *Mr. Dinnie.*] I think I spoke to you some time ago about appointing an instructor?—Yes.

21. Do you think that if a gymnasium were built on the drill-ground at Wellington, and an instructor appointed there, and the recruits were instructed for three months, that that would give them a good start?—It would be a very good start, and have more effect on them than later on, when they had learnt bad habits.

22. And not only the recruits, but the men in Wellington could also attend?—Yes.

23. Do you think you could train men who could instruct the others?—I have trained two men here who are quite able to instruct any other men in New Zealand.

24. So that by instructing a man thoroughly, he would be able to go to another district and instruct the men there?—Yes.

25. I suppose you know that the difficulty is to provide the building?—I know that has been the trouble all along; but I think that the display we gave was the means of our getting the gymnasium in Auckland.

26. You consider it a great benefit to the men to have an instructor to give them physical training?—It is a very great benefit. I speak from experience; and when I was doing street duty, if I knew there was a good man standing close to me, I was very much better pleased, because I felt we were both safe, and the public were safe also.

27. We have not very many serious riots in this country?—No.

JAMES SELLARS WILLCOCKS, Constable, examined on oath. (No. 235.)

Witness: I am a police constable, stationed at Whakatane, and I was enrolled on the 2nd December, 1899. I am in charge of the station, and have been there three and a half years.

1. *The Commissioner.*] How long was it after you were enrolled before you got charge of a station?—I have been in charge now for nearly six years.

2. Is there anything of a general nature you wish to say?—I wish to mention the question of the pay of police Clerks of Court. In Whakatane, for this year, up to date I have issued over 130 complaints in connection with criminal and quasi-criminal work, whereas in Tauranga they issue only about half that number, and there is a civil Clerk of the Court there getting £220 a year. The policeman who acts as Clerk of the Court gets but £10 a year. It appears to me that it would be better to pay them the same amount as they are paid for work in connection with the inspection of factories—on the amount of work put through.

3. Do you not recognise the fact that all this work is being done in police time, and that the constable is given this work because he has not enough ordinary police work to occupy all his time?—I do not hold that view.

4. I am only suggesting that that is the practice?—It seems to me that with so much more work, and with such a large district as I have there, a man must be overworked.

5. Your police work must either suffer on account of the other work or you have not enough police work to do: is that it?—Or else a man is overworked. For instance, I have to go to Auckland to attend the Supreme Court, and I have to attend to the arrears of work when I come back. But I have generally got three times as much Court work to attend to as I have of police work; and probably, too, there is enough work to keep me going as hard as I can go for a month.

6. What is the amount of your average emoluments for the year?—About £70—£10 for Clerk of Court, £15 for Agricultural Department work, and about £30 mileage. Then there is another £4 for the Inspectorship of Factories. The work is so heavy at times that I have to engage a Native constable to serve a good many summonses; and besides that, I have to keep an extra horse.

7. What do you think should be the remuneration?—There are Clerks of Court with only about twelve complaints going through their office, and yet they get the £10. A man who is putting through twice as much work as an ordinary Justice of the Peace clerk should get more than £10 a year.

8. I suppose you know that that would result in a very considerable difference of treatment in regard to men in different stations: you would have some men getting £10 a year and others getting £20 a year: you would almost have to grade the stations?—Yes.

9. You know that at some stations the emoluments are large and the police duties almost nil?—The extra emoluments are all very well in an isolated district, but a man has to work for it.

10. What are your police duties there?—I have a big district, with a white and Maori population of fully four thousand.

11. How often does the Court sit there?—Monthly. There is a good deal of criminal work. Last year we had twenty cases of theft, and there were several Supreme Court cases.

12. Have you a Native constable there?—Yes; he gets £40 a year. He is supposed to make inquiries amongst the Natives, and to assist me at sports gatherings, and on Saturday nights, when there is a crowd about.

13. Does he wear a uniform?—Yes, at particular functions.

14. Who supplies it?—He had to get it himself. He got it because he thought it would have some effect on the Natives.

15. Is he really a useful man?—Yes.

16. He is very cheap at £40 a year?—Yes, he is worth more.

17. There is certain police work you can give him?—Yes, Native work.

18. What is the Native population there?—From two to three thousand. It is a large district, and is practically the outlet for the Urewera country.

19. Is there anything else you wish to mention?—Yes; with reference to the capture of Ellis, *alias* McKenzie, in 1904. There was a reward offered in the *Police Gazette* of £400 for information leading to his arrest. He had been at large for between nine and ten months. I started to make inquiries for him about the middle of November. The reports on the file will show the first report I put in. At that time Detective Broberg, Constable Butler, and Sergeant Baskiville were making inquiries for Ellis in the Ormondville district—the next district to where I was stationed. I was expecting that he would probably eventually come into my district. [Witness stated the part he took in the search for and capture of Ellis, as set forth in his reports on the file.]

20. What is your complaint?—That I did not get a fair share of the reward. I not only gave as good information as any one—probably better—leading to the arrest, but I took part in the actual arrest of the prisoner. Yet Detective Broberg got twice as much as I did, and Constable

Butler got the same amount as I did. At the time Sergeant Baskville said it was very strange that Constable Butler got the same as I did. [At witness's request, the reports and memoranda on the subject were read.]

21. I will look into the papers bearing on this subject. Is there anything else you wish to say?—Yes; I wish to refer to a point that has already been brought before the Commission, and that is, in regard to the detectives and the uniform branch. A sergeant commences now at 10s. 6d. a day; and a detective commences at 10s. a day, and goes on by increments up to 15s. a day. The pay of a detective is practically better than that of a sergeant. Young men are drafted into the detective office. And once a man is sent out into the country he never gets an opportunity of being a detective, or very seldom. The men in the detective branch now claim that the Chief Detective should have the same claim for promotion to Sub-Inspector as the uniform men. There are five Chief Detectives, and about fifty detectives and acting-detectives, and plain-clothes men. There are only four station sergeants, and that is the only channel through which the uniform men can be promoted, and they number about six hundred. Besides that, the channels of promotion in the plain-clothes branch are open much younger than in the other.

22. Have you never applied for plain-clothes duty?—No.

23. Did you ever want it?—I left it to my superior officers. And as to political influence, when I see a member of Parliament I actually shun him. I believe in every man going on his merits.

24. I can see no objection to a man applying for plain-clothes work?—I feel that there are a great many men out in country stations as good as I am, and their qualifications very seldom reach the Commissioner.

25. Do you mean to say that you never applied for plain-clothes work, or never wanted it?—I do not say I never wanted it; but if the channel had been open a few years ago, I would have accepted it.

26. Have you applied to the Inspector?—No.

27. I cannot see the slightest objection to that?—I do not expect that I am in the running for being promoted a sergeant for some time to come.

28. Would you expect the Inspector to know the qualities of every man as a detective?—I think the Inspector should know every man's ability, and should report accordingly. He is the best man to judge in everything.

29. Even though a man is out in a country district, and has never had detective work?—He would have considerable knowledge of that man before he put him into a country district.

30. He may never have come into his district?—Some Inspector would know about him.

31. In reference to the capture of Ellis, do I understand that your complaint is not that you did not receive sufficient so much as that the other men received more than they were entitled to compared with yourself?—Yes; that I did not receive my proportion compared with what the others received.

32. So that if you had received nothing and the others had received nothing you would have been satisfied?—Yes. The Government offered a reward of £400, and only £200 has been paid out.

33. *Mr. Dinnie.*] You seem to be somewhat dissatisfied?—I thought I did not get the same treatment as the others got.

34. You seem to have a somewhat jealous disposition?—No; I fight on my own merits, and do not ask any one to assist me.

35. Supposing no reward had been offered in this case, would you have done your duty?—I would have done the same as I did.

36. It was your duty to try and capture Ellis?—Yes.

37. Simply because another officer got the same amount as you, and you did not think he should have got so much, you believe you were not properly treated?—Yes; that is the position.

38. You are complaining because you think this man got more than he ought to have received?—I think every man ought to be treated fairly; and I did not consider the allocation of the reward was fair, in view of the services rendered.

39. You are receiving £70 a year beyond your pay?—Yes.

40. And you think that is not enough for the work you do?—I am working morning, noon, and night.

41. Have you made that representation to the Inspector?—Yes; I have spoken to him.

42. You have made no report on the matter?—No.

43. Whakatane is a very small place?—If you go by the returns you will find there is a good deal of work there.

44. Would you care if a Clerk of Court were appointed?—I would be glad if a Clerk of Court were appointed. I am getting £10, and am doing fifty pounds' worth of work.

44A. He might take over the Bailiff's work too?—No, he could not.

45. You do the Clerk of Court work with the outside work there too?—Yes.

46. He might be able to do it, because he would not have the police work to do. At any rate, you should make a report on the whole of the circumstances.

The Commissioner: We shall have to get out a return, and see what all this work is. Whakatane must have increased enormously since I was there.

47. *Mr. Dinnie.*] You say the Inspector is the proper officer to make recommendations in respect to the promotions of his men?—Yes.

48. Do you know that he does report annually?—I do not know.

49. He does report annually, and he recommends those he thinks fit for plain-clothes promotion and other appointments?—I would like to call the Inspector, to speak as to my qualifications.

50. I am not saying anything about your qualifications. No doubt you are on the list, and will receive promotion when your time comes. As regards plain-clothes duty, you have not been

recommended?—What I feel is this: that the plain-clothes men have the advantage at the present time—that is, if they are going to be promoted right on to Sub-Inspector.

51. *The Commissioner.*] There has only been one promotion in ten years?—But they are clamouring now.

Mr. Dinnie. The Chief Detectives may not be expecting to be promoted further. It is by merit, and not because they are Chief Detectives.

52. *The Commissioner.*] You mentioned the question of station sergeants. In all probability there will be an alteration there, and certain senior sergeants will be appointed, when promotions will take place?—That would make a great difference.

53. *Mr. Dinnie.*] You are not otherwise dissatisfied?—I do not want to be promoted over the head of anybody else whose qualifications are above mine.

54. You believe in the present system of the Inspectors recommending for promotions?—Yes, and I am quite prepared to wait until the Inspector recommends me.

CHARLES O'REILLY, Constable, examined on oath. (No. 236.)

Witness. My name is Charles O'Reilly. I am a constable, stationed at Opotiki. I was enrolled into the Police Force in 1874. I am sixth on the list of seniority.

1. *The Commissioner.*] We are faced with this position at the present time: There is very great difficulty in recruiting the Force with the right stamp of men. What do you think that is due to?—The pay. Men joining ought to start at 8s. a day, and after about four years ought to get an increase to about 10s. a day, to get the proper stamp of men.

2. You think then they would be likely to come forward?—I do.

3. Do you think the standard of education has anything to do with keeping them back?—No.

4. Have you ever been recommended for promotion?—Yes; I think, by Inspector Emerson on one occasion for advancement as a constable; but not recently, as far as I know. I never made any application for myself.

5. You have been quite content to be in charge of a station?—I have never asked for anything, and have never got anything.

6. What Inspectors have you been under of late years?—Inspectors MacDonnell, O'Brien, Cullen, and now Kiely. Men are apparently not promoted after a certain age.

7. How old are you now?—About sixty.

8. You could have been promoted many years ago; now it does not trouble you. How long have you been at Opotiki?—About nineteen years. I would not accept promotion now unless it was an Inspectorship.

9. Are you ever applied to by young men wishing to join the Force?—Very rarely. I have only been applied to for information on the subject on two or three occasions all the time I have been there.

10. Presumably the average country young man is satisfied with his position as it is?—The pay is not sufficient to attract them.

11. But there are prospects in the Force. We heard of a case where a man got £130 a year above his police pay?—I would not average £6 a year extra.

12. You are Clerk of Court?—I look on that as salary. I mean bailiff work.

13. *Mr. Dinnie.*] I suppose you feel that you can perform your duties as independently now as when you went there first?—Yes.

14. *The Commissioner.*] The question has been raised whether a man should be allowed to remain at a station more than a certain number of years. You have not become fossilised?—No; some men might be left in a place for many years, and others should not be left there very long.

15. *Mr. Dinnie.*] You want some help there now—an additional constable?—I do.

16. *The Commissioner.*] Have you a Native constable?—Yes.

17. What sort of a man is he?—Not of much assistance. I think another ordinary constable should be sent there.

The Commissioner. That is under consideration, I suppose?

Mr. Dinnie. Yes.

JOHN WATT, Sergeant, examined on oath. (No. 237.)

Witness. My name is John Watt. I am a police sergeant, stationed at Rotorua, in charge of the sub-district. I was enrolled in 1888, and promoted sergeant in 1904. When I was promoted I was sent to Newton, Auckland. I did sectional duty for eighteen or nineteen months.

1. *The Commissioner.*] I understand that your health is not very good?—No; I got scarlet fever helping a little girl out of a train, and four days after recovery I got influenza, and I have been in bad health since.

2. Have you any general remarks you would like to make?—I think candidates for the police should be twenty-five years of age before they are enrolled. I think they should hold Fifth Standard certificates. During the time I have been in the Force I have been Clerk to the Magistrate's Court, Bailiff of the Court, Receiver of Gold Revenue, Mining Registrar, Registrar of Births, Deaths, and Marriages, Deputy Registrar of Old-age Pensions, Clerk of the Licensing Committee, Inspector of Factories, Inspector of Sea-fisheries, Crown Lands Ranger, and have held a number of other appointments. I have often felt the need of a higher standard of education. I think to secure this a higher rate of pay is necessary.

3. What would you start at?—I think 1s. a day above what is given now. When I was stationed at Ahaura the Midland Railway was in course of construction, and the navvies were getting 3s. a day more than I was getting, and they had no responsibility. I had £7,000 a year passing through my hands.

4. That had nothing to do with your position as a constable?—Yes; but I am speaking with regard to the responsibility. I think promotions should be made on merit alone.

5. Without any regard to seniority?—Yes.

6. That is rather a big order. You say that whatever a man's service might be he should be promoted because he may have exceptional merit?—I think if two men had the same qualification, then, of course, the senior man should be promoted.

7. Of course he may, but that is not the way you put it: you said promotion should be solely by merit. You would put a man with two years' service on the same footing as a man with fifteen years' service?—I do not believe in old men being promoted.

8. It is not a question of old age: it is a question of experience. You cannot make an experienced man out of a young man of short service. What you want is experience and merit as well?—My experience of the way we are at present is that a man is run out before he gets promotion.

9. What do you consider the maximum age at which promotion should be given—that is, having in view the work he had to do?—Say forty or forty-five.

10. After you get to forty, every year makes a difference?—Forty-five years.

11. You would not promote any man over the age of forty-five years?—I think much younger men should be promoted.

12. The question is whether you would promote a man a sergeant over forty-five years of age?—I think men like Constable Thompson, of Dargaville, and Constable Willcocks, here, would be capable men.

13. What service do you think a man should have to qualify him for promotion to sergeant?—I think as soon as he shows he is qualified for promotion he ought to be promoted.

14. Surely you must admit that a man must have a variety of experience before he should be promoted a sergeant?—Yes, after he has gone through street and station duty, and shown that he is capable of being promoted.

15. As a rule, a man has four or five years' experience before he is put in charge of a station?—Yes.

16. You would give him two or three years in charge of a station, so that comes to some ten years before he would have promotion?—Yes.

17. You think that Constables Thompson and Willcocks should be selected for the position of sergeant?—Yes.

18. They have not got ten years' service?—No.

19. How about the men who have longer service—say, fifteen years—and who are just as capable men?—I would promote the men with the longer service.

20. Is there anything else you wish to say?—I know of no mismanagement having taken place in the Force. I have always been well satisfied with the officers under whom I have served; and I am sure I have always done my best to preserve the discipline, sobriety, and efficiency of the Force. There is one other matter I would like to refer to, and that is with regard to Dr. Sharman, the Police Surgeon at Auckland. He attended me. He treated me very well, was attentive, and came often to visit me.

21. You understand that there is no question as to his qualifications. He is a duly qualified and registered medical practitioner. The only question, as far as I am concerned, is whether there is a strong and deep-rooted objection to him personally on the part of the men at the Auckland Station, and whether there is sufficient reason to make a change. You know that dissatisfaction exists?—Yes.

22. What is it based on?—I could not say.

23. You know that some of them pay other doctors rather than employ him. There may be absolutely no foundation for their objection, but still you say you know it exists?—Yes; a great many of them say he is not the kind of doctor they wish to have.

24. Still, your personal experience is one of complete satisfaction?—Yes, he treated me very satisfactorily.

25. What is the difficulty in recruiting at the present time a suitable class of men?—On account of labourers and others getting more money, through a general rise in wages throughout the country.

26. Do you think raising the pay would induce a better class to come forward?—I do.

27. And you would not interfere with the standard of education at all?—Not so long as it is the Fifth Standard, or something equivalent.

28. When you were first promoted to be sergeant, were you physically capable?—Yes; I was one of the leading football-players in New Zealand.

29. How long is it since you have been in ill health?—I was in a riot eighteen years ago, and was knocked about.

30. But you were not promoted to be sergeant eighteen years ago, but five years ago. What was your physical condition then?—When I was promoted I was not fit.

31. I am very much inclined to favour the suggestion that every man, before being promoted to sergeant, should undergo a physical examination, to see if he is fit to carry out the arduous duties of sergeant. You think if you had been subject to a medical examination before being promoted you would not have passed?—I am positive of it.

32. Then, you took the promotion although you were aware you were not qualified?—Yes; I thought the work might be lighter for me.

33. Who recommended you?—I was in the Auckland District. It would be Inspector Cullen.

34. Was he aware of your physical condition?—No.

35. And as far as you were aware, the Department knew nothing?—No.

36. But you knew you would have to do certain sectional duty: how did you expect that to be lighter? Sectional duty is very heavy in the cities?—Yes, it is heavy, especially at Newton.

37. And plenty of other places besides. How did you expect to become better off by being promoted to be sergeant in the matter of your physical condition?—I thought the work might be lighter, and that I might be sent to a station.

38. Do you think your promotion to be sergeant has caused your health to still further suffer?—No; I am sure it has not.

39. What is your age?—Fifty-four.

40. Then, you were forty-nine when you were promoted?—Yes.

41. *Mr. Dinnie.*] You would not care about going in for football now?—No.

42. The question of a pension would have arisen if you had not been promoted, and you would have been entitled to so much pension?—Yes.

The Commissioner: The main point is that he would not have been promoted if a medical examination had taken place.

Mr. Dinnie: Quite so; but the further question arises whether a man, if he is entitled to promotion, should be kept back.

The Commissioner: He himself admits he was never physically capable of discharging the duties he was called on to fill.

Mr. Dinnie: That is best known to himself.

The Commissioner: But it emphasizes the necessity of a medical examination.

43. *Mr. Dinnie (to witness).*] You think that candidates ought to be twenty-five before they are taken on?—Yes; lots of young men have not much knowledge when they join at twenty-one.

44. Do you not think that young men are much more easily trained to discipline than men who have seen a good bit of the world?—Yes; they are then capable of being well trained.

45. Later in life they get to know too much of the world?—They know often too much for training then.

46. You were perfectly satisfied with Dr. Sharman's treatment?—Yes.

47. And you would have him again if he were available?—He was not my choice.

48. *The Commissioner.*] Would you take him by choice?—No.

49. Why not?—On account of what I heard from those men who knew him best.

50. *Mr. Dinnie.*] You should not listen to everything that is said about a man. He attended you, and gave you satisfaction?—He was the doctor I had to go to.

51. He gave you every satisfaction?—Yes.

52. *The Commissioner.*] You think that because he is objected to by the police it might affect his qualification in regard to attending you?—I do not think that.

53. You would not have him because other men objected to him?—They were men who knew him a long time. I have heard lots of them talking about him.

54. You think that it would greatly destroy his usefulness if complaints were being made about him?—No; I thought that when the men spoke against him there was perhaps some truth in it.

55. *Mr. Dinnie.*] This feeling has been in existence a long time?—Yes.

56. *The Commissioner.*] Is it fostered or encouraged by the officers?—I do not think so.

57. *Mr. Dinnie.*] Of course, you know that the great majority of the men there are young men, who know nothing about Dr. Sharman?—Yes.

58. Do you think it would be advisable to reduce the standard of education to the Fourth instead of keeping it up to the Fifth?—No; I think the Fifth Standard should be maintained.

59. Do you not think that we lose a good many recruits of the farming class who would make very good constables, but who have not passed the Fifth Standard?—I know that I felt the want of a better standard of education. I passed the Fourth Standard.

60. *The Commissioner.*] I suppose you were well enough educated to make a good sergeant?—I have done a lot of work.

61. And you might have been lost to the Force if the standard you had to pass had been higher?—Perhaps.

62. *Mr. Dinnie.*] Education does not altogether make the man?—No; I think some men with a Third Standard certificate are far better than lots of men with a Sixth Standard one.

ERNEST GERARD, Official Assignee, examined on oath. (No. 238.)

Witness: I am the Official Assignee for the northern district, and in that capacity I come into contact with the police in different parts. I do not know anything about the men on street duty, but for nearly fifteen years I have come into contact with them in Wellington and Auckland, and also with the men who are in charge of country districts, and the sergeants in charge of sub-districts.

1. *The Commissioner.*] How do you find things?—I find the police a very desirable class of men, thoroughly reliable, efficient, tactful, and business-like.

2. Are their reports reliable?—Yes.

3. What about the standard of education?—Some of the men in charge have a fair standard of education. Of course, we cannot all have the benefits of a high standard of education. I am a university man, and it is no advantage to me to-day. My commercial education has been of greater advantage to me.

4. Do you travel about the country much?—Yes, all over the province.

5. We are faced with the fact that the right class of men are not coming forward as recruits at present. What do you attribute the falling-off to?—I think it is the pay. I do not think it is right to employ men as constables at a lower rate of pay than ordinary labourers get.

6. But there are advantages in the Force afterwards?—Yes; the tradesman is also better off afterwards. After he has learnt his trade he can go into business for himself.

7. Do you think it is the low rate of pay that is the main factor in the recruits not coming forward?—It keeps men off who might otherwise come forward. As to the question of the standard of education, I do not think there is much in that contention, and, after all, what is the difference between the Fourth and the Fifth Standards?

8. Do you know what the difference is?—I do not think there is very much difference, as far as the practical work is concerned.

9. And you think that for all practical purposes the Fourth Standard is quite as good for police purposes as the Fifth Standard?—I believe there are better tests that can be applied than a mere examination test as to educational fitness only.

10. And you would have that test made elastic, so as to take advantage of the personality of the men?—The stamp of the men and their family history seems to be very important factors.

GEORGE GARDINER MENZIES, Engineer, examined on oath. (No. 239.)

Witness: I am a Road Engineer, at Rotorua. My son, Claude Hamilton Menzies, applied to be enrolled in the New Zealand Police Force in May, 1904, and was rejected, but ultimately he was accepted. He is now waiting until the Commissioner chooses to employ him. I gather from the reports of the Commission that many constables who do not bear the best of reputations have been enrolled in the Force, and that the Government have some difficulty in obtaining the right class of men. I do not know why my son was rejected, and should like now to be told.

1. *The Commissioner.*] You surely would not take up the attitude that the Commissioner of Police had to take anybody who applied, no matter whether he considered them suitable or not?—Not at all; but it is due to me and the public to be told the offence he is charged with.

2. But supposing he has not been charged with any offence, but that he is simply considered unsuitable?—I think reasons should be given for his rejection.

3. Well, you were told that the Department did not think he was suitable for enrolment?—I do not think that is a proper reason. The constable who reported on his case said he was not a proper person. He told me with considerable vehemence that my son was not suitable.

4. Is he in constant employment now?—Yes.

5. Does he still wish to join the Police Force?—I never wanted him to join, but now I want to know why he was refused.

6. Then, you are satisfied with the present position, seeing he has not been enrolled?—Not at all. I am delighted that he did not join; but I am not at all satisfied with the action of the Commissioner in rejecting him without giving the reason, and on the report of one constable. I referred the Commissioner to two constables who I understood were hostile to my son, but I think they gave him a most excellent character. Any person who has been rejected for the public service should be told the reason why.

7. I cannot agree with you at all?—Is one constable to be allowed to condemn the character of the whole community?

8. How do you know it was a question of character? Has the Commissioner ever told you?—I am not quite sure about that.

9. Would you compel the Commissioner to tell you the reason?—If you read the letter you will see that he has put him on the list for employment.

10. But at that time he says he does not consider his qualifications sufficient?—I would like to know why his qualification is not sufficient.

11. As long as he does not injure any one by his rejection of an applicant, what does it matter?—But he has injured me.

12. He has never said anything against your son's character?—My son has been pointed at by a number of people as a police "reject," and some of my other sons have been said to be the "reject." That rejection is still standing.

13. How does it affect your son if it is not on the ground of character?—I do not know.

14. There are men rejected every day, but not on the ground of character?—It seems to me a most unwarrantable thing that at any time one man can take away the reputation of a person when fifty-five other people would be willing to testify to the contrary. I am now quite willing to leave the matter in your hands.

15. We differ as to the absolute power of the Commissioner of Police to accept or refuse candidates for the Force, and I would not force upon him any one he did not think was qualified in all respects?—The Commissioner has no means of knowing, excepting from the reports of his underlings.

16. Then, you want to force men into the service who the Commissioner says are not required?—I do not, but I think this is a proper case where an open inquiry should be held. I was promised an inquiry, which did not come off.

17. *Mr. Dinnie.*] What inquiry did you expect?—To see whether my son was capable or not.

18. That has been done over and over again?—I was not there.

19. How old is your son?—Twenty-nine; he was twenty-five then.

20. By what right do you claim to know the reason for his rejection?—The right that a father has who takes an interest in his son's welfare.

21. You have no right to know anything about it?—I say I have; it has affected me materially.

22. *The Commissioner.*] The appointment held by the Commissioner of Police gives him the absolute right of accepting or rejecting a candidate?—Then, he should be deprived of it.

23. Evidently there is something behind this matter?—That is what I say.

24. The question is, have you a right to know, for this reason: the power is vested in the Commissioner of Police, and it must be exercised at his personal discretion?—I admit your contention, but I consider that the Commissioner has got too much power in that respect.

25. Every man who applies for enrolment in the Police Force must run the risk of rejection?—Some reason should be given.

26. Your evidence is recorded, and will be made public, but the matter does not come within the scope of the Commission; I have no authority to interfere with the discretionary powers vested in the Commissioner of Police by law?—I may say that I had an interview with the Commissioner of Police, who gave me every courtesy; but, at the same time, I think he did not exercise that care, judgment, and research that he should have exercised under the circumstances.

27. Are you not allowing yourself to be influenced by what you hear outside?—No.

28. You referred to Constable Moore telling you certain things?—I went and asked him.

29. Are not you allowing yourself to be influenced by that?—Yes.

30. The Commissioner of Police does not cast one word of reflection on your son?—Perhaps you might peruse all the papers.

31. I have perused them all, and there is not one word there that can be regarded as a stigma on your son?—I think there is. When my son made application I saw Constable Moore in Whangarei, and I told him he had applied. The constable said, "A fine young man like that will get in"; but before the Monday he had sent in an unfavourable report to the Commissioner. He told me he did. I asked him to show me the report, but he refused. I think some better method of selecting candidates should be adopted.

32. What would you suggest would be a better method?—The Resident Magistrate of the district should be the person referred to in the matter, especially in country districts.

33. How can the average Stipendiary Magistrate be as well acquainted with what is required of a candidate as a man who occupies the important and responsible position of a Commissioner of Police?—He would know the boy locally.

34. What else would he know?—He would have some experience, or opinion, as to his fitness.

35. But would that opinion be worth as much as that of the Commissioner of Police?—I really think it would.

36. Well, I am a Stipendiary Magistrate, and I should not set my opinion for one moment in respect to this matter against that of the Commissioner of Police, who has a full knowledge of what is required, and has the material before him. I do not know anything about your son, but I am perfectly satisfied that the Commissioner must have had strong reasons for rejecting him. I am very sorry that I have to decline in this case to go into the question of the rejection of applicants for the Force, but the matter does not come within the scope of the Commission?—I consider it is a matter of public importance.

37. Why do you not petition Parliament?—I saw the late Minister at Wellington, and he told me he did not think I ought to see the papers, and it is possible I may petition Parliament yet.

38. How long have you been in the public service in New Zealand?—Twenty-four years.

39. Do you think the public service could possibly be carried on if every man were allowed to see the departmental records?—I would make no report against an officer unless I showed it to him.

THAMES, WEDNESDAY, 8TH SEPTEMBER, 1909.

THOMAS HENRY HELLYER BEDDEK, Constable, examined on oath. (No. 240.)

Witness: My name is Thomas Henry Hellyer Beddek. I was enrolled in the Police Force in 1884, and was placed in charge of a station about eleven years ago, at Hikurangi, North of Auckland; and have relieved at other stations. First of all I was stationed for a couple of months at Wellington, when I first joined; was transferred to Ashburton: was there about three years; from there was transferred to Waimate, South Canterbury; from Waimate was transferred to Timaru: remained nearly eight years there; from there was transferred to Hikurangi; and was from there transferred to Shortland, Thames.

1. *The Commissioner.*] How is it you were so long in getting charge of a station?—I was Inspector of Factories, &c., at Timaru, and have been an Inspector of Factories ever since.

2. Have you ever applied for a station?—I am in charge of Shortland.

3. Is there anything you wish to say to the Commission?—I have had twenty-five years' service, and have practically a clean sheet. I have received a good education, am the eldest son of a colonel in the army, and feel it very much that I have not received promotion—for what reason I cannot say. I have always done my duty well. I have a large family—nine children to keep—and the pay of a sergeant would be very beneficial to me now. I may state also that I have been left solely in charge of the Thames Station for months at a time. Before the arrival of the Inspector and Sergeant Darby I ran the station for a month, satisfactorily so far as I know.

4. Is it true that you have never been satisfactorily reported on by your superior officers?—To my knowledge, not by one superior officer, Inspector Cullen.

5. Why?—I have no idea.

6. Had you served under him to any extent?—Only a few years at Hikurangi. I knew him as a second-class sergeant in the south.

7. How old are you?—Forty-five. I am the youngest man in the Force with my length of service.

8. Are you physically sound?—I am.

9. What is your weight?—About 16 st. 5 lb. I was educated at one of the best colleges in England.

10. The reason you appear before the Commission is to urge your claim for promotion?—Yes.

11. *Mr. Dinnie.*] You say you cannot give the reason for your not having been promoted?—Except what Inspector Cullen said.

12. Is that your signature [document shown to witness]?—It is.

13. Have you seen that file?—Yes. I have not seen the whole of the file. This is all foreign matter altogether.

14. You saw this report of mine?—Yes.

15. Does it not give a reason?—It gives your reason.

16. You said you knew of no reason?—The reason given is not true.

17. *The Commissioner.*] What is it?—It says that I am not active enough. I think if I am Inspector of Weights and Measures, and perform all the other duties I have to perform, that a little bit of energy is required to do that.

18. *Mr. Dinnie.*] Will you look at this report of one of the sergeants?—I knew he would not report favourably of me.

19. Would you ask to see Sergeant Sheehan's report [report handed to witness]?

20. *The Commissioner.*] Do you know of any reason why these two men should not report favourably of you?—I did not get on well with Sergeant Sheehan. As to the other man, I do not know the reason.

21. As to Station-Sergeant Darby, how is it that he reports unfavourably of you?—I cannot say the exact reason, unless it is vindictiveness altogether.

22. No man is vindictive to another without some reason?—There must be something I do not know.

23. Do you not know the reason why?—I do not know the reason. He has often spoken of me to Mr. McGowan.

The Commissioner.] Mr. McGowan would not interfere with the internal management of the Force.

24. *Mr. Dinnie.*] I think you have sought influence?—I have never gained anything by influence.

25. *The Commissioner.*] Who do you say spoke to Mr. McGowan?—Sergeant Darby said he had spoken to Mr. McGowan on my behalf.

26. *Mr. Dinnie.*] Have you not spoken to Mr. McGowan yourself?—Yes.

27. It has been of no benefit to you?—No.

28. *The Commissioner.*] Of course, you know this resolves itself into a personal question?—Yes.

29. I do not wish to refer specially to the details set out here. Some of these officers certainly do not think you are suitable in any way for promotion. You know the details?—Yes, I have seen the reports.

30. What about this beer-drinking: is there anything in that?—What is that?

31. One man says you are too much given to beer-drinking?—I do not think so. I have never been spoken to about that.

32. Do you drink beer?—I take a drink of beer occasionally.

33. I do not want to bring up personal questions, but you have raised the question of your fitness for promotion. I shall leave out portions of the reports, but one officer says you are inclined to laziness, and generally perform your duties in a very perfunctory manner, and although nominally in charge of Shortland you will take no responsibility, and that all the work is done from the Thames Station?—It is not true. I deny that *in toto*.

34. You knew the late Sub-Inspector Gordon?—Yes, very slightly.

35. He says he considers you most unsuitable for promotion?—He did not know me. He may have heard something, and perhaps he was going on that.

36. In fact, he said if you were promoted he hoped you would not be sent under him?—He may have said so.

37. *Mr. Dinnie.*] You have been under Inspector Cullen?—Yes, five or six years.

38. In the face of all these reports you would not expect me to promote you?—I do not think you should only look at those reports.

39. *The Commissioner.*] How is the Commissioner of Police to know unless he acts on the reports of his officers? How could the Commissioner possibly do otherwise than pass you over? Those reports may be untrue—I am not dealing with the merits of the reports—but the Commissioner now asks you to say how he could promote you after receiving those reports from your superior officers?—After seeing the reports there, I could hardly expect the Commissioner to promote me. I quite agree with him. But the Commissioner does not know me. On the face of it, I could hardly expect the Commissioner to promote me.

40. Later on I will ask Inspector Kiely and Sergeant Morgan with regard to your qualifications?—Sergeant Morgan has known me for over twenty years. I have been asked to act as a delegate for the men, and to bring the following matters under the notice of the Commission: (1.) That the rate of pay should be 8s. a day, and increased periodically by 6d. until 10s. is reached. (2.) That married constables should receive 1s. 6d. a day house-allowance. (3.) That free uniforms be issued, and two pairs of boots every twelve months; and that rubber gloves and disinfectants be provided by the Department for the use of the police when recovering dead bodies. (4.) Eighteen days' annual leave, to be allowed to accumulate for three years. (5.) That free passes for the railway be issued to the police. The annual leave usually comes at a time when they cannot take advantage of excursion rates. (6.) First-class steamer fares be granted to the police and their families when on transfer. (7.) We consider that no constable should receive promotion to

sergeant until he has been in the service at least fifteen years; and that constables of twenty years' service should be called senior constables, receive 1s. a day extra, and be allowed to wear a badge of distinction. It is impossible for all constables to receive promotion, and this would remove the stigma that might otherwise be cast on them through having been passed over. (8.) The travelling-allowance should be at least 8s. a day instead of 6s. a day.

ANDREW MORGAN, Sergeant, examined on oath. (No. 241.)

Witness: My name is Andrew Morgan. I am a sergeant of police, stationed at Thames. I was enrolled in the Force in 1881, and was promoted sergeant four years ago. I was three years a constable before I was put in charge of a station. I did sectional duty for three years, and got promotion when my turn came.

1. *The Commissioner.*] You have known Constable Beddek for some time?—Yes; I first knew him eighteen or nineteen years ago, and met him casually, and then lost sight of him till I came here. I have been here fourteen months, and I have seen a good deal of him during that time.

2. What is your opinion of his qualifications for promotion?—I have had no opportunities of judging. He is in charge of a little suburban station, Shortland. His principal duties are acting as Inspector of Factories, and in connection with old-age pension work. Really nothing critical has yet cropped up to give the Inspector or myself an opportunity of judging his qualifications.

3. Still, you have had a lot to do with him. I would very much rather not have to ask you these questions, because I know how disagreeable it is to have to express your opinion on a man unless that opinion is absolutely favourable. But here is a man making a grievance of the fact that he has been passed over for promotion. Therefore it resolves itself into a personal question. And he distinctly raises the issue in this way: he wishes me to understand that the adverse reports which have been made against him have been prejudiced reports. That being so, he is quite entitled, if he can do so, to show that those reports were not perhaps in the best interests of the service; and, on the other hand, that he is a man well qualified for promotion?—I am going to be very straight. Beddek is a man of good character, and a man I have a very high opinion of, but I do not think he would make a good sergeant. I say that without any feeling, because he knows that I have no feeling against him.

4. You say that with a due regard to the interests of the service?—Yes; and to show that I am favourably disposed towards him I may state this: Some months ago a man approached me with regard to Constable Beddek. In the course of conversation I said I had no official knowledge, but I understood there were some adverse reports against him, and he was probably aware of them. I was asked whether there was any chance of getting any recommendation from Inspector Kiely or myself. I explained that Inspector Kiely was placed in a rather awkward position, because, although he might be favourably disposed towards him, in face of the reports of officers who had known him for a number of years, he would have to be very careful; but in the course of a little time perhaps he would be able to give him a good character. The matter stopped at that. Some little time ago Commissioner Dinnie was here, and Constable Beddek had an interview with him. When he returned from the Commissioner he seemed pleased, and said that Mr. Dinnie had told him that he would perhaps be able to give him charge of one of the gaols—at Oamaru. In the course of a little time Mr. Dinnie telegraphed, and asked if Beddek would take charge of the Oamaru Gaol. Beddek declined, and seemed very indignant about it. I said, "Beddek, I do not think you treated the Commissioner properly." He said he ought to have got promotion. I said, "Ask the Commissioner for promotion, and you will get a direct answer to the question." There were others present when I said that to him. He asked me if I would draft an application for him. That is the application that was sent to the Commissioner, and he got a reply. Beddek is incensed at me now because I did not recommend him in the first instance. I did what I could, and interested myself on his behalf. Before I close this matter, I would like to say this: that I would very much like to see the Commissioner do something for Beddek. There is no doubt he is in many respects a superior man, and has been well brought up. No doubt he has allowed this feeling to grow up to such an extent that he is a misery to himself and everybody connected with him. He has a large family of small children, and his wife is not strong. I am satisfied that my Inspector will bear out what I have said. The question of drink has been raised. I have never seen Beddek under the influence of liquor, and whatever he may have been in the past I do not think he is addicted to liquor now. He is a decent, kindly fellow; but this feeling has got the best of him, and I am very sorry that I cannot say what I would like to be able to say—that I think him a superior man in every respect.

5. At the present time there is a difficulty in getting recruits to come forward for enrolment in the Force—there is a great falling-off in the number of applications?—I think Mr. Dinnie was grasping at too much; he wanted a great big lot of men, superior to any Police Force in the world. We know that the young colonial is not very amenable to discipline. If you could get the first year or two over, they would be better.

6. Have you ever been applied to by young fellows who desired to enter the service?—There are various causes that tend to keep away applicants.

7. Do you think the standard of education has anything to do with it?—I would not make a hard-and-fast rule in regard to the education test.

8. Would you approve of a period of probation before enrolling candidates?—Yes; say, six months—three months in the depot and three in the street.

9. What is the conduct of the men in this district?—They are very well conducted.

10. You have no trouble in the way of drinking?—No; they are good steady workers. You could not wish for better. They have the interests of the service at heart.

11. Have you any opinions on the vexed question of the difference between the plain-clothes and the uniform branch?—No; there is a jealous feeling in all military associations.

12. How old were you when you were promoted?—Fifty-one years. The statement made in the evidence given at Dunedin that I was fifty-five is incorrect. I wish to thank you, sir, for the kindly remarks you made concerning me at Dunedin. I was not fifty when Mr. Dinnie first offered me promotion, but for domestic reasons I declined it then, but accepted twelve months later.

13. *Mr. Dinnie.*] Your Inspector recommended you?—Yes.

14. *The Commissioner.*] What is the maximum age at which you consider a man should be promoted to be sergeant?—I did not find any physical difficulty. But I would not advise any man over forty-five to take it on; at the same time, if a man is willing to take it, I would not exclude him up to fifty. I saw where one sergeant said that a man ought not to be allowed to refuse promotion. I do not agree with that, unless the interests of the service are likely to suffer.

15. That is the very point?—Here is the position: I know that the interests of the service would not suffer from my not accepting promotion.

16. That will not hold water for one moment. There is no use talking like that. I consider, without flattering you, that you had exceptional qualifications for promotion, and I consider that if you had refused promotion it would have been a distinct loss to the efficiency of the service.

Mr. Dinnie: I must differ from you in regard to the principle involved there.

The Commissioner: I know you do; but that is the attitude I am going to take up, and shall report accordingly to His Excellency the Governor. (To witness): That is the position, sergeant, and it is therefore useless your addressing me on the subject.

Mr. Dinnie: I agree in the case of an exceptionally good man.

The Commissioner: I started by saying that I considered Sergeant Morgan had exceptionally good qualifications.

Mr. Dinnie: I quite agree with that. There may be some men who are only fitted to be sergeants, and there is no harm in overlooking them.

17. *The Commissioner* (to witness).] A great deal has been said about shakos and helmets: what is your opinion on that matter?—Commissioner Tunbridge called for a vote on the question. I voted for the shako; but I would reverse my vote now.

18. Are rubber gloves provided for this station?—No. The last body I dealt with I handled with a fork.

19. You should represent these matters: if you think them necessary you should ask for them?—It will not be long now before I ask for them.

20. With regard to the extra emoluments in certain country stations, it has been suggested that the difference is so great it is almost necessary to deal with the matter in some form or other. One man told us that when he accepted promotion he was getting £130 a year over and above his police pay?—I do not think they should be taken away from these men.

21. It is not proposed to take them away entirely, but to allow a man to receive a certain amount?—I would not curtail them. I would make periodical changes: transfer the men to other stations. I know of one man in charge of a station who only gets a very small sum extra: I would transfer him to a good station.

22. You were a long time at Christchurch: do you think there is need for a gymnasium there?—I do not think there is any town that requires it more than Christchurch. The town is flat, and the men do not get proper exercise. I always impress on the men the importance of keeping themselves fit physically by taking physical exercise.

23. You think that in every centre there should be a gymnasium?—Yes.

24. Do you agree with the proposal that there should be an instructor?—One witness said in Auckland that it was in the interests of both the prisoner and the arresting constable that the constable should know how to handle a man properly.

25. The less the arresting constable knows of how to handle him properly the more rough he is likely to be?—Yes.

26. *Mr. Dinnie.*] You know there is a gymnasium at the Auckland Station?—Yes.

27. It is intended to get more if we can get the money?—Yes.

28. Do you think that certain communications that appear in the Press tend to prevent men joining the Force?—Yes.

29. Do you know from whom these communications emanate?—No.

30. As to the inquiries into the characters of men applying for admission to the Force, do you know that they are stricter than they used to be?—Yes.

31. Have you had a number of inquiries to make yourself?—Yes. I was surprised when one came back to me the other day. I had occasion to report a little adversely upon a man from statements made by an ex-employer; and I have since found that, as a result, inquiries are being made in England about the man's previous career.

32. You know that the inquiries are more strict now than they used to be?—Yes; but you will get a bad man in occasionally, no matter how strict the inquiries may be.

33. Do you think the education standard might be lowered?—No, I would keep it at the Fifth Standard; but I would make the rule more elastic.

34. What do you say as regards the efficiency of the Force at the present time compared with former years?—It is very good.

35. Do you know of any general dissatisfaction as regards the present control?—I have no grievance. But if you take the seniority list and it is found that a senior man is passed over by a junior man, and the senior man is taken up and promoted a little later on, that causes some dissatisfaction. Constable Beddek spoke about recognising the service of senior constables. The scheme is mine. After a constable has done twenty years' service I would certainly give him 1s. a day extra to make up for promotion not coming to him at a time when he could have accepted it.

If that were done it would go a long way towards satisfying old and deserving men who have passed the age when they can receive promotion. They could be sent to Kaiapoi, Akaroa, and similar small stations where there are two constables. I think there are about ninety men with twenty years' service.

36. You would not promote them now?—No; I would make them senior constables. I would create a new rank.

37. Take Constable Leahy, of Oxford?—I would make his pay the minimum pay of a sergeant, and I would put a chevron on his arm.

38. You think that would do away with the dissatisfaction?—I think it would allay a lot of it. There are several old members of the Force that I would like to see get the extra pay.

39. These men, if they had been promoted in their turn, would have been promoted before I came here?—Yes; I cast no reflection on you. I am simply making what I think is a good suggestion.

40. You would not promote them or put them on the street, because it would not be in the interests of the service?—It would not be a kindness to do it. I do not think there would be any difficulty in adopting my scheme.

41. You know that some men, even though their characters were good when they joined the Force, subsequently bring discredit on the Force?—Yes; there are good, bad, and indifferent in all organized communities. You can weed out the undesirables when you find them, but you cannot help them getting into the Force.

42. *Inspector Kiely.*] Referring to Constable Beddek, I think we have had conversations from time to time as regards his qualifications for the rank of sergeant?—Yes.

43. And when I was recommending constables for promotion, I think I took your advice?—I have no recollection.

44. We discussed Constable Beddek's case?—Yes; and I know you would have been very pleased to have done something for him if you could.

45. *Constable Beddek.*] You referred to my taking over Oamaru Gaol?—Yes.

46. Do you remember my reasons for not taking it?—You said it was unsuitable to go there with a family of growing girls.

47. Do you think I would gain anything by going there—to a gaol in a no-license district?

The Commissioner: What has that to do with it.

48. *Constable Beddek.*] Because there are no prisoners there. (To witness): You said that I am a man of excellent character?—Yes.

49. You also said you have never seen me with the slightest sign of liquor?—I say so again.

50. *Mr. Dinnie.*] Under the present system it is hard on the married man from the time he joins the Force until he gets a station?—Yes, if he has two or three children.

51. That is the time they want help and additional pay?—Yes, in the shape of rent. I notice that it was stated in evidence in Auckland that the discipline at Auckland is superior to anywhere else in the Dominion. I want to combat that statement on behalf of the officer I recently served under. I cannot allow Auckland to take the pride of place. In Christchurch the discipline is excellent. The Inspector there is an able man and a good disciplinarian, and he looks after the place well. They certainly had an able Sub-Inspector, now Inspector Dwyer. I am not saying anything against Auckland—I think it is splendidly managed, and that Inspector Cullen is a splendid man; but I cannot allow Christchurch to be put in second place.

SAMUEL FLAVELL, Constable, examined on oath. (No. 242.)

Witness: I am a police constable, in charge of the station at Waikino. I was enrolled on the 5th March, 1895, and got charge of a station in August, 1899.

1. *The Commissioner.*] What do you wish to bring before the Commission?—In the first place the question of promotions. Junior constables are being promoted over the heads of senior ones. All things being equal, the senior men should get the preference, but as things are now men are promoted to the rank of sergeant who have had very little more service in the Force than I have had of station-charge duty.

2. You think this creates dissatisfaction?—It is doing so throughout the Dominion.

3. *Mr. Dinnie:* How do you know?—I hear the men speaking about it, and I am speaking on behalf of the others. Men of over twenty years' service, who have given satisfaction, have been overlooked.

4. *The Commissioner.*] Of course, you know that the recommendations are mostly made by Inspectors?—Yes, by the Inspector to the Commissioner of Police.

5. How do you account for the claims of these man having been overlooked?—Political influence must be used.

6. Is there anything else you wish to mention?—We also consider that the travelling-allowance is insufficient. Men get now 3s. a day for seven days, and I think they should be paid actual travelling-expenses. It costs me 6s. a day when I am away, but when a man goes to the Supreme Court he is allowed 6s. for the day and 4s. for the night.

7. Have you ever applied for and been refused your actual travelling-expenses?—No; I have always followed the rules. When I have been away for a day and a night and have asked for the 6s. it has been allowed. The house-allowance for married men in the towns is not sufficient. A married constable is allowed 1s. a day, but it costs him just as much for rent as the sergeant, who is allowed 10s. per week. One cannot get a house under from 15s. to 17s. 6d. a week, so that a man is out of pocket. I think we should be allowed at least 1s. 6d. a day or 2s. for house-allowance.

8. House-rent has gone up enormously?—Yes; about 8s. or 9s. a week since I was in a city. Another matter is the question of the promotion of constables from street duty to out-stations. I consider there should be a grading of stations, and that a constable going from street duty to the charge of a station should start with a small station at first, and gradually work up to a better one. For instance, if a station which is put down as a good one becomes vacant I apply for that station, but perhaps when the appointment is made one sees that a man who has not got six years' service is appointed over a man who has over ten years' service. In such a case the appointment should go by seniority alone. I understand the work of a Clerk of Court, as I have been in touch with one at each end when I was in charge of a station, and could therefore take a better station, and do the work well.

9. Would you take into consideration the emoluments of a station?—They are very little.

10. Some are very large indeed?—Some are, and the prospects would encourage a constable to study Magistrate's Court work.

11. *Mr. Dinnie.*] You know the system of recommending men for promotion to the charge of stations?—I have never heard of it.

12. Is it for the Inspector to recommend?—I cannot say how it is done.

13. Should not the Inspector recommend?—You would think so.

14. Would not he choose the best man?—He can only speak of a man in his own district, but if the appointment is outside his district—

15. Then the other Inspector recommends?—The other Inspector might have a man that the Inspector in this district does not know anything about.

16. That Inspector would know his qualifications?—How is one Inspector to know what appeals to another man in another district. The Commissioner would be the one who would be able to pick the man out.

17. It goes through the Commissioner now?—Yes, finally.

18. As regards promotions, you think they should be by seniority and merit combined?—Yes.

19. What cases do you know of where a senior man has been overlooked while a junior man has equal qualifications?—A constable who was in charge of a station was shifted from that station to another, and thence to street duty. He was only on street duty a short time when he got charge of an important station. He went up for his examination and failed, and now he is promoted to the rank of sergeant.

The Commissioner: Just write his name down [name handed in].

20. *Mr. Dinnie.*] Do you know whether you have been recommended at any time for advancement?—I do not know. I have never attempted to use influence myself, although the present member for the district and I were boys together.

21. Taking the case we have heard of to-day—Constable Beddek—he has used influence on two or three occasions, but it has not been successful: what do you say to that?—Every man is not successful, but in that case apparently the other man was successful.

22. Does that prove that influence obtains?—I did not hear Constable Beddek's evidence.

23. He said that he himself has sought influence in two or three directions, and it has not been successful: what do you say to that?—I could not say anything.

24. Does that look like influence obtaining?—It seems he used influence, but it has not been successful.

25. But you are suggesting that it is successful, and I want you to prove a case?—I cannot prove a case. We hear so much talk about it, and reference was made only the other day that influence is being used.

26. You know that men get actual expenses that they incur, according to regulation?—I could not say further than what I have done myself.

27. You know that by the Police Regulations actual expenses are allowed?—According to circular, we used to be allowed 7s. a day; but that order was cancelled.

28. I am talking about actual expenses: you know the regulations provide for that?—There is a regulation.

29. You know the system of recommending for promotion: that the Inspectors recommend every year the men they think fit for promotion?—Yes; but it seems a strange thing how the man I have mentioned ever got it.

30. He must have been recommended by his Inspector?—Possibly so.

31. There is no question about it. I can show you his name on the list of recommendations, but I cannot show yours?—Of course, I am not looking for the stripe myself; but I think I might have a better station than what I have now.

32. Have you applied for it?—I was offered Tauranga.

33. Perhaps your Inspector did not think you fit for it?—I could not say.

34. *Inspector Kiely.*] You were appointed to a station some six or eight months ago where there was a second constable, and you refused it?—My reason was on account of the delicate state of my wife's health. When I applied for a transfer I mentioned that I wanted a station where there was a doctor. Tauranga is a long way back. That was the station offered me, but I did not think I was bettering myself by taking Tauranga.

35. Did you not on one occasion ask the Commissioner to appoint you to a suburban station?—I did.

36. *Mr. Dinnie.*] It is very difficult to find a suburban station?—I asked for a suburban station, or one near Auckland, and since then a station has become vacant near Auckland, but it was filled by another constable.

THOMAS BENJAMIN MILES, Constable, examined on oath. (No. 243.)

Witness: I am a police constable, stationed at Waihi, and was enrolled on the 1st July, 1904. I am a delegate from Waihi Station.

1. *The Commissioner.*] What do you wish to say?—There is dissatisfaction over the allowances. I think that constables should receive the same travelling-allowance as other members of the Force—8s. a day. The constables get 1s. 6d. and the detectives 2s. for meals. I think we should be granted free passes on all Government railways, and first-class tickets for our wives and families by steamer when on transfer. We also ask for 10s. 6d. per week house-allowance, a free uniform, and two pairs of boots per year.

2. Have you got free quarters where you are?—No.

3. Are you married?—Yes.

4. What is your rent?—Ten shillings per week. It is a fairly good house, but a long way from the station. When in Auckland I was only receiving 7s. a day for the first twelve months, and I paid 14s. a week rent. As to uniform, we get one tunic in eighteen months and two pairs of trousers. The tweed is a black colour on one occasion, and blue the next. We would like to get the two pairs of trousers and the tunic at the same time. Men on joining should get 8s. a day, with a rise of 6d. every two years.

5. What were you doing before you joined the Force?—I was for about three years at the freezing-works at Petone.

6. What were your average wages then?—Four pounds a week for the nine months they were in operation during the year.

7. You think the pay is not sufficient to attract recruits?—No; apart from any advantages that might exist. As to travelling-expenses, supposing a constable is relieving a man who is away at the Supreme Court, the former only gets 3s. a day allowance, while the man who is at the Supreme Court is allowed 10s. I think 6s. or 8s. a day would not be too much. It does not matter how long a man is away from his station at the Supreme Court, his 10s. a day is going on all the time; but the other man has also his wife and family to keep, and gets only the 3s. a day. At our station there is a good deal of relieving duty to do. As to promotions, there have been one or two instances in which men have been promoted to the rank of sergeant who have not been physically fit for the position. After doing very little street duty they have knocked up.

8. Give me the names of some?—One man in Auckland did not do more than six months' duty. He was laid up the rest of the time, but he got a good station over the heads of eight other sergeants. I was in Auckland at the time, and I heard a good deal of adverse comment about the matter.

9. Is that the only instance you know of?—There was a similar case where a man went back to the rank of constable.

10. In the case you particularly refer to the sergeant has admitted to me that he was not fit to be promoted at the time. I asked him the question, with a view of emphasizing my opinion that no man should be promoted to be sergeant until he has passed a medical examination?—The recruits in the depot at Wellington are supposed to pass a certain examination after being there about eight weeks. When I went into the depot there were eight men, and another man came in a week later. But the Force was short of men in Auckland at the time, and the man who went into the depot last only stayed there a few weeks when he was sent to Auckland. In consequence, he is senior to every other man who was in the depot at that time, although he joined a week later.

11. Had he had previous service?—No.

12. Do you know why he was selected to go to Auckland?—I understood he was sent there because they were short of men.

13. But why he particularly?—I do not know. I cannot tell why he was sent there over the heads of men who were senior to him. With regard to the question of the clerks, there have been several cases of men doing street duty for a few weeks, and then going into the district office and one or two similar jobs.

14. Do you know that clerical work is not sought after in the Force?—I think it is. I was in Auckland for some time, and a good many men were anxious to get into the clerical branch.

15. Did they apply for it?—I cannot say.

16. The Commissioner told me recently there were only eight applications from the whole Force for employment as clerks?—When I was in Auckland I got leave about once in three months, but those men are off nearly every Sunday.

17. And you think the position would be sought after?—I do.

18. The men must be specially qualified?—That is so; and we read in the papers that the clerical positions are very responsible ones, and should be filled by tried officers who have proved themselves.

19. The Inspectors recommend men for employment in the office?—That is so. I suppose they would have to be recommended; but surely in a district like Auckland there are some men of probably two years' service who might do for the position.

20. But they probably have not the educational qualifications?—They have all to go through some examination, and to hold some certificate.

21. Apparently the cry has been that they require men of exceptional qualifications for the district office. However, you think there should be a better selection made, and that men are available?—I think so.

22. *Mr. Dinnie.*] Have you made any representation of your views on these matters before?—No.

23. You have harboured all these matters up to now?—These are not my own ideas. I have been appointed a delegate from the Waihi Station. These are the views of several men.

24. You spoke so feelingly that I thought it came from yourself?—No, sir.

25. Do you not think that all these representations should be made through the proper channel?

The Commissioner: I cannot allow any question as to the right of the men to come before this Commission, Mr. Dinnie.

Mr. Dinnie: I want the men to know that there is a regulation which permits them to represent any grievance they have to the Department.

26. *Inspector Kiely* (to witness).] When you refer to clerks, do you refer to the district clerk in each office, and do you think you should be placed on the same footing as him?—No.

27. To only the assistant in the district office?—Yes.

28. Are you not aware that the district clerk has the handling of the accounts, the correspondence, the clerical work, and that generally they hold a very important position?—Yes; and it should be arranged that those men should be paid accordingly, and so have their services recognised. But I am comparing the position of the assistant clerk with that of the men outside; the assistant simply stops in the office and gets his promotion in due course far ahead of the man who is out in the streets in all weathers.

29. *Mr. Dinnie.*] Have you been overlooked at all?—Never.

TIMOTHY JAMES CUMMINGS, Constable, examined on oath. (No. 244.)

Witness: I am a police constable, stationed at Waihi, and joined the Force on the 1st February, 1904.

1. *The Commissioner.*] Are you speaking as a delegate, or on your own behalf?—For myself.

2. What do you wish to say?—With regard to uniform, I should like to see a uniform colour of tweed served out.

3. That matter has been attended to?—The house-allowance is not sufficient. I am a married man, and have free quarters at Waihi; but it affects others. Prior to going to Waihi I paid 10s. and 11s. rent a week. I do not consider the police pay is sufficient. Before I joined the police I always received 8s. a day.

4. You must have foreseen some advantage, or else you would not have joined?—That is so.

5. Do you think the pay is affecting the number of suitable applicants for the Force?—I do; it is too small on joining. I also think we should get two pairs of boots a year free, as it is an expensive item.

6. What does it cost to make up the uniform?—About £2 5s. for the suit.

7. *Mr. Dinnie.*] You have made no representations in respect to the uniform before?—No.

WILLIAM HECTOR MCKINNON, Sergeant, examined on oath. (No. 245.)

Witness: I am a sergeant of police, in charge of Waihi sub-district. I was enrolled in the Force on the 21st October, 1881, but I had previous service. I was promoted to sergeant on the 1st March, 1903.

1. *The Commissioner.*] Have you done sectional duty?—I have—for three years, in Auckland.

2. What age were you when you were promoted?—About forty-two.

3. The Sub-Inspector in Auckland said you were one of the few men in the Force who had a special baton?—I did not bring it with me, but I will send it to you at Wellington. It is one of Detective Bain's patent batons. It is a very good baton, and I much prefer it to the regulation one. There is a guarantee sent with it, that it will not fracture the skull, or do any bodily harm, although it has the desired effect of knocking a man out.

4. Are there any general remarks you wish to make?—I have no grievance, but I would like to mention the question of the promotions to the higher ranks. It appears that the detective department is now having the better of the uniform branch. That is because the Chief Detective is the senior man to the station sergeant, which is the recognised channel through which promotion to the commissioned ranks follows. The Chief Detective attains to that grade after an average service of about fifteen years, but the station sergeant does not gain his position under about thirty-one years' service; and if the Chief Detective is eligible for a Sub-Inspectorship, it means he would become an Inspector and be in charge of a district in a few years. So that on account of seniority, but not length of service, it is clear that in the near future there will be a preponderance of commissioned officers with detective training and service only. The detectives are not subject to the same discipline as the uniform men, and could not maintain discipline accordingly. With reference to the promotion of sergeants and an increase of pay, I would like to see the rank of senior sergeant instituted, to apply to all stations where there are not less than four men; and about four sub-stations, I think, would come under this heading. The senior sergeant should be in charge in such cases.

5. You mean, do away with the rank of station sergeant?—Yes, and increase the pay. Start, say, at 13s. 6d., and go up to 15s. 6d. a day. I would also like to see the rank of senior constable instituted, with a small rise in pay, the latter to be, say, 10s. or 10s. 6d. a day, with one stripe for constable in charge of stations where there are two men besides the one in charge. I think the pay of the police should be raised all round, as I feel sure it is the cause of better men not coming forward for the service. In Waihi the average wage for miners is 12s. a day. I think a constable's pay should start at 8s. a day, and go up to 10s. a day. The house-allowance should be increased to 1s. 6d. for constables and 2s. for sergeants and detectives per day. A good deal has been said about the position of the district clerks. I fail to see why district clerks should not be promoted to the rank of sergeant, as, under the present conditions, there are no other means of raising their pay, and they certainly have important duties to perform. Without there is a special grade for them, there are no other means of paying them salaries equivalent to the work they are doing.

6. Would you advocate as a matter of principle increasing a man's pay by giving him extra rank?—It is the only way these men can be paid. Sergeant Bell, in Dunedin, Sergeant Ellison, in Wellington, and Sergeant Bulford, of Auckland, were all district clerks, but they held rank as sergeants.

7. It has been suggested that the district clerks who are sergeants should be compelled to go out and do police duty for a certain time?—If that were done it would be very wrong to appoint them sergeants, because you would appoint them over men who are constantly out doing beat duty, and give them a rank senior to the men doing beat duty all the time.

8. But you advocate giving them a rank for the purpose of increasing their pay, and then you say you would not make them do work inconsistent with their rank?—I refer to the present condition of the service. I am only saying that it ought to be altered so as to give these men adequate pay in another way.

9. You would not be in favour of compelling them to go out and do police duty?—I do not think it would be right. These men have special qualifications, and as long as they give satisfaction in the office they should be left there.

10. Then the logical result of what you now say is that once a man is appointed district clerk on promotion he should always remain a district clerk, and be nothing else?—I think so, in the present state of the service.

11. But the present state has existed for a considerable time past, and many men would never have been Inspectors if it had not been for the experience they gained as district clerks?—There is only one man in the service who is an Inspector who was a district clerk.

12. You are quite wrong?—There is only one that I know of.

13. If I have been told otherwise, then I have been told what is wrong, and you are right?—I do not say I am right, but he is the only one I know of.

14. You are speaking on incorrect premises. However, you would not be in favour of sending them out, but of simply keeping them as district clerks?—That is so.

15. *Mr. Dinnie.*] Do you think it would be better if we could arrange for those employed as assistant clerks to remain a certain number of years in the office, and then go out and qualify for sergeants?—Yes.

16. Supposing they had three or four years in the office, and then went out and took their chance of promotion with the others?—They would get their promotion in turn then.

17. And as regards the assistant clerk, you would have to give him a little extra pay?—Certainly, he should be paid according to his work.

18. And not be promoted until he is entitled to it?—There should be a means of paying him without promoting him to the rank of sergeant.

19. Of course, you know that it is not each Chief Detective who may be offered promotion to the rank of Sub-Inspector?—That is so; but within the last five years a Chief Detective has got commissioned rank in about fifteen years' service.

20. But there has only been one Chief Detective appointed a Sub-Inspector for many years past?—That is so.

21. Then, they have not interfered with the promotion of the uniform branch?—But they are likely to in the future.

22. If we were to appoint more senior sergeants to out-districts—and that is the idea—that would give the uniform branch a similar chance of coming into competition with the detective branch?—It would put them on the same footing.

23. I suppose you have never had occasion to use that patent baton of yours?—I have used it.

24. With effect?—It had the desired effect. I did not injure anybody with it, but still it did the trick.

25. What was the cost?—I think, about 5s. I got it through Duthie and Co., Wellington.

26. It is not in use generally anywhere?—I have not seen another of them.

27. Have you ever made inquiries with respect to candidates for the service?—I have.

28. Are they stricter now than they used to be?—I cannot say that they are, but I have been always very careful when I have had inquiries to make.

29. Can you suggest a stricter inquiry?—I cannot.

30. You know the old system that was in force: the inquiries were made for about five years back?—Yes.

31. Now we go back to the time when the candidate left school?—That is so. I made some inquiries not very long ago, and we could not account for about four months of a man's time, as to where he had been, and I had that correspondence back twice.

32. It shows that the inquiries are strictly conducted?—Yes.

33. What about the efficiency of the Force at the present time?—I think it is good.

34. Do you know of any general dissatisfaction in the service?—I do not know of any dissatisfaction in the service.

35. I suppose you know that as regards promotions there has always been dissatisfaction?—Of course, it naturally follows that when one man is promoted another man feels he has been slighted. The promotions are generally made on the recommendation of an Inspector who is qualified to pronounce an opinion on the men before him, and to say who is the better of the two.

36. You think that is a satisfactory system?—It cannot be done in any other way if the service is to be properly kept up.

37. *The Commissioner.*] What do you think should be the maximum age at which a man should be promoted?—Forty-five.

38. You would not promote any man over forty-five?—No.

39. And on the understanding that he should have to do two or three years' sectional duty?—It is generally the rule that the man who is promoted does three years' sectional duty.

40. Say, twelve months?—Yes; if you take a man away from a country station and put him on to street duty, he will soon go to pieces.

41. How many men are there at Waihi?—Six men is the strength of my station. One man has gone to take charge of a station, and he has not yet been replaced.

42. What is the total population?—Over seven thousand. It is a borough, but I have a big country outside.

43. Are the men there of a rough class?—A very rough class of men.

44. You have “no-license” there now?—I have licenses in part of my district still.

NICHOLAS KIELY, Inspector, examined on oath. (No. 246.)

Witness: I am an Inspector of Police, in charge of Thames District. I have sixteen stations and thirty-four constables under me, three sergeants, and one detective. There are also four district constable stations. I joined the Force in September, 1875, was promoted to be sergeant in 1879, Sub-Inspector in 1899, and to my present rank in July, 1902. I had charge of Wanganui District up to about two years ago, and was transferred here on the creation of this separate district. This is the only retrograde step, as regards the importance of the station, I have taken since I joined the Force.

1. *The Commissioner.*] A “retrograde” step?—Every step I took prior to this was an advancement.

2. In what respect is not this an advancement?—It is an unimportant district.

3. Then, you think you did not receive your due?—For some reason or another the Minister thought fit to transfer me here. I do not know what his reasons were; I was told it was for the benefit of the service.

4. Would you rather have remained in Wanganui?—I had boys apprenticed there at the time, and they could not support themselves.

5. How long have you been here?—About two years. The matter was rectified afterwards. I was told I might be sent to Napier, and I was recommended for Napier.

6. Who recommended you?—I understood from the Minister at the time that he recommended me; at least, that he was favourable to it, and that the Commissioner had recommended me.

7. Why did you not get Napier?—The Minister is always able to do everything he wants. There was a change at that time.

8. Then the appointment to Napier was not made until the present Minister took charge?—Not until the present Minister took office was the appointment made, and then Inspector Dwyer was appointed.

9. Inspector Dwyer was sent there?—He was Sub-Inspector then.

10. You would have preferred that district?—Certainly; it is a more important district than this.

11. Do you think there is any necessity for the existence of this district?—I suppose there is.

12. I am asking you for an opinion, as the result of your practical experience?—There certainly is a necessity for it. There is a population in this district of about thirty-seven thousand people.

13. Do you think the district is properly constituted?—I do not.

14. Tell me in what respect you think it is not?—It is too small. When this district was first made I understood that Hamilton was chosen to be the police headquarters. All the Waikato stations were going to be put into this district, and the Bay of Plenty; but through some political cause or another, Thames was chosen for the headquarters.

15. The Hon. Mr. McGowan dealt with the cause of the change the other day—it was on account of the railway service, and so on; it was better worked from here than from Hamilton?—I do not think that is correct.

16. Of course, he was the member for the district, and is supposed to know all about it. Where do you think the centre of this district ought to be?—The centre of this district is Rotorua. At Rotorua I am within a day of any point of the district, and here I am two days away from any part.

17. If the district were reconstituted, what would you add to it, making Rotorua the headquarters?—I would be trespassing on the preserves of another Inspector.

18. Inspector Cullen said in Auckland that the constitution of this district, and the removal of these stations from his control, has not made a difference of a quarter of an hour a day to him in his work?—The majority of these stations had only recently been put into Mr. Cullen’s district when the change was made.

19. Where were they transferred from?—From Rotorua and Taupo to the Bay of Plenty. They were formerly in the Napier District, and had been only recently added to Mr. Cullen’s district.

20. He has an enormous district?—I suppose he would like a little more added to it.

21. I do not know so much about that, but he thinks the creation of this district did not make any difference to him?—It must have made some difference to him.

22. A quarter of an hour a day. Would it assist the efficiency of the Force if your district were enlarged at the expense of taking a piece off Mr. Cullen’s?—I think so. I think the original intention should have been carried out.

23. You might at your leisure prepare a statement showing how, in your opinion, as the result of your experience, the district could be altered with advantage?—I will do so.

24. Attach to it a plan showing how this centre stands in relation to the district as you would propose it should be constituted?—Yes. The headquarters are here, and the station is a new building.

25. I was not speaking about the headquarters, as the facilities for travelling about the country are very much better than they used to be. What, in your opinion, is the cause of the lack of suitable young men offering for enrolment in the Police Force?—I have no doubt that active and intelligent young men are much better off outside the service than in it at the present time.

26. Do you think that is due to the improvement in the industrial condition?—I suppose it is. Two years ago it was possible for any young and vigorous man to earn 10s. a day, whereas if he joined the police he would have to work for 7s. 6d. a day.

27. You think there would be an improvement in the recruiting if the pay were increased?—Yes; 1s. a day increase at least would be a great incentive to young men to join, and I think also that a better class would come forward.

28. What would you make the increments?—Sixpence every three years, until the pay reached 10s. a day. I would make the minimum pay of a constable 8s. a day.

29. Do you wish to refer to any other matter?—As regards promotions, I firmly believe that no man should be promoted later than forty.

30. Forty?—Yes; I do not think a man is capable of going on the streets and doing effective work as a sergeant if he is promoted after that age.

31. Take the case of your own sergeant: he was fifty when he was promoted?—He is very good stuff.

32. There might be just as good men in the Force?—I doubt if there are.

33. You are giving Sergeant Morgan the benefit of ten years—from forty to fifty—it seems a big jump?—Sergeant Morgan was not long on the streets.

34. Yes; he was three years doing sectional duty in Christchurch?—Things are different there now from what they were. I had to do twelve years.

35. I dare say; still, you are limiting the prospects of promotion to an almost unreasonable extent when you would make the maximum forty years, because there would be numbers of men who would never get beyond the rank of constable?—Quite right, and there will always be numbers under the present system left behind, because you cannot promote them all.

36. I know that is your opinion?—I am giving it for what it is worth.

37. What length of service would you require in respect to promotion before promoting a man at forty years of age?—A man who showed sufficient qualifications as to warrant his being promoted I would advance on his completing ten years' service.

38. Then, you would leave it open, and promote a man on ten years' service?—Yes.

39. But not exceeding forty years of age?—No.

40. At what age would you admit a man into the service?—Twenty-two.

41. Would you give him a period of probation?—Yes. I would recommend his being instructed in the laws for about three months, and during that time I would send him round for four hours at night with night-duty constables who know their work and can be relied on—on Saturday nights particularly.

42. What period of probation would you give recruits?—Six months—that is, three months at the depot in Wellington, and three months' probation after appointment to some station. By that time it would be well known if they were fit candidates for the Police Force.

43. What is your district clerk?—A local constable.

44. What service has he?—A little over eight years.

45. Have you any opinions as to the promotion of district clerks to be sergeants?—The district clerk holds a very important position; he has the records and accounts to keep, and also to keep a check on everybody.

46. What has that to do with his rank?—I think his rank should be something in advance of the local constable.

47. But you must apply a principle in dealing with such a matter?—The principle has been applied already by the Commissioner. For a long time past he has promoted each district clerk on his attaining ten years' service, and it would be rather hard on the remaining district clerks if that rule were altered, because they are looking forward to it.

48. Would you approve of promoting a district clerk after ten years' service, and leaving him in the office?—I know a district clerk who would not think of going out on the streets.

49. That is hardly an answer to my question. Would you, as a matter of practice, and having regard to the efficiency of the Force, once having promoted a district clerk, leave him in the office, or send him out to street duty?—Send him out on street duty. His training as a district clerk would certainly be a qualification.

50. What clerks have you in your office?—Only one.

51. Is he kept fully employed?—Yes.

52. In inquiries in regard to discipline and so on, do you think it would be any advantage for the Inspector to have power to administer an oath to the witnesses?—I do not think so.

53. Do you not think that some men may tell a lie if they are not sworn?—In my experience, if a man will tell a lie when not on oath he will tell a lie when on oath.

54. I do not agree with you, but it may be so in a great many instances. You do not attach any importance to it?—No.

55. Do you consider the standard of education satisfactory?—I would not lower it. In the present day, when so much is spent on education, I think it might be a slur on the whole system if the standard of education was lowered.

56. And the physical standard?—You will find, as a rule, good men between 5 ft. 8 in. and 5 ft. 9 in., perhaps better than the man at 6 ft.

57. Would you give a discretion?—I think it should be left discretionary.

58. Have you any views as to the promotion of superior officers from the plain-clothes branch?—At present if the station sergeant and the Chief Detective are promoted equally—

59. Presuming that we do away with the station sergeant, and have senior sergeants?—That puts it on a different footing: they could take their place then equally.

60. You would be in favour of having senior sergeants at certain stations?—Yes.

61. *Mr. Dinnie.*] Do you consider that the inquiries into the previous history of applicants for the Force are sufficient at the present time?—Yes; I think they are a bit overdone at times. I might mention the case of one applicant whose character was found to be unblemished, but he happened to be away from his place visiting friends for some three months, and, notwithstanding his unblemished character, his life during those three months had to be traced out.

62. There is nothing missed in these inquiries?—No.

63. You suggest six months' probation—three months in the depot and three months in the street?—Yes; but during his period in the depot I think he ought to be trained in police duty as well as in theory.

64. I suppose you believe in sending men to a city first to learn their duty?—I think it is only fair to have to commence their duties in one of the cities before they are drafted to out-stations.

65. I suppose you have known men join the service with a very good character, and then get into trouble afterwards?—Very true; there is no accounting for it.

66. You know that we have to be very careful in dealing with men misconducting themselves?—Men misconducting themselves are generally dealt with.

67. You know of men who have been dealt with for having been under the influence of liquor, and who have subsequently retrieved themselves and turned out very good officers?—Yes.

68. So that it is not right to dismiss a man right off for being under the influence of liquor?—I do not think so.

69. You approve of seniority and merit being equally considered in promotions?—I think they should be equally considered.

70. Constable Crosier has complained of not getting a certain lodging-allowance during the time he had lodgings at Palmerston. This is your report on the matter: do you recollect the reason for it not being allowed [file handed to witness]?—Yes, I remember the case very well. When I took charge of the Wanganui District Crosier was stationed at Ohingaiti. On my first visit to that station I found him living as a bachelor, cooking his own food, and none of his family living with him. I made inquiry, and found that the family was living at Marton. I could not understand the reason for this arrangement. I did not inquire very closely. In the course of six or eight months that station was closed, and Crosier was transferred to Palmerston North to take up the duties of mounted constable there. I think it was about the end of December when he went there. He may have been there a month before I visited Palmerston. When he was transferred both the district clerk and myself thought he would have to set up housekeeping like any other married man. He was put on the list of married constables, where they get ordinary house-allowance. On my first visit to Palmerston I found that Crosier was not only living at the station but was cooking his own meals there. The single men who were sleeping at the station were boarding at a boardinghouse.

71. *The Commissioner.*] You knew he was a married man. Why did you not speak to him? You led the Commissioner to believe that there was no ground for any other consideration in the matter. It seems to me that you did give Crosier a chance?—I think I asked Sergeant Stag-pole about him.

The Commissioner: Let me read the correspondence, because if an injustice has been done we want to put it right [reports and memo. on the subject read]. The Inspector led Mr. Dinnie to believe that everything was satisfactorily settled, and, as a matter of fact, it was not.

72. *Mr. Dinnie.*] At the time you found him living at the station, did you mention anything about his allowance?—No; because he was living at Palmerston under the very same conditions as at Ohingaiti.

73. And when he stopped he did not say anything about it?—No.

74. He accepted it as being the result of your visit, I suppose?—Yes. A similar thing occurred at New Plymouth when Detective Benjamin was there.

75. He got it?—Yes; but he had to apply for it.

76. *The Commissioner.*] Would it not have been better to have cleared up the matter then?—He was just as much entitled to apply for lodging-allowance at Ohingaiti as he was at Palmerston North. It is our mistake. I tried to revive it when I found I had made a mistake.

77. *Mr. Dinnie.*] Have you recently had any letters from the ex-Inspector at Napier?—What do you mean by letters?

78. Any communication from him of recent date—since he left the police, or since this Commission was set up?—Yes, I think I have.

79. I do not want you to give me the details of the contents. Where they seeking information?—They were private letters. I do not think the contents of the letters should be divulged.

80. Did they refer to me in any way?—Your name was mentioned.

81. *The Commissioner.*] This unfortunate personal question of Constable Beddek has been brought up: what is your opinion of him?—He is a very intelligent man, but I do not think he would be active enough for a sergeant. There is a lack of activity certainly. Some little time ago I was sending him up to Te Aroha in charge of the out-station while the constable was away, and he begged of me not to send him there as he could not ride, and did not feel capable of going any journey.

82. You know the Commissioner must depend to a very large extent on the recommendations of the Inspectors?—I try to pick the best men.

83. You did not recommend him?—No.

84. Presumably you did not think him qualified?—I did not think there was sufficient to recommend him.

85. *Constable Beddek.*] Do you remember me once asking you why I did not get promotion long ago, and you recommended some one else?—He was a far more active and intelligent man than you are.

86. When you say he was an intelligent man, do you mean he was better educated?—He was more active and intelligent.

The Commissioner: A man may be very intelligent without being very well educated.

87. *Constable Beddek.*] I think when you recommended my going to Hikurangi I drew attention to the fact that I was not fit to ride?—Yes; you are too heavy to ride.

88. Since you have been here, have you ever seen me rolling about the street under the influence of drink?—No.

89. It has been said that I drink beer.

The Commissioner: You are not charged with drunkenness at all.

90. *Constable Beddek (to witness).*] You have nothing to say against my character at all?—No, nothing at all.

The Commissioner: It is only a question of what can be done to improve your position, having regard to the efficiency of the Force—that must be the first consideration of the Commissioner and the Inspectors.

Mr. Dinnie: I shall be very pleased to do what I can do.

Constable Beddek: Thank you, sir.

WELLINGTON, MONDAY, 13TH SEPTEMBER, 1909.

Mr. A. Gray, Barrister and Solicitor: I am instructed to appear on behalf of the Lambton Quay police—that is, the non-commissioned officers and constables; and before your Worship takes evidence I desire to refer to a matter that has already been brought under your notice—namely, the fact that the Wellington police held a meeting while the Commission was sitting in Dunedin, and passed certain resolutions. I do not intend for one moment to defend the propriety of the men meeting and passing resolutions of the nature your Worship is aware of; and I desire, on behalf of the men, to say that in meeting as they did, and in discussing the matters they did, and in passing the resolutions they came to, they were not actuated by any feeling of hostility to the Commission, nor any desire other than that of seeing that the inquiry was thorough. As far, therefore, as any of their resolutions may be considered to have been in the nature of criticism of the Commission, or to have amounted to an expression of want of confidence, I desire particularly to express the regret of the men for having arrived at those resolutions, and to withdraw any appearance whatever of want of confidence in the Commission, or of anything which may savour of a want of proper duty on their part. It is only fair that I should take the earliest opportunity of saying that the men, upon reflection, consider their action was unwise. In excuse, if excuse can be offered, I may say they were actuated to a certain extent by more or less short reports which were telegraphed from Dunedin, and they were under the mistaken impression that some individuals who had appeared before you were using the opportunity afforded by the Commission of ventilating personal grievances, and not tendering evidence with a view of facilitating you in deciding upon matters which really affect the discipline or organization of the Police Force.

The Commissioner: What on earth had that to do with the Wellington police?

Mr. Gray: I do not excuse their action; I only say this was one of the matters which affected their minds when they met and discussed these matters. But I desire again to say they entirely withdraw every appearance of disloyalty or want of confidence in the Commission.

The Commissioner: I am glad to have your assurance, Mr. Gray, that the Wellington police now see what I may term the error of their ways, and also to receive from you what is practically a withdrawal, in effect, of the whole proceedings. But reading the resolutions, there could be no misconception in any mind as to what apparently actuated the persons who were responsible for the resolutions. So absolutely improper were they to my mind that I was very loth indeed—and I have said so publicly on several occasions—to hold the Wellington police as a body responsible for what was done. I should be sorry to think a body of forty men—I think that was the number described as being present—belonging to the Police Force of the Dominion would meet together in solemn conclave and speak about matters, and deal with them, that they know nothing whatever about, and that, as a result of this meeting, they should carry resolutions which were tantamount to expressions of want of confidence in the person appointed to hold the Commission, and expressing the fullest confidence in their own head, the Commissioner of Police, and reflecting generally on the conduct of the Commission by myself. Fortunately, I was able to treat this with absolute contempt. I was impressed with the fact that it seemed to me that this meeting was not the outcome of a spontaneous expression of opinion on the part of the Wellington police as a body, but was engineered by one or two people—I have not the slightest idea whom; but I have made certain inquiries as to the manner in which it was conducted, and it seems to me that those who were responsible for the resolutions had simply been made use of, if the information supplied to me is correct. At no time did I wish to hold the Wellington police responsible; it is the persons behind on whom the blame should fall. I am exceedingly glad, even at this late hour, to receive your explanation of the matter. It did a great deal of harm at the time, and afforded material to some people who were ready to scoff at the organization of the Force and its discipline to emphasize their unsatisfactory opinion of the condition of the Force. The men have only them-

selves to blame for a position caused by their own conduct. So far as this Commission is concerned, it is needless for me to say that, so far from there being any encouragement afforded by myself or any person in connection with the Commission to air personal grievances or dissatisfaction, it has been studiously discouraged throughout. It is impossible on an open Commission to shut the door to a great deal of irrelevant and perhaps from some standpoints improper evidence. The unfortunate effect of an open Commission is to open the door to a great deal of matter which would be much better left alone, but which the person intrusted with the Commission has to hear before he can ascertain whether it is relevant, proper, or could be considered to come within the order of reference. In this respect it is open to criticism not only by bodies of police, but other persons. At the same time, one can scarcely take exception to it, because those who criticize do not realise that it is impossible to shut the door on a great deal of what the public who read the papers consider a lot of nonsense, which is not relevant and is not in the best interests of the service. It has been described by some of the papers as "preposterously irrelevant." I may agree with them, but certainly take exception to being held responsible for the admission of a great deal of the evidence which can be so described. The sole endeavour of the Commission has been to obtain information throughout the Dominion to enable the Police Force to be placed on the highest footing as regards efficiency, organization, and discipline. I have addressed the men in the various centres, and have impressed on them that I do not desire the men to grasp the opportunity to air grievances. I do not want them to air grievances. I want material to enable me to furnish a report to the Government which will enable the Government to place the Force on a footing that will enable it to be spoken of far and wide as a credit to the Dominion. So far as I am personally concerned—and there are few men in New Zealand who have had closer connection with the Police Force—I have always held them in the highest esteem, and I should be sorry to find any material that would justify me in reporting very adversely. There will always be, in connection with administration, points on which persons may differ, and I may differ from those who are responsible on small points; but so far as the general conduct of the police is concerned, I have never heard any one speak of them in terms other than of admiration, and recognition of the fact that the Force is generally regarded as a credit to the Dominion. It is a most unfortunate thing that when one is out on a work of inquiry, to ascertain matter to enable one to improve the condition of the men, that the men one is trying to benefit should try not only to belittle the work of the Commission, but place serious obstacles in the way. Beyond this I have nothing to say, and, as you appear now on behalf of the Lambton Quay police, I shall afford you every opportunity of cross-examining witnesses who may proffer themselves, within certain limits; and also give you an opportunity of calling any evidence you may think proper, also within certain limits. I have stated elsewhere, and I may as well do so here, that so far as the evidence is concerned no person is responsible for leading evidence before the Commission—the onus falls on me. It is a big labour, the immensity of which is not fully appreciated perhaps by those who are prepared to criticize one's work. I have intimated my intention to call all the commissioned officers, the station sergeants, the Chief Detectives, and sergeants. I call these, I may say, *ex officio*. I do not peremptorily call any constable to give evidence; I leave it entirely a matter of his own motion as to whether he shall come forward or not. All I require him to do is to send his name to the Secretary, expressing a desire to give evidence, and the Secretary will communicate his intention to his superior officer, so that facilities may be given for him to come and give evidence. This will prevent the men from being in any way responsible except to me during the sitting of the Commission so far as giving evidence is concerned. As a matter of courtesy and discipline the Inspector is notified of the desire of the man, and gives facilities for him to appear. There is an assurance that has been referred to that any man may come before the Commission and state, without fear of ulterior consequences to himself, the faith that is in him, if he does so honestly, although his evidence might be considered inimical or prejudicial to officers of the Force. In several places the men at meetings that have been held have elected delegates to appear on behalf of the Force, and to lay before me any matters the police as a body think proper to bring before me. I encourage them to say anything they wish. It is for me to deal with the evidence, and to winnow out the corn from what may be called the chaff. To enable me to do that, I place no difficulties in the way of any man saying what he chooses, if he does so in a proper manner.

Mr. Gray: I am obliged to your Worship. The principal reason the men desire to be represented is that certain reflections have been made upon them as a body. In regard to certain specific statements made in Parliament and before you in Dunedin affecting the Wellington centre, those matters will probably be dealt with by Mr. Dinnie.

The Commissioner: I am glad you reminded me. Recognising that the Commissioner of Police, as regards the administration of the Force, is the person most nearly affected, I have undertaken and given him to understand that at the close of the evidence I shall give him full and ample opportunity of justifying his own administration, and making a statement to me on any lines he may think proper. He understands that, and he will cover the whole work, not only of his own administration, but matters that more nearly affect him arising out of the evidence given before the Commission that may relate to his own administration. He will be the last witness.

Mr. Gray: With such matters I have no intention of dealing; but certain statements have been made, you will recollect, which reflect on the Wellington police as a body, and they desire, therefore, to be represented.

Mr. Dinnie: I should like to say, as regards the meetings held in Wellington, I had no knowledge that they were being held, and as soon as I knew I wired my disapproval, and ordered their discontinuance.

The Commissioner: I am glad to turn down the page dealing with a matter I strongly disapprove of.

Mr. John James Meikle: I wish to be heard on a very important point in connection with my conviction for an offence twenty-two years ago. It turns out that the constable who made a tool of Lambert is still in the Force.

The Commissioner: How do you propose to bring that within the order of reference?

Mr. Meikle: I propose to inquire into his conduct.

The Commissioner: I am not here to inquire into the conduct of any individual member of the Police Force. Is your statement tantamount to saying this constable committed perjury?

Mr. Meikle: Yes.

The Commissioner: Then, he should be prosecuted and dealt with according to his deserts if the charge is proved. I cannot deal with any charge of perjury against him.

Mr. Meikle: He was before the Police Commission in 1898, and said he knew nothing about Lambert, and was not in league with him.

The Commissioner: That is a statement on oath, and might afford grounds for a prosecution for perjury; but this Commission is not in a position to try a man for perjury.

Mr. Meikle: I simply ask you to hear evidence to show whether he should be in the service or not. Dr. Findlay wired to me telling me to apply to the Secretary to the Commission, and I had a letter from Mr. Dinnie, and I replied to him, and said he ought to have the constable here. They promised the matter would receive attention. What remedy have I?

The Commissioner: I am not responsible for any statement made to you by Dr. Findlay or Mr. Dinnie, and I know nothing of it, except that the Secretary drew my attention, at one period of the sittings, to a letter addressed by a member of the committee in connection with your matters, and I told him to reply that I could not see or imagine for a moment that the particular matter I was addressed on came within the order of reference. It would be unreasonable on your part to hold me responsible in any way, because from the very first, immediately I became aware of the desire of certain persons interested in your grievance, rightly or wrongly, to bring up the matter, I instructed the Secretary to inform them that I could not hold that it came within the order of reference. I absolutely repudiate all responsibility for what may have been said by Dr. Findlay or Mr. Dinnie. During the currency of a Commission of this sort I am responsible to no one, and no one can dictate to me the lines on which I should conduct the inquiry. I am certain Dr. Findlay is the last person to attempt to influence me as to any lines on which I should take evidence. I have considered the question thoroughly, and have quite decided that it is outside the order of reference to go into an allegation of perjury.

Mr. Meikle: I do not ask that; I merely say this man is not fit to be in the service.

The Commissioner: I do not dispute that for a moment. I may say this to you: Any allegation of perjury against a constable is, in my opinion, a very serious matter; but it must be dealt with in a proper way and proper place, and I say this is neither the time nor place nor the opportunity to inquire into it.

Mr. Meikle: What can I do? I have approached the higher authorities.

The Commissioner: You are asking me to express an opinion on matters I know nothing of.

Mr. Meikle: I am prepared to prove all the allegations I have made.

The Commissioner: I do not doubt it. I am not going to doubt your capacity to prove what you say. I only say I cannot give you the opportunity to prove it before me.

JOHN ROBERT THOMPSON, Constable, examined on oath. (No. 247.)

Witness: I am an assistant clerk, in the Commissioner's office. I was enrolled in 1906, and first entered the office in March, 1907, in Christchurch. I was transferred to Wellington. I was told there was no vacancy in the office, and elected to go on street duty for three months. I was appointed to the store and *Gazette* office. I was helping Detective Quartermain while Mr. Dinnie, jun., was away. I am still employed between the store and the *Gazette*. I get 1s. a day in addition to my pay as plain-clothes allowance. I appear as delegate on behalf of the Lambton Quay police. I was instructed by them to give evidence on the same lines practically as that brought forward in other centres by the men. In regard to pay, the men ask for another shilling, rising by instalments of 6d. every three years to a maximum of 10s., and they ask for 1s. 6d. house-allowance instead of 1s. In regard to leave, they ask for eighteen days in place of twelve, to be allowed to accumulate for three years. Another matter is that of late leave. At present the sergeant comes round at 11, or a little past, and the men who have to be on duty at 5 in the morning are often woke up in consequence; they ask if some other system could not be adopted.

1. *The Commissioner.*] Can you suggest any other system?—I understand in some Forces in the Old Country the men simply report themselves when they come in to the watch-house keeper, and are checked off in a book. The men also ask that night leave should be extended to 12 o'clock in the cases of men over twelve months in the service and with a clean record.

2. You would differentiate between the men?—Yes, to that extent.

3. Is there any reason for that extension of time?—Under the present system, if a man wants to go to the theatre, he can get late leave; but he might forget, and if he comes in late he would be reported. The men also ask for free uniforms and two pairs of trousers, instead of one as at present. They also wish me to point out that the accommodation at Lambton Quay is very limited; there are seven or eight sleeping in a small room about 16 ft. by 16 ft. and three in another. Then, we wish to refute the statements made by Mr. Arnold in Parliament in regard to the conduct of the men in the station.

4. What is the general conduct of the men?—I have been in the station for over fourteen months, and during that time I can honestly say I have never lived amongst a better class of young men, as far as their behaviour goes.

5. You would recognise the fact that Mr. Arnold would have no personal knowledge?—Yes.

6. He was presumably speaking from information supplied to him?—That is the only way it could be accounted for.

7. Can you offer any suggestion as to the source of the information?—No.

8. Have you ever been spoken to outside the Force in regard to this matter?—No; the first time I ever heard of it was when it was brought up by Mr. Arnold. I cannot account for such statements being made.

9. Is liquor ever taken into the barracks?—I have never seen it.

10. Did you read the statements that were made in Auckland?—Yes.

11. Have you ever seen anything of that sort here?—No.

12. Speaking generally, are the men respectable, sober, and well behaved?—Yes; they are as well behaved a lot of men as I have ever lived amongst.

13. *Mr. Gray.*] Mr. Arnold, in Dunedin, said that on one occasion two sergeants had to go to the barracks to make peace: did you ever hear of such an occurrence?—I do not know anything about it.

14. Is it likely to have occurred without your hearing of it?—It is not likely. The upstairs room is one large room, boarded off with partitions only 8 ft. high into cubicles; you could hear anything from one end of the room to the other.

15. If such an occurrence took place you would have heard it?—I think so.

16. Do you know of any feeling of unrest in the Force in Wellington?—I never heard of it.

17. Or any general dissatisfaction except in regard to the matters you have brought before the Commission?—No, I know of no cause for dissatisfaction.

18. Apart from the instances that have been spoken of before the Commission in regard to the conduct of one or two men who are not now in the Force, do you know of any larrikin element in the Wellington police?—Not in the slightest.

19. *Mr. Dinnie.*] You think the hour for being in barracks should be extended to 12 o'clock?—Yes, for men over twelve months' service.

20. In what part of the Old Country is there such an arrangement as you spoke of in regard to reporting to the watch-house keeper?—In Newcastle, I understand, where all the watch-house keepers are sergeants.

21. Do you not think it necessary to call the roll, and see that the men do not go out at the back door?—But in nine cases out of ten it wakes the men who have to go early on duty out of their sleep. It is not as if each man had a room of his own.

22. Have you made any representations in regard to additional uniform?—No.

23. Do you know of any general dissatisfaction in the service as regards the control?—I never heard of any.

24. The men seem perfectly satisfied?—Yes, except on the matters I have referred to.

25. If these requests were granted, there would be general satisfaction then?—I think so.

26. Have you heard anything of the "special" man referred to in Dunedin?—No.

27. You have heard no rumour of his existence?—Nothing of the sort.

28. Do you believe in his existence?—No; it is regarded as a joke in the station.

29. So far as you are concerned you have been treated fairly?—I have no reason to complain at all.

30. *Inspector Ellison.*] How many are there in one dormitory?—Seven or eight.

The Commissioner.] It is absolutely indecent.

31. *Inspector Ellison.*] It is on account of want of accommodation?—Yes.

32. If every man had a room there could be no objection to the roll-call at all?—No.

33. The present objection is simply because opening the cubicle doors makes a noise?—Yes, and it shakes the whole dormitory.

34. *Mr. Dinnie.*] How long have there been seven sleeping in a room?—Ever since I have been there.

Mr. Dinnie.] It is the first I have heard of it.

35. *The Commissioner.*] These men get no privacy at all?—No.

36. Is it generally complained about?—Yes, it is the main complaint.

JOHN JOSEPH GALLAGHER, Constable, examined on oath. (No. 248.)

Witness: I am stationed at Lambton Quay. I was enrolled in 1907. I have been watch-house keeper for about eighteen months. I appear as a delegate for the Lambton Quay police. My evidence will be almost a repetition of what the last witness said. We consider the pay is insufficient, owing to the cost of living; and we ask for an increase of 1s., by increments of 6d. every three years. We consider 1s. house-allowance is not sufficient.

1. *The Commissioner.*] Have you ascertained what is the average house-rent paid by the married men?—I should say, 15s. or 16s.

2. What is the maximum you have heard of being paid?—£1 2s. 6d. The house-allowance at present is 7s. Then, in regard to leave: at present it is twelve days a year, and if a man is stationed at Auckland, and wishes to visit his home in the south, all his time is taken up in travelling. We think eighteen days a year should be allowed. And we ask for one Sunday off in the month.

3. Do you know what holidays are given to other bodies of men somewhat similarly situated to you—such as prison warders or mental hospital attendants?—I believe the mental hospital attendants get one month a year, besides one Sunday a month. I do not know what prison warders get, but it is considerably more than we get. Then, other Departments get public holidays, which are a policeman's busiest days. In regard to late leave, we think, in the case of men of good conduct, it should be extended to 12 o'clock.

4. Do you mean on application or as a general rule?—The men can get it now by applying for it; we want it as a rule.

5. Is there any difficulty in getting leave?—None whatever.

6. As a matter of discipline, it is necessary that the men should be in at a certain hour?—Yes. Then, we think there should be some other system in regard to seeing that the men are in barracks at night; at present the sergeant goes round at 11, which wakes the men up who are on duty at 5.

7. Is that not due to the structural defects of the place?—Yes.

8. I should regard it as a legitimate grievance if the men are disturbed in their sleep. Do I understand it is the result of carelessness?—I do not say that.

9. To what is it due?—The sergeant going round and opening the different doors, which it is impossible to do without the noise being heard all over the barracks.

10. Then, it is the opening of the doors that is the objectionable feature?—Yes, and walking along the passage. Then, we think the men should be allowed two pairs of trousers and a tunic free. At present it costs us about £2 5s. every year, or perhaps a little more. Then, as regards accommodation, there is nowhere for the men to hang up their wet clothes except in their bedrooms; there should be a drying-room. We have a grievance in regard to the statements made about the conduct of the men in the barracks—not only in Parliament, but it is thrown up at us by prisoners who come in, and we hear it on the street—remarks about participating in nightly drunken orgies.

11. What is your experience of the behaviour of the men?—They are well conducted, and I have never seen anything that could be found fault with.

Mr. Gray: I am instructed that every constable and non-commissioned officer in Wellington is prepared to give the same evidence in respect to the behaviour of the men as the last two witnesses; all are prepared to deny the truth of the statement that disgraceful scenes occur almost every night.

12. *Mr. Dinnie.*] What has been said in regard to the conduct of the men in the station has caused dissatisfaction and unrest?—Yes, more than anything else; they feel very keenly about it.

13. Prior to what was said there was no dissatisfaction?—Not during the time I was in the barracks. Now it is the first thing that is thrown up to us; it has died down a bit, but you hear all sorts of remarks as you go about the streets.

14. Do you not think that men who have to get up at half past 4 in the morning should be in bed at 11?—Yes.

15. Then, is it not better to have a strict rule in regard to 11 o'clock, and apply for an extension on any occasion you want it?—If the men had a free hand there would be very few cases of being out after 11.

16. But the roll must be called at some time?—That is so.

17. Do you know of any general dissatisfaction in regard to the control of the Force?—No.

18. Have you ever heard anything about a "special" man?—Never till I read the account of the evidence in Dunedin.

19. Do you believe there is such a man in existence?—No.

20. *Inspector Ellison.*] Are you aware there is a sergeant sleeping on each of the floors?—Yes.

21. And if there were any disorderly conduct he would have an opportunity of knowing it?—Nothing could happen without him doing so.

22. Do you know that men who come off duty at 9, and have to go out again at 4.45 in the morning, do not get leave unless under urgent or special circumstances?—That is so.

PATRICK DOYLE, Constable, examined on oath. (No. 249.)

Witness: I was enrolled in 1907, having previously served in the Birmingham City Police. I appear as a delegate on behalf of the constables at Mount Cook. There are nineteen constables on that station. They ask that the wages should commence at 8s., rising by increments of 6d. every two years to a maximum after eight years' service. At present the pay is 7s. 6d. to commence with, which we maintain does not compare favourably with the pay in other occupations. A labourer receives on an average 9s. for six days, which makes £2 14s. a week; while a constable, working seven days, only gets £2 12s. 6d. If a labourer were to work on Sunday he would have to be paid time and a half, and would get £3 7s. 6d. A constable gets twelve days' annual leave, and an average of about ten Sundays a year. This would bring his pay up to £2 15s. 9d. a week. The quarters are no concession so far as Mount Cook is concerned. I have been there for six months. The food costs a man 16s. 1d., and washing 3s., which makes 19s. 1d. per week; while you can get board and lodging in any respectable part of the city for £1, including washing.

1. *The Commissioner.*] That seems pretty high. Do you live very well?—Nothing exceptional; just as one would in a boardinghouse; we have to pay a cook and a waiter. It is more expensive than Lambton Quay, where there are fifty men.

2. The cost is reduced according to the number of men?—Yes.

3. What is the average at Lambton Quay?—About £2 6s. or £2 5s. a month. In an ordinary trade, an apprentice starting at fifteen years old will receive full wages at twenty, while under the present system a constable does not reach his maximum till he is forty—after sixteen years' service. We think a man with sufficient intelligence to be a constable can learn to do his duty thoroughly within eight years, and if he does not, he never would be competent. After eight years he should be considered fit for promotion to sergeant.

4. What is the average time a man acts as constable before being put in charge of a station?—From five years.

5. That would give him three years in charge of a station before being eligible for promotion?—Yes, if competent. The men think they should get one tunic and two pairs of trousers on joining, the Department to pay for making up, and the same should be supplied annually.

6. That would mean a saving of £2 5s. to a constable?—Yes, and more. At present we only get one pair of trousers, which is not sufficient for nine months; if they get damaged or dirty we have not a decent pair to put on unless we get a pair made up ourselves. The majority of men have to pay for an extra pair. We suggest that the annual leave should be increased to sixteen days, and be allowed to accumulate for three years. If a constable is stationed in Auckland, and his home is in Invercargill, he would be travelling practically all the time of his leave if he wished to go home; and in regard to accumulated leave, there are a good many Australians in the Force who, if the accumulation were allowed, could visit their people occasionally. In regard to attendance at Court when on night duty when a constable has a case, the present system causes a great deal of dissatisfaction and neglect of duty. We suggest that two hours should be allowed off for men on night duty attending Court.

7. What is the exact position?—A constable comes off duty at 5. He has to attend Court that morning, and, having to be at Court not later than a quarter to 10, he is called at 9. He never gets to sleep before half past 5, so that gives him three hours and a half only. Very few men get any sleep again after attending Court; I never can.

8. When does he get away from Court, as a rule?—Well, that depends; but as a rule we get back to Mount Cook at 11, or a quarter to 11. Of course, one is at liberty to go to bed, but it is entirely impossible to get any sleep, because every one is up and about, and one has to get one's meals. On the following night he may be all right on duty for the first two or three hours, but by 12 he is very tired and sleepy.

9. On an average, how often does this occur?—I should say twice a week is a fair average.

10. You wish me to understand that this has a serious effect on the morale of the men—that it causes them to shut their eyes to things?—Yes; irregularities escape their notice.

11. They prefer their sleep to their duty?—Some will. The men also suggest that they should have a free pass on the railway when on annual leave. A policeman is liable to be called on at any time to assist the guard or passengers, and we think the same concession should be allowed us when on leave as when on duty.

12. *Mr. Dinnie.*] How long have you been at Mount Cook?—Seven months.

13. Are you a single man?—Yes, sir.

14. You say that it takes a long time to reach extra pay, but the average man gets charge of a station after from four to five years' service?—Yes, if a married man.

15. And that makes a great difference to his pay?—I believe it does.

16. He gets a house rent-free, and sometimes other emoluments?—Yes.

17. That makes his pay better than that of a labourer?—A man in charge of a station would be better off than a labourer. I am not comparing them.

18. You simply refer to those who have not charge?—Yes.

19. And the time when a man is most tried for want of money is between his joining and getting charge of a station?—At the rate of living in Mount Cook, he is pretty hard up.

20. You speak about time off after attending Court?—Yes.

21. You have got all the afternoons off after lunch or dinner, up to 8 o'clock if you like?—Yes.

22. And you say that you get from 5 o'clock up to 8.30?—I contend that when a man's rest is broken on night duty by being called to attend the Court he cannot get proper rest afterwards, and, if I might be allowed to make a comparison with the time allowed in other Forces, I would point out that I served for seven years in the Birmingham Police before joining the New Zealand Force. There you were allowed two hours off, and if you had been detained longer in Court, you made application, and were allowed the extra time; but you were always allowed two hours, and if compelled to attend Court in your own time when on day duty, the same.

23. Of course, the difference is that you have got a large body there and only a small body here, and they are not to be compared?—No, sir; but if the time is not allowed on the morning of attending the Court it is allowed on the following one.

24. Can you get time off here?—By application—an hour and a half, when at the Court two mornings in succession.

25. You think that you should not have to apply for time off?—Yes.

26. You think that a tunic and two pairs of trousers should be allowed each year?—Yes.

27. You get a pair of trousers every nine months now?—Yes.

28. You have not represented that you had not a sufficient clothing-supply?—I am speaking on behalf of all the men when I say that.

29. Is there any general dissatisfaction?—No; I think they are perfectly satisfied.

30. Are they an orderly, well-conducted body of men in Mount Cook?—The finest lot I have met with in all my experience—a sober, steady lot of men.

31. Have you heard anything of that "special" man who has been mentioned?—Only since the Commission.

32. Then, it is not true that it is rumoured from north to south?—No.

33. The same as this disturbance in Lambton Quay?—I was stationed there, and I think the discipline there would compare with that of the strictest Force in England.

34. *Inspector Ellison.*] The application for leave off simply consists in telling the sergeant—a report to him?—Yes, sir.

35. And you would not have to turn out in Mount Cook if it was only a case of a drunk who pleaded guilty?—No.

36. It is only in coming down to Lambton Quay that that arises?—Yes.

WILLIAM ARTHUR CALWELL, Constable, examined on oath. (No. 250.)

Witness: I was sworn in as a constable on the 1st July, 1908, and have now just over fourteen months' service. The first two months I was on special duty in the King-country. I was then stationed at Lambton Quay for a few weeks. I was transferred to Mount Cook in October, 1908. I have been there since. I am one of two delegates appointed by the nineteen constables stationed at Mount Cook to give evidence on their behalf. I am instructed to bring before your Worship the following matters, which were agreed to by resolution at a meeting held for that purpose, and which, if given effect to, would, we believe, help to remove any discontent which now exists and to promote the general efficiency of the Force. The first suggestion relates to wages. We think that on appointment we should receive 8s. per day, to rise by increment of 6d. per day every two years to a maximum of 10s. The wage on joining is at present 7s. 6d. per day, which we contend does not compare favourably with the wages received by an ordinary labourer. A labourer in Wellington receives 9s. per day, and by working six days per week earns £2 14s. A constable, who is paid at the rate of 7s. 6d. per day, earns only £2 12s. 6d. for working seven days per week. A constable, of course, receives on full pay twelve days' annual leave and about ten Sundays per year. This amounts to 3s. 3d. per week, bringing his wages up to £2 15s. 9d. The constable also receives quarters, but in the case of men stationed at Mount Cook this is no concession. For the six months ending on the 30th June last food and washing cost us 19s. 1d. per week. Good board and lodging can be had in a respectable part of the city for £1 per week, and this includes washing. You will see that this leaves only 11d. with which to supply ourselves with bed, bedding, and towels; so we are not gaining anything by being allowed quarters. If a labourer works overtime he is paid for it, but we get nothing. We contend that this is a grievance, and a reason why we should get more pay. We contend that our wages should be the maximum at eight years' service, and for these reasons: In ordinary trades an apprentice, starting at fifteen, is a journeyman and entitled to receive his full wage in five years—that is, when he is twenty years of age. Under the present system a constable joining at twenty-four does not reach his full wage until he has served sixteen years, or when he is forty years of age. We are of opinion that any man who has enough intelligence to be a policeman can learn his duty thoroughly in eight years, and that if he has not learned it then he never will learn it. Although we believe that increments should be the reward of service alone, and the only reward of service, we hold that it is not to the interest of the Department to study the man who cannot rise in the service by ability after having served eight years. In regard to annual leave, we suggest that it should be increased to sixteen days, and allowed to accumulate for three years, as at present. In support of this, I am instructed to point out that if a man's home is in Southland he will probably have to do duty in Auckland. If he wishes to visit his home, and has only got twelve days to do it in, he is practically travelling all the time. In regard to the accumulation for three years, many would like a trip to Australia, and there are a good many Australians in the Force who would take advantage of this privilege in order to visit their homes. This could be done comfortably in forty-eight days. We consider the present system of Sunday leave unsatisfactory, and make this suggestion: Sunday leave to be granted at the rate of one Sunday every four weeks, to be definitely laid down, and in the event of a man having to work on a Sunday on which he is entitled to be off, and not receiving a day off in lieu thereof, the day to be added to his annual leave. It has been said by those competent to express an opinion that a man or a horse will do more work in his lifetime by working six days a week than by working seven days; and it seems to be a law of Nature to such an extent that even inanimate things—such as telegraph and telephone wires and instruments—will give better results when working six days a week than when working seven days. Surely, then, even a policeman would be able to do more work and do better work if he had one day's rest in seven. We realise, however, that to grant this concession would put the country to more expense than the present economic conditions warrant, and that is more than we expect; but in asking for one day's rest in four weeks we think that we are asking a reasonable concession—one that would put the country to very little or no expense, and the Department to no inconvenience. We ask that it should be definitely fixed for two reasons—first, we would know that we were entitled to get thirteen Sundays off in twelve months; and if we had only received, say, ten Sundays off, we would know that there were three days to add to our annual leave. Secondly, we would know when our Sunday off was due, and could make social arrangements for that day, knowing that except in case of emergency they would not be upset. At present we can make no social arrangements. We recognise, of course, that it is not desirable for a policeman to seek popularity, or make too many friends, but we see no reason why we should be social outcasts. We think that there should be a properly equipped gymnasium in the central station, and a room set apart for exercise in all stations where there are six or more men stationed. We believe that gymnasiums would provide means of exercise, and so keep the men healthy and fit, and be an asset to the Department. The majority of men who join the police have been used to hard, muscular work, and although they find police duty very tiring, and that the work is hard, it does not provide the active, muscular exercise to which they have been accustomed, consequently they either fall sick, or become very soft and out of condition. At present there is no provision made for physical exercise or training of any kind, and if the average constable has to arrest a strong labouring man who resists, and does not overcome him almost at once, his lack of skill and condition is such that he either has to knock the prisoner about unduly or let him go. If we were all instructed in the art of wrestling, and were kept in good condition by exercise, we would be able to arrest resisters smartly, without injury to the prisoner or ourselves. This would give those witnessing the arrest a wholesome respect for the constable and a good impression of the police generally, and save the prisoner a good deal of suffering. We have in the New Zealand police a constable said by those who know him to be one of the finest physical instructors in Australasia. This man's services are simply wasted as an ordinary constable when he could be so well employed as physical instructor to the police.

I refer to Constable Skinner, who gave evidence before your Worship at Rotorua. As to attendance at Court when on night duty, we have in this a genuine grievance, and one which causes a good deal of discontent and neglect of duty; and I am instructed to suggest that a constable on night duty who has to attend Court should be allowed two hours off, irrespective of the time taken to write his report, if practicable, on the morning his case is to be heard. In the event of this being impracticable, two hours to be allowed off the following morning. At present a constable on night duty goes off at 5 a.m., and gets to sleep at about 5.30. In order to attend Court he must be called at 9 a.m., and this allows him only three and a half hours' sleep. There are very few men who can sleep again that day, partly from noise in the barracks and being wakened. It stands to reason that at about midnight a man who has had only three and a half hours' sleep becomes very sleepy, and cannot attend to his duty properly; he cannot take any interest in his work, and irregularities must escape his notice. The fact of a man having to attend Court in his own time, and to lose his sleep, is a direct inducement to him to shirk his duty; and there can be no doubt that there is a good deal of neglect of duty from this cause alone. It would not be practicable to allow every constable having a case of drunkenness two hours off; and I am instructed to bring the following suggestion under your notice: that a constable on night duty who has a case of drunkenness should not be compelled to attend Court in the first instance. If his prisoner pleads "Not guilty," and is prepared to go on, the constable to be called at once, and the case allowed to stand down to the end of the list. If the person charged is on bail, and does not appear, the case to be set down for the afternoon. Of course, at Mount Cook I do not believe it would be practicable to allow every man two hours off in cases of drunkenness, but it is different at Lambton Quay, or nearly any other station in New Zealand. If this were given effect to, the constable would not have to be called very often.

1. *The Commissioner.*] How about the Magistrate?—I do not want to say anything about that, your Worship.

2. You think your suggestion could be given effect to to a certain extent?—I think it could, your Worship, inasmuch as about 99 per cent. of those arrested for drunkenness plead guilty. In regard to the free issue of uniforms, we suggest that one tunic and two pairs of trousers should be issued on joining, and the same every twelve months afterwards, to be made up free. Trousers are apt to be torn or wet, and we have no premises for drying our clothes if they get wet. At present we get only one full uniform on joining. Even without accidents one pair of trousers will not last nine months, and every man I have spoken to on the subject has had to buy an extra pair during the first six months of service. We often have to handle persons in a dirty state, and our clothes get soiled and dirty. We think that, as a man is expected to be thoroughly tidy, two pairs of trousers and one tunic per year are a necessity. The making-up of the uniform is an expense which we think we should not be called upon to bear, and I would point out that whereas it costs the men in most parts of the Dominion £2 10s., the Department could get it done by contract for about £1 13s. We think that we should get a free pass on the railways when on annual leave, for these reasons: A constable gets his holidays in the slack time of the year, and so cannot take advantage of excursion fares. A policeman is always on duty, and is liable to be called upon to act whether on leave or not. He can be, and is, of use to the Railway Department and the general public when travelling; and we therefore contend he ought to have the privileges he would have if he were in uniform. There is one other matter I wish to deal with, and it is to disagree with the evidence of those witnesses who in other parts of the Dominion have stated that the men in the Police Force to-day were inferior—mentally, morally, and physically—to those who joined fifteen or twenty years ago.

The Commissioner: That was not generally stated.

Witness: But it was stated by one or two. With your permission, we resent this, and honestly do not believe it to be true. As you know, there are a great many men no longer young who have a very exalted opinion of what they were and what they could do in their youth. In criticizing us these men make the mistake of comparing themselves as they are now with us as we are now. They have steadied down; Nature has compelled them to do so; but if they compare themselves as they were with us as we are now, and do it fairly, we are confident that we will not suffer by the comparison. Of course, I cannot prove this; but if the tales told by these old men themselves of the way police duty was done in their young days be true, then we certainly are not inferior to what they were.

3. *Mr. Gray.*] Do you know of any larrikin element in the Force you are connected with?—I have known one or two men inclined that way, but very seldom.

4. You have not had experience in other parts of the world?—No.

5. But what is the general behaviour?—Splendid. Of course, most of my service has been at Mount Cook; but there I have never seen one constable under the influence of liquor. There is certainly a little wrestling in the rooms occasionally, but men will be men.

6. Friendly play?—Yes. We get growled at for breaking the gas-fittings occasionally.

7. But you have never seen anything that could be classed as disgraceful conduct on the part of the men?—No, sir.

8. *Mr. Dinnie.*] You suggest some definite arrangement about time off in lieu of that spent in attending Court?—Yes.

9. Do you not know that it is difficult, considering the number of men that we have?—I believe it is.

10. And the number away on leave sometimes?—Of course, as I say, "if practicable." On the whole, if it is not practicable one morning, it is the next. Take those on night duty in Mount Cook, very seldom more than two have to attend Court.

11. *The Commissioner.*] There is no doubt there is something in what he says—that 99 per cent. of the drunks plead guilty.

Witness: At Mount Cook, if they plead guilty before the Justices, the constable is not called.

12. *Mr. Dinnie.*] If it be possible to make some arrangement, there should be no difficulty in doing it?—We think we should be entitled to it.

13. You suggest that irregularities occur owing to not having time off for attending Court. You do not say that if you saw a drunken man in the morning you would not arrest him?—Drunks in Mount Cook do not affect us; but I believe I would let a man go in a case of that kind.

14. You have not done so?—No.

15. If you saw a theft, would you arrest the guilty party?—Yes; but I have put men in for drunkenness who should have been charged with a breach of the peace, because I would know that I would have them dealt with in Mount Cook for ordinary drunkenness.

16. You think that a gymnasium is very desirable?—I think so.

17. You know that it is only recently we have started gymnasiums? We started one in Auckland?—Of course, I heard that.

18. And that it is intended to have more?—I did not know that. Of course, if it had been provided in the first instance, it would not have meant the large expense that would be involved now in a place like Lambton Quay.

19. We have a drill ground not far from there?—There is enough ground at Lambton Quay at present.

The Commissioner: You cannot provide ground for a gymnasium when you have seven or eight men occupying the one room. I quite agree as to the necessity for it.

20. *Mr. Dinnie.*] We are providing extra rooms at Lambton Quay at the present time. (To witness): Do you know of any general dissatisfaction in the Police Force?—No.

21. If a rise in pay and a lodging-allowance were given, do you think it would satisfy the demands of the men to a considerable extent?—I believe so; but I believe there are other things.

22. What are the other things?—There should be a systematic style of examinations, or some way of finding out the capacity of the men—some standards of knowledge to find out the good men and those who ought to be promoted in their proper turn.

23. *The Commissioner.*] The whole thing must turn to a large extent on the Inspectors recommending the men who ought to be promoted?—I hold that wiser heads than mine could devise a proper scheme.

24. But they are carried out on the recommendation of the Inspectors, and who is in a better position to judge?—Quite so, but I hold that he has not a proper opportunity of finding out where his best men are.

25. Presumably, he takes the advice of his senior sergeants?—I am not sure.

26. Inspectors have told me so. You would not go so far as to make promotion contingent on a competitive examination, because that would be a most mischievous thing?—No; but I do hold that he could have a better standard, because at present there is no encouragement—our rewards are indefinite and unsatisfactory. I believe some system could be devised to make them more satisfactory and definite. I do not suggest what it should be.

27. *Mr. Dinnie.*] Do you not think that the Inspector is in a proper position to recommend his men?—He is.

28. Then, how is he to overlook his men?—I believe it is so.

29. In what way?—Men of quiet, retiring dispositions may be overlooked who would be suitable for country stations. Another man might be a brilliant constable for town work. I hold that the Inspector should have better opportunities of knowing their different qualifications. The examination you instituted should, I think, be taken more notice of.

30. It will be compulsory in time. Do you think it would raise the standard?—Certainly.

31. That a man to be promoted should pass a good stiff examination?—Yes.

32. *The Commissioner.*] What kind of examination?—Practical and in law. I hold that a man cannot be a good sergeant without a good knowledge of the criminal law.

33. Not a general knowledge of the criminal law?—I know of one sergeant who told me he did things I knew to be unlawful.

34. *Inspector Ellison.*] In regard to Sunday leave, you admit that you get it in turn when on day duty?—Yes.

35. And you admit that it would be difficult for men on night duty to get it?—They could.

36. Where would you get the men from? Would you not have to leave the night duty neglected?—We hold that a man should get one Sunday in every four weeks.

37. But during the fortnight a man is on night duty, how do you propose to give him Sunday leave?—We do not propose that.

38. And you get it in turns while on day duty?—We do. I believe it is pretty fair in Mount Cook.

39. Supposing you are at Mount Cook, and you have to come to the Court at Lambton Quay, do you not get time off?—One hour and a half if we have to come two mornings in succession.

40. *The Commissioner.*] How long were you in the depot?—Only about six weeks.

41. Why?—I believe we have to get out by the end of the month; the usual time is two months.

42. Why?—We had to get out in that time. I remember the sergeant saying, "I will have to cut you short at the end of the month."

43. What did he mean by that?—You have to pass a certain examination.

44. You think, then, that the extra time is not of any value, because I am inclined to think that the time is too short for the average man?—I think so.

45. I want to get your experience, because you seem to have a very intelligent appreciation. You think that the service in the depot ought to be longer?—I believe it ought to be, certainly.

46. It is not long enough for the average man?—No.

47. Would three months be long enough?—I think it would.

48. You think a constable ought to have a good physical training? Assuming that we had a man attached to the Force who occupied the position of physical instructor, would periodical visits from him during the three months be of value?—Certainly. The fact of them being provided would enable the men after a few lessons to provide for themselves. Sergeant Dart is very good.

49. But you think that Constable Skinner is exceptional?—Yes.

50. And that his services, if secured as physical instructor, would be of very great value?—Of very great value.

51. And there would be no difficulty at the depot?—None whatever.

52. In regard to the quality of the men passing through there, is there much trouble in the matter of conduct, and so forth?—We used to have a pillow-fight occasionally, and have some tossing of our beds.

53. What was your occupation before you joined?—Bushman.

54. Always in the country?—Always.

55. Did you find any inclination for the Police Force on the part of men such as yourself, or disinclination?—I found that a lot of men had an idea that it was very hard to get into the Force—thought they could not pass.

56. You know that men are not coming forward now?—I have heard that.

57. It is a fact, and the position will have to be improved in some way or other. Do you think it is lack of knowledge, or do you think that the requirement of the Fifth Standard is any bar?—I do not think it is.

58. What part do you come from?—Australia. I have been here about six years.

59. Were you doing bushwork all the time?—No; immediately before I joined the police I was driving a delivery-van for Sharpe Bros., of Christchurch. The difficulty is that many men who passed the Fifth Standard at school could not pass it at the depot.

60. And you have to produce evidence of having passed it, or pass the equivalent of it?—I believe that the equivalent is to go to a local schoolmaster, and be examined. I know of one man who had never been beyond the Second Standard, and had been in the one place all his life, who got a certificate.

The Commissioner: That seems a very extravagant statement.

Mr. Dinnie: The man may have improved himself after leaving school.

61. *The Commissioner:*] You are saying, of your own knowledge, that at the time he was unable to pass the Second Standard?—At school he had passed the Second Standard, and he told me that he had not studied since he had been at school; but he went to the schoolmaster and got a certificate. I know that he could not pass the Fifth Standard.

62. *Mr. Dinnie:*] I would be glad to know his name?—He is not in the Force at present, but he was a very good man.

The Commissioner: Unfortunately, this is not the first time the statement has been made—it has been mentioned before—the facility with which men can get a certificate.

Mr. Dinnie: It was mentioned once before, but they undergo another examination when they go to the drill ground.

The Commissioner: I am in favour of more elasticity being used—that a man should not be required to pass a stereotyped examination.

At Mr. Dinnie's request the witness wrote on a slip of paper the name of the constable in question.

63. *The Commissioner* (to witness).] Then, you think that the standard of education is not of absolute importance?—No.

64. At any rate, it does not convey that value it is supposed to convey, which is the main thing?—No.

JOHN WILLETTS, Constable, examined on oath. (No. 251.)

1. *The Commissioner:*] When were you enrolled?—In April, 1908. I am now stationed at Wellington South. I came here in reference to an allegation made against me by Mr. Arnold, which I say is unfounded.

1A. In evidence given in Dunedin?—Yes, sir.

1B. That was in reference to a man working on the tramways in one of our New Zealand cities who was dismissed for making immoral suggestions to lady passengers and joined the Force. You consider that you are the man referred to there?—There is my complete answer [handing in a file of papers].

2. Take the first—that of the 5th December: "Wellington Corporation Tramways.—Memorandum for Conductor J. Willetts.—*Re* Resignation: I have to acknowledge the receipt of your letter of even date, resigning your position as conductor, and to inform you that the same has been accepted.—STUART RICHARDSON, Tramways and Electrical Engineer." That disposes of the allegation that you were dismissed?—Yes, sir.

3. Then there is this letter of the 29th July, 1909: "In reply to your request of the 27th instant, I enclose herewith copy of your resignation from this service. Regarding your inquiry, 'Whether at any time you were guilty of making immoral or indecent suggestions to lady passengers,' I beg to inform you that I have no knowledge or record of any report to this effect. If necessary, I shall be pleased to answer any inquiries or produce your record of service should the Commissioner desire it.—STUART RICHARDSON." You wrote tendering your resignation, and that was accepted?—Yes, sir.

4. That disposes of that allegation, with regard to your dismissal, and the reason for it?—Yes.

5. Is there anything else you wish to say?—That is a serious charge to make against me, because, practically, all I have got is my character, and Mr. Arnold is trying to ruin that. Would I not have any redress in the matter?

6. How could I answer that? The proper person to answer that is Mr. Gray, at the table there. I have no doubt, if you consult him, he will advise you?—Very well, sir.

7. What led up to this matter? Was there anything at all between you and any woman on the tram?—Absolutely nothing of the sort, and I would like to get at the bottom of it.

8. Was there not something about a practical joke played by you?—There may have been a practical joke.

9. Was there not some trouble between you and the husband of some woman?—I was conducting on the cars, and I had a little bit of time to spare one day around Oriental Bay, while waiting for another car to pass. A boy brought in a tinful of crabs, and I dropped one of them into a lady's purse as I was passing.

10. Was this lady a stranger to you?—Not altogether a stranger.

11. In what way?—She was a lady about sixty years of age, and had a daughter with her. There could be no possibility of any immoral suggestion in the affair.

12. Did you know her well enough to take such a liberty? You must remember that you were in a position of trust?—I could not answer that. Every man does things at some time or other that he would wish afterwards he had not done.

13. Was there anything said about the crab?—Not a word passed.

14. When you dropped the crab into the lady's bag, what did she say?—Nothing.

15. Was there any complaint made to the authorities?—I do not know; I do not think there was any complaint.

16. Did you have any correspondence with the husband?—Absolutely none. I will give you the name of the man.

17. Are you absolutely certain? I know the name of the man; the Commissioner showed me some correspondence?—That was since then—recently.

18. I ask, did you have any correspondence with the husband?—Yes, sir.

19. What was the nature of your letter to him?—I saw him personally, and put the facts before him, and he agreed that there was no ground whatever.

20. No ground whatever?—That was the letter I got from him.

20A. This letter is dated the 28th July, 1909: "In reply to your request for a statement of the circumstances in connection with a practical joke which you played on Mrs. —, while a passenger on a city tramcar on the Oriental Bay route, and on which you acted as conductor, I have to state that the whole affair was a practical joke. The idea that immoral conduct was displayed, or immoral suggestion made, is simply preposterous." Then, there must have been some complaint made?—I do not know what answer they would give to them.

21. You must be perfectly plain and straightforward. You led me to understand that there was nothing, and there must have been something?—As regards the immoral suggestion.

22. Never mind about the immoral suggestion. I want the true history of the matter. This letter of the 28th July states: "In consequence of the incident, you were removed from the position of guard, and placed on other work, as the offence was not sufficient to warrant your dismissal from the service." Who complained?—The lady herself, I believe.

23. Why did you not say so at first? To whom did she complain?—The Electrical Engineer.

24. And what was done? Were you called upon for an explanation?—I was called upon, but I had been contemplating leaving. When the matter was mentioned to me, rather than be subject to petty persecution I decided that I would resign.

25. What petty persecution was there?—I do not mean about that particular thing.

26. Then, you admit that you were quite wrong in playing this practical joke upon a lady who was evidently a stranger to you?—There is no doubt about that.

27. She evidently considered it unbecoming, and made a complaint?—Yes.

28. The allegation was not so much immoral conduct on your part as a suggestion that there was a connection between the thing you put into this lady's bag and dirty habits. Did you refer to anything of that sort?—It is ridiculous to suggest anything of the sort.

29. You say it was simply a practical joke?—Until I heard the talk, I never knew there was such a thing as any suggestion of the kind you mention.

30. The official of the Tramway Department will be subpoenaed to produce all documents connected with the matter. We will get to the bottom of it. Is there anything else you wish to say?—During the evidence this morning I heard you express a wish to hear evidence about the working of some other Departments *re* holidays. Gaol warders get fifteen days' annual leave, and they also get every other Sunday off.

31. As of right?—As of right. The attendants in the mental hospitals get thirty days' annual leave, as well as three clear week days and one Sunday every month—a total of seventy-four days a year. The Artillery get twelve days a year, every holiday, such as saints' days and public holidays, three days at Christmas and New Year, and practically forty-five Sundays per year besides.

32. Do you know anything about the clothing?—They get a concession in regard to uniform, but I could not tell exactly what it is—a full dress and undress, I think, per year.

33. And the warders?—They get supplied with everything free, including boots.

34. Is there anything else you would wish to state?—Touching Sunday leave, I think that every man should get at least one Sunday a month off. In my own case, I have not had a Sunday for four or five months—since about the 18th March last, or it may have been the 18th April.

35. Have you applied for it, or represented the fact of not getting it as a hardship?—I have applied during that time on two occasions for leave, and for four hours one afternoon to do private duty, but through pressure of duty I was unable to take it. Last Saturday week I applied

for Sunday leave, but it was 2 o'clock when I put in my application, and it was too late and could not be granted.

36. I see you resigned from the tramway service on the 15th December: did you then contemplate applying for the police?—No, sir.

37. How long after did you decide to do so?—I did not do it on the spur of the moment. I came to Wellington nine years ago with the intention of joining the police. I got the papers several times, and filled them in, but did not go on with them.

38. Are you married or single?—Married.

39. What rent do you pay?—I have a place of my own.

40. What would be the letting-value?—Eighteen shillings per week. A married man in Wellington cannot possibly get a house at 15s. a week, as I heard it stated this morning, unless he goes to live in the slum part of the town.

41. What would be the average rental?—For a constable, at the very least, £1 per week, because he must be respectable, and live in a respectable locality.

42. What wages would you get as tram-conductor?—I averaged about £3 per week.

43. You get paid overtime?—Yes, sir.

44. How does your position in the police compare with that, taking everything into consideration?—I am a poorer man now than ever I have been in my life. I was in the Artillery for eight years, and during two years of that time I was a married man, getting £2 2s. per week and a house. During that two years I put away £1 per week, but during the last eighteen months that I have been in the police I have gone back, and all the little I had saved is gone. I owe £3 3s. for medical attendance for the last six months, and am unable to pay it. Of course, my family is growing; I have four now.

45. And you are better off in having your own house?—I am paying for a house to-day, and it does not cost me what the rent is.

46. Then, you think there is nothing to attract men to join the Force?—Absolutely nothing.

47. *Mr. Dinnie.*] In making application for employment, you submitted the usual application form?—Yes, sir.

48. In that is a statement of your previous employments since 1890?—Yes.

49. From 1890 to 1897 you were employed in gold-mining for yourself?—Yes.

50. You were known to the Hon. Mr. Holmes, M.L.C., and Mr. Michel, Mayor of Hokitika; and from 1897 to 1899 you were in the Public Works Department at Otira?—Yes.

51. From 1899 to 1907 you were in the Artillery?—Yes.

52. During 1907, from February to December, you were in the tramway service as a conductor?—Yes.

53. From December you were in the tramway service laying cables?—Yes.

54. They reduced the staff, and that is why you had to leave?—Yes.

55. From December, 1908, you were with Humphreys Bros., Wellington?—Yes.

56. So that accounts for all your time up to the time you joined the police?—Yes.

57. This is a certificate from Mr. Richardson, Tramways and Electrical Engineer, dated 1907: "To all whom it may concern: John Willetts was in the employ of this department as conductor from the 15th February, 1907, to the 5th December, 1907, and resigned from the position on the 5th December, 1907, as he found that the work was not congenial. Since then he has been employed on street-work for power-supply, and worked until the progress of the work necessitated reducing the staff.—STUART RICHARDSON, M.I.C.E., Tramways and Electrical Engineer."?—Yes.

Mr. Dinnie: I may say that the sergeant made inquiry into these matters.

The Commissioner: I only want to clear up the matter for his sake. We will have Mr. Richardson to-morrow.

58. *Mr. Dinnie.*] Do you know of any general dissatisfaction in the service?—None whatever.

59. You are not living in the barracks?—No, sir.

WILLIAM JAMES TAYLOR, Constable, examined on oath. (No. 252.)

1. *The Commissioner.*] When were you enrolled?—On the 14th March, 1907. I am now stationed at Wellington South.

2. What do you wish to say?—I wish to complain of unjust treatment at the hands of Inspector Ellison.

3. Give me the details?—I was sworn in in March, 1907, and was transferred to Auckland.

4. Forthwith?—Yes, sir. I was there a short time when I was transferred to Wellington.

5. Give the exact time?—I could not say that. Sergeant Hendrey read out an order that I had to report myself in Wellington as soon as possible. I went to Sub-Inspector Gordon, and asked if there were any complaints, and he said, "No; if you behave as well in Wellington, you will be all right." Sergeant Hendrey said, "I have no cause to complain." On coming to Wellington I went to Inspector Ellison's office. I knocked at the door, and he asked what I was there for. He said, "You are another waster; I have enough here without you; you will have to shake yourself up here." I then went to Sub-Inspector O'Donovan, who is a regular gentleman, and he told me I would have to put in an application for leave, to fix up my wife and children. I put in an application for twenty-four hours' leave, which Inspector Ellison would not allow, as he said I had not enough service to warrant getting the time. Sub-Inspector O'Donovan said there was a vacancy in Mount Cook or in Lambton Quay, but he said, "In the meantime, go to a boardinghouse, and if you get a house, I will see that you get time off to fix it up." He allowed me eight hours off to do it. I was instructed by Sergeant Mathieson to take a witness to the district office to get his expenses. On doing so, Inspector Ellison said to me, in front of Mr. George

Morris, Willis Street, "Get out of this; it is time you knew your duties now." Later on I put in an application for plain-clothes duty, and received a reply that mine would be considered with others. Later on I put in an application for the position of mounted man, which Inspector Ellison forwarded to the Commissioner. Inspector Ellison stated that I could not be trusted for the position of mounted man, who would have to do duty in the suburbs; that I required a sergeant over me. I would like you to ask why I was left at Wellington South from July, 1907, to March, 1909, without seeing a sergeant. At the present time I am not under the eye of a sergeant from 8 o'clock at night till 4 in the morning. Some constables have said to me that it would be very unwise to give evidence for fear of the consequences; they are frightened.

6. Evidently you are not frightened?—I chanced the result. With regard to promotions, Constable Abbott applied for promotion, and was condemned by the Hon. Mr. McGowan on the floor of the House; but since Mr. McGowan left the House he has been appointed over the heads of myself and five others; and what notorious work has he done to warrant his promotion over our heads? When he came here first it was rumoured that he was told he would get to be acting-detective. I asked Sergeant Mathieson, who said he did not think so. They condemned me—I do not know why. I would ask you to peruse my record since I have been at Wellington South, and ask Mr. Dinnie whether it is that of a "waster" or not.

7. I see you have had "30 charges of theft, 11 of vagrancy, 7 of breaches of the Licensing Act, 21 charges (including assaults, obscene language, indecent language), 34 of breaches of the city by-laws, 78 charges of drunkenness." In all 181 charges, resulting in 178 convictions?—Since Sergeant Mathieson came, things have been made very unpleasant for us.

8. How many men are there?—Two, sir. The population is seventeen thousand, I believe, and there are two constables and a sergeant. The other constable stationed there—Constable Andrews—was transferred—as good a man as there was in the Dominion: he was transferred on his own application. With regard to election days, I think there should be provision made for constables looking after booths. At the last election I was on my legs from 9 o'clock one morning until 2 o'clock next morning, with half an hour for dinner and half an hour for tea. I want to know is that justice? What is more, since October, 1907, I have never had one Sunday off; and Inspector Ellison knows that. I notice that some of the witnesses have suggested that constables should be moved about. I would suggest that Inspectors, too, be shifted around for the same reason that constables are removed; it would be appreciated throughout the Dominion.

9. Is it on account of favouritism?—That is my opinion. They get in with cliques, and it is only natural. There is also a common rumour in our locality that Inspector Ellison does not carry out the Licensing Act. I would like that Sergeant Dale be questioned on that—his reports in regard to certain publichouses.

10. You say that no proceedings resulted from those reports?—Yes, so far as I am given to understand. When Inspector Ellison came here some years ago he recommended that certain hotels—the Foresters' Arms, Prince of Wales, Clyde Quay, Royal Tiger, Cambridge, and others—be condemned as "insanitary, dangerous, and out of date, and needed rebuilding." Why was not notice taken before Mr. Justice Cooper gave his decision in Blenheim some years ago? I would also ask that Sergeant Mathieson and Sergeant Dart be called and asked regarding my conduct and capabilities at Wellington South, and that Mr. Morris be subpoenaed as a witness. The reason I did not put in for leave was that I applied once, and was snubbed.

The Commissioner: Of course, Inspector Ellison, you are entitled to twenty-four hours' notice before having to answer these matters.

Inspector Ellison: I do not claim any notice, your Worship.

11. *The Commissioner* (to witness).] Is there anything else you would wish to add?—I think that Inspectors ought to know how to treat good men when they get them. I have nothing to say against Mr. Dinnie's administration; I have never heard complaints about him.

12. Is Inspector Ellison the only Inspector you have served under?—I served under Inspector Cullen also.

13. How long were you under him?—Ten weeks, or three months. I have heard constables say that they got justice from him.

14. Have you anything else to say?—No; the other grievances have been referred to by other constables.

15. *Mr. Dinnie.*] You did not know that you were being transferred from Auckland to Wellington?—No.

16. I think it was because your brother got into some trouble up there; and do you not think it was advisable that you should be transferred?—Yes.

17. *Inspector Ellison.*] In regard to your mention of Abbott, I suppose you reckon that you are far better qualified for the position of acting-detective?—I am as good, in my opinion, when Commissioner Tunbridge condemned him, according to Mr. McGowan. His word was good, I suppose.

18. You say he was promoted over your head?—I do.

19. He was a long time in the Force before you?—So far as I am aware, he was.

20. You think I should have recommended you for the position of detective?—No; I was advised it would be worse for me afterwards.

21. Do you now find fault because you were not recommended for the position of detective?—Certainly.

22. And likewise because you were not appointed a mounted man?—All I asked was that my application should be considered with the others.

23. You wanted to be appointed a mounted man: do you feel aggrieved because you were not mounted?—Not at all.

24. Why do you mention it, then?—Because you said I was not a man to be trusted.
25. Did I say it to you?—On paper, to the best of my belief. You said, "A mounted man's duty takes him to the suburbs, and I cannot recommend Constable Taylor, as he wants to be under the eye of a strict sergeant."
26. You asked why you were in Newtown so long without a sergeant: was there not a constable in charge there?—Yes.
27. Did Constable Kerr do his duties satisfactorily in charge of the station?—To the best of my belief.
28. And you think you were as well looked after as if a sergeant had been in charge?—I do not say so.
29. Did he advise you as well as a sergeant would?—I did not say that he could advise me as well.
30. Was he as careful and competent a man?—I am not a judge. I cannot judge between a constable and a sergeant.
31. You are a judge of Inspectors?—A bit of a judge.
32. But not of a sergeant?—I judge by the treatment he metes out to his subordinates.
33. When did I say you were a "waster"?—You said you had enough "wasters" without me, and that I would have to shake myself up.
34. Did you say what you were transferred for?—No.
35. Who was there at the time?—You were there by yourself.
36. A sergeant generally comes in with a constable on transfer. To whom did you report yourself?—To you, sir.
37. Did you not report yourself to the station sergeant and Sub-Inspector?—No; I was told to go to Sub-Inspector O'Donovan, who treats men as they ought to be treated, and is looked up to by everybody.
38. In this case you refer to the bringing in of a witness: was not the defendant ordered to pay a fine and costs?—Correct.
39. And you took the man in to be paid at the police office?—Quite right too.
40. Did I not tell you that you should not bring him there when the money was paid into Court?—You did afterwards.
41. You said you had a witness?—He is not here at present, but Mr. Morris could be called. Since Sergeant Mathieson came to the station I could do nothing right; everything has been unpleasant.
42. *Mr. Dinnie.*] You know that Constable Abbott had considerable service before he resigned?—To the best of my belief he had.
43. Do you know that he was a sergeant before he resigned?—I do.

MICHAEL GREENE, Constable, examined on oath. (No. 253.)

Witness: I was enrolled in the Force in 1875, in Otago. I remained there till 1898, when I was transferred to Wellington Central Station, where I have been till the present time. After arriving here I was doing sergeant's duty for about two years. In 1900 I was appointed Inspector of Weights and Measures for Wellington and suburbs and the Hutt County. My predecessor was in office for about two years. He did no uniform duty during that time, and when I took over the duties I was given to understand my duties would be the same as those of my predecessor. However, I did sergeant's work very seldom after being appointed Inspector of Weights and Measures—only when they were very short-handed. Later on I had to do a regular turn every second Saturday, relieving a sergeant and also on special occasions. About two years after being appointed Inspector of Weights and Measures I was appointed verifier-general of all Government weights in the Dominion. My predecessor was Sir James Hector, who handed me over the standard weights. I have continued in that position to the present time. I receive various communications from Inspectors of Weights and Measures throughout the Dominion, and reply giving instructions and information. There are two sergeants in the Commissioner's office—one who attends to the *Police Gazette*, whose duty it is to hand in every fortnight the various sheets received from different parts of the Dominion to the printer for publication; he has an assistant. Another sergeant looks after the police stores—a man who does his work faithfully and well; he got promotion a year or two before it is generally given to a man, but it is due to him to say he is a thoroughly reliable man. These sergeants, in addition to getting sergeant's pay, receive 1s. a day plain-clothes allowance, and there is reason to believe they also get 1s., or did some time ago, for being clerks. I am classed with them in Circular No. 6, *Gazette*, 1906, as clerks, and they are entitled to the same uniform-allowance that I am according to the circular, but it appears to me I am not entitled, nor do I believe, the plain-clothes allowance they do.

1. *The Commissioner.*] What is your remuneration?—Nine shillings and sixpence a day. I am a single man. I compare the very important duties I have to do in connection with all the weights and measures in the Dominion with these men I have referred to, and ask whether my duties are not more important than theirs.

2. Are you speaking to the matter of allowance, or what?—The pay and also the duties: they have got from 1 o'clock every Saturday till 9 the following Monday morning.

3. It is the absence of extra allowance you find fault with?—Yes; and having to do uniform duty as well. Regarding the pay, I think all constables should get 8s. as soon as they are appointed, which should be increased to 10s. in time. They should also get, if not once a week, at least once a fortnight, a day off. Every other person gets it, and I do not see why the police, who are hardworking men, should not. I think they should also get their uniforms free, as the officials in gaols, post-offices, and asylums do. I think an Appeal Board is very desirable; it is very much needed; it should consist of a Superintendent of Police—a man who would command the respect of

every policeman in the service; another member of the Board should be the Under-Secretary for Justice; and some other responsible man who would command respect—making three in all. Men are only human, and no doubt sometimes Inspectors may take a partial view of certain matters owing to certain circumstances, and may not do the right thing, and then there should be an appeal to the Board.

4. You would give every person with a grievance the right of appeal?—Yes.

5. If dealt with as a matter of discipline?—Yes; every man of any rank in the service should have the right of appeal. In regard to political influence, I do not find much of it here; but I say distinctly there is a worse sort of influence than political influence, and it is this: The Chief Clerk, who is a Sub-Inspector, and frequently Acting-Commissioner, is practically the Commissioner. The Commissioner is only so by name. With all respect to Mr. Dinnie, who is really an honest and conscientious officer, he has allowed his power to be usurped by his Chief Clerk; that is my honest opinion of the present state of the administration here.

6. Do you think that opinion is shared by others?—I do. This officer is frequently Acting-Commissioner, and in that capacity he can dictate to any Inspector throughout the Dominion, though he is only Chief Clerk and Sub-Inspector. There is also this serious defect: that he is closely associated with the uniform men daily—both constables and sergeants—frequently meeting and associating with them in the billiard-room, as the billiard-room cash-book will show.

7. Does he go into the billiard-room?—Yes; he associates with the men there. I look upon this as a dangerous thing, because if the men get closely associated with him day and night it will have an influence I say it should not have. Formerly—in Mr. Tunbridge's time, who was a very able man—there were Civil servants who were a credit to the Dominion in regard to anything confidential or of a private nature: there were the late Mr. Tasker and Mr. Evans, who is still alive. At that time there was no leakage of anything from the Commissioner's office. None of us knew those men, except the oldest hands. At the present time there is too close a corporation.

8. Are you in the habit of seeing Mr. Wright associating with the men?—Yes; I live in the barracks. The cash-book in the billiard-room shows every man who plays, and who he plays with.

9. Is a record kept of every game played?—Yes.

10. Are these matters you have brought forward the subject of comment by any others?—Frequently.

11. You have heard these matters discussed?—Yes; it is said, "A nice example for us to see a Sub-Inspector associating with the men: if there are promotions or transfers, his friends will no doubt get the benefit."

12. You think he has the ear of the Commissioner?—He is practically the Commissioner, and is looked upon as being so. I have known of numbers of men coming to Wellington from various parts of the Dominion to see the Sub-Inspector, whom they look upon as the Commissioner; they come to see him relative to promotion, &c.

13. Instead of the Commissioner?—Yes.

14. How long have you held these views?—Ever since Mr. Wright was appointed Sub-Inspector; that was the time he got so much power.

15. Had you been in contact with him prior to his promotion?—I have known him since I came to Wellington—about twelve years.

16. *Mr. Gray.*] How long have you been living in barracks?—Since I joined the police in Wellington, in 1898.

17. You would be able to speak to any disorderly condition of things if it existed? No doubt you are aware it has been said by Mr. Arnold, "I can assure the Minister that the worst of the scenes and the things I could speak of as occurring between pay-day on Saturday and the time for starting again on Monday morning were no worse than are to be found at the police barracks in Wellington almost every night in the week." Does this describe what goes on in the barracks?—I do not think so.

18. Is there any ground for saying there are disorderly scenes in the barracks at night?—There have been on one or two occasions.

19. How long since?—Perhaps three months, or thereabouts.

20. What were those incidents? Were you present at the occurrences?—I was not.

21. You heard what went on?—One occurred about 9 o'clock. I was in the billiard-room at the time, and I heard a sort of scuffle outside. I did not take much notice, and did not go out, but I heard there was an assault committed.

22. All you heard was a scuffle outside, and you did not think it of sufficient importance to go and see what it was?—No.

23. What is the other incident?—I was in bed reading, some time after 11 o'clock, and there were a number of young men playing apparently a bit roughly in the passage upstairs—you might call it horse-play. Sergeant Lyons came up and warned them to go into bed, and I think he went down again, and threatened to bring up the watch-house keeper. I did not take much notice of it; I thought it was only a bit of play among the young men—nothing serious.

24. You mean they were just skylarking?—Yes; and I would not give a button for a young man who has not a bit of fun about him, so long as he does nothing blackguardly.

25. These are the only instances of rowdiness that you know of having occurred?—Yes.

26. You have been in the barracks a number of years?—Yes.

27. Have you any idea how such a statement could be made?—Whoever made it was misinformed, and did not know the facts. No person could know better than I what has taken place there. I have not been out of the building one night for nearly twelve years.

28. If Mr. Arnold, who made that statement, received information that went to show that extreme rowdiness in the barracks was of frequent occurrence his informant told him what was untrue?—There is no doubt about that.

29. You are in a position to speak of the conduct of the men generally?—Their conduct is excellent.
30. Have you any idea how such statements could be accounted for?—Not the least.
31. *Mr. Dinnie.*] How long were you in the Force before you were promoted?—I was promoted in 1888 or 1889.
32. How long did you retain your rank?—About twelve months.
33. How did you come to be reduced to the rank of constable?—Through an Inspector, who was directly the cause of my reduction; he was himself reduced more than once, and retired from the service with reduced rank.
34. But what was the charge against you?—It was at the time of the Dunedin Exhibition. A sergeant said something to me, and I resented it, and he ordered me into the station.
35. How did you resent it? What were you reduced for?—He charged me with being out late at night, and I said there was no harm in it. He put his hand near my face, and I put it by; and all at once he got hold of me, and we went to the station, and he charged me with being under the influence of drink, and with assaulting him. Immediately afterwards I went to Dr. Brown, who gave me a certificate stating that he examined me, and I did not bear a trace of drink.
36. You were reduced on that charge?—Yes.
37. Your name came up at the Commission of 1898?—Yes.
38. What was that matter?—It was in connection with a publican who said I did not arrest a man at his publichouse.
39. But what was the complaint against you on that occasion?—I was reported by the sergeant for not reporting what took place, and the publican got annoyed because I did not take proceedings against the man he complained against.
40. Was it not alleged that you were found asleep when you should have been on duty?—That was so.
41. Was it true?—I was in my bedroom—not asleep.
42. You say men come from all districts to see the Chief Clerk: who are they?—I do not wish to mention their names particularly, but I can hand them to the Commissioner.
43. For what purpose did they come?—In reference to promotion and other advantages.
44. Now, I want you to be very careful in this matter: you know the late Inspector at Napier?—Yes.
45. You know he came to live at Petone: how often have you been out to see him?—About twice. I have known him since I joined the police—in Dunedin, Invercargill, and here.
46. Have you been in communication with him?—No.
47. You are quite sure?—Quite certain.
48. Do you know anything about letters appearing in the papers in respect to myself?—I have read them.
49. Have you any idea where they emanate from?—I have not.
50. Have you ever mentioned anything about the late Inspector to any one here, and about letters to the Press?—I am quite certain I have not.
51. If I bring some one to prove it, what will you say?—You cannot bring any one.
52. Have you communicated with Mr. Arnold in any way?—I have never spoken or, directly or indirectly, communicated with him.
53. Have you ever seen a telegram at the barracks in the hands of a detective to say I would have to go?—No.
54. You are quite sure about that?—Yes.
55. How often have you seen the late Inspector in town?—I saw him once after coming from Napier, when he came looking for a house.
56. Did you not take a letter out to him to be signed and sent to the Press?—Certainly not.
57. Are you quite sure?—Never in my life.
58. Have you any idea who used to write these letters to the Press?—I have not.
59. Are you quite sure?—Yes.
60. *Inspector Ellison.*] You complain about the hours of duty: how often do you do uniform duty?—Every second Sunday.
61. What time do you knock off on Saturday?—Last Saturday, at 5.
62. But what time generally?—Generally at 1. But then I make inquiries relative to complaints. Last Saturday I had to go out to Seatoun.
63. But, as a rule, you leave at 1 o'clock?—Yes.
64. On holidays, what time do you knock off?—The shops generally keep open, and I have to keep open.
65. On a general holiday you shut your office?—Yes; but I have to keep about, in case I am wanted.
66. What time do you go to your office in the morning?—Nine.
67. And you have nothing to do after 5?—No.
68. *Mr. Dinnie.*] As regards promotions, you say men come to the Chief Clerk: do you know how promotions are made?—I have a pretty good idea.
69. What is it?—Through a certain channel. If I happen to be well acquainted with your Chief Clerk I would go to him, and say, "Mr. Wright, we have been very good chums; don't forget me," and I am satisfied I would get what I wanted.
70. No question about that?—No question.
71. That is why so many come to see him?—Yes.
72. It is entirely through his recommendation they are promoted?—He has a lot to do with it.
73. The Inspectors have nothing to do with it?—Some of them may have, but he has a great deal to do with it.

74. Do you know that every man who gets promotion is recommended by his Inspector?—They should be; no doubt, they must have some recommendation.

75. Then, what has the other to do with it?—Their applications may be pigeon-holed unless they are favourably entertained by the Chief Clerk.

76. Do they not go to the Inspector at all?—They must make application to the Inspector.

77. Do you know that the Inspector makes recommendations whether they apply or not?—I know more than that. Frequently men who seek promotion would be checked and censured by the Commissioner, and told, "It is not for you, but for me. I am the man to know whether you are entitled to promotion, and if you were entitled you would get it without asking for it." The late Commissioner Tunbridge, who was a very able man, after I was laid up in the hospital with hernia, said, like a gentleman, he was sorry I had met with an accident, and had to undergo an operation, and I would be on full pay, and when I returned to my duty at that time I had only my own district to attend to. I met him on Lambton Quay, and he said, "Green, I am glad you have resumed duty, and that your operation has been successful." I thanked him and he said, "Would it not be to your advantage to revert to uniform, and I will see you get the first chance of promotion?" There was a gentleman. That was what he did without my asking or going to a member of Parliament.

78. But it is not members of Parliament who get men promoted: you have told us who it is?—There is not much done by members of Parliament here.

79. There would be no use in men going to members of Parliament: there is only one man to go to, you say?—If I wanted anything I would take care to be in close touch with the Chief Clerk. I would not bother about members of Parliament.

80. Well, could you not have gone to him?—I never troubled very much about him; twice I refused promotion.

81. It is a pity you did not take it?—I had a reason. I was suffering from hernia, and that is why I did not accept it. I am now doing responsible work, and am entitled to it more than many who have received it.

82. Well, you seem to know how to get it?—I would go a long time without it before I would go to Mr. Wright. I would put my claim before you if I were determined to get it. I never asked you for anything up to the present, nor any Inspector. But if I wanted I would apply to you.

83. Would you be satisfied with that?—I know it would be no use.

84. Then, why not apply to the other party?—I will let others do that.

85. *The Commissioner.*] How old are you?—Fifty-four.

86. Do you know whether the men holding the same position as you in the other centres do beat duty?—The man in Dunedin does not, although he is an able, powerful man; he has only his own district to look after; Christchurch the same way.

87. You are the only man occupying the position who does street duty?—Yes.

TUESDAY, 14TH SEPTEMBER, 1909.

MICHAEL REDICAN, Constable, examined on oath. (No. 254.)

Witness: I am stationed and in charge at Island Bay. I was enrolled in the Armed Constabulary in 1881. About four years afterwards I was transferred to the Permanent Artillery, and in 1888 from there to the police.

1. *The Commissioner.*] Since then?—I have been in the police.

2. In charge of different stations?—Yes.

3. What stations?—I went from Normanby to Eltham, and twelve years ago I was temporarily, in the absence of a sergeant, in charge of Hawera.

4. How long have you been in your present location?—I was twelve months last March.

5. Were you sent there at your own request?—I had asked for a transfer.

6. What statement do you wish to make?—I made application for promotion about three years ago. It was returned by the Commissioner, with a memo. to the effect that it would be considered with others. Since then I have seen a number of junior men promoted. I made application recently as a reminder, but it was returned with a note to the effect that I was too old.

7. How old are you now?—About fifty-two.

8. And you were forty-nine when you applied?—I suppose I would be.

9. Was that the first application you had made for promotion?—Yes.

10. Are you aware whether you had been recommended by your Inspector?—I could not say. I was only a year or two in the Wanganui District under Inspector Kiely.

11. Have you got any papers in connection with it?—No.

12. Go on?—That is all I have to say, sir.

13. Nothing else transpired beyond your application and its return with the statement that you were too old?—That is all.

14. Do you consider that you ought to have been promoted?—I consider myself equally as good as, and have more experience than, a number I have seen promoted over me.

15. You would expect, of course, that promotions should be made on the recommendations of the Inspectors?—Well, yes; but I performed good work.

16. Under whom have you done duty?—Under Inspector Thompson (who is dead now), Inspector Pardy, Inspector Ellison, Inspector Pender, Inspector Kiely, and Inspector Wilson.

17. You say that the first occasion on which you applied for promotion was three years ago. Why did you apply then, and not previously?—I thought it was time that I did, when I saw a number of junior men promoted over me. When I was in Eltham I did the work of Clerk of the Court, Bailiff, and Factories Inspector. Now there is a Clerk of the Court appointed there at £150 a year, and Mr. Turnbull was satisfied with me.

18. *Mr. Dinnie.*] You applied for promotion on the 6th October, 1906, as follows: "I respectfully make application to be promoted to the rank of sergeant. In support of the above, I wish to state that I have served continuously in the Police Force since the 26th May, 1888; previous to that in the Armed Constabulary and Artillery. I wish to state that I performed the duties of sergeant in Hawera from the 26th July, 1897, to January, 1898, and did the duties at the Normanby Station at the same time. As to my ability, I leave it to my present Inspector to recommend me for the above position." You were not recommended at that time. This is my remark on that: "This constable's claims have been considered with others as vacancies occurred, and will be in future." Again, on the 1st July, 1909, this is your application: "I respectfully make application for promotion to the rank of sergeant. I wish to state that over two years ago I made application, and received a reply that my application would be considered with others. Since then a number of junior constables have been promoted over me." This is minuted by Inspector Ellison as follows: "When Constable Redican was stationed at Thorndon some years ago he did his work very well, and was energetic. Since his return to this district he has not been nearly so attentive. I could not recommend him as a man well qualified and likely to make an efficient, smart sergeant." On this I put the following minute: "Constable Redican's application has been considered, but I regret I do not consider he is qualified to make an efficient sergeant, and his Inspectors appear to be of the same opinion. He is also too old for promotion." That is the file?—Yes.

19. *The Commissioner.*] You were not recommended by two Inspectors?—No; but I know constables who have been promoted, and I consider myself as good as they.

20. But it is not a matter of personal consideration. There is a general consensus of opinion that promotions must be made generally on the recommendation of Inspectors in the districts in which men have served?—If I had not been a good constable I could not have done two men's work. Since I left Thorndon two men have done the work.

21. You raise the question of fitness; the answer apparently is this: "Since his return to this district he has not been nearly so attentive. I could not recommend him as a man well qualified and likely to make an efficient, smart sergeant." Have you anything else you wish to add?—I should like to say I consider the leave is too short, and I think it should be increased to at least sixteen days a year, and be allowed to accumulate. In regard to the standard, I think no man should be accepted under 5 ft. 9 in., and made in proportion. Most of the trouble that occurs with constables is because men object to arrest by small men.

22. You think the bigger the man the more respect he commands?—Yes, that is my firm belief; that is the impression held by the public.

WILLIAM JAMES SIMPSON, Constable, examined on oath. (No. 255.)

Witness: I am stationed at Day's Bay. I was enrolled on the 6th September, 1880. I had been previously in the Force, but was discharged on reduction at Timaru, in July of that year. I was in the Force in 1879, and returned. I was discharged with many others, and rejoined.

1. *The Commissioner.*] What do you wish to bring before me?—I think that Mr. Arnold's statement is a libel on the police in Wellington. I have been four years in Wellington, in the Thorndon Station, and I consider that the men here are as well behaved as you would expect a lot of young men to be. I never heard any beastly language or any disorder, and I am very often in the station. It is a reflection on the discipline of the station, from the Inspector downwards. Another matter I wish to mention is that I was recommended for promotion by ex-Inspector McGovern and Inspector Gillies. I signed my consent that I would be willing to go to any station in the colony, but that was all that was heard of it. Another matter I wish to mention is that I applied for a return, and it was not granted by the Commissioner's office in Wellington. This is the application I sent in: "Police-station, Day's Bay, 13th July, 1909.—Application of Constable W. J. Simpson (No. 347) for the following information:—I most respectfully apply for the following information, as I intend giving evidence before the Police Commission when here: (1.) The number of Roman Catholic Inspectors in the Force. (2.) The number of Protestant Inspectors in the Force, of all denominations, in every instance. (3.) The number of Roman Catholic Sub-Inspectors in the Force. (4.) The number of Protestant Sub-Inspectors in the Force. (5.) The number of Roman Catholic sergeants in the Force. (6.) The number of Protestant sergeants in the Force. (7.) The number of Roman Catholic constables in the Force. (8.) The number of Protestant constables in the Force. (9.) The number of Roman Catholics in the Force who have changed their religion to Protestant, the rank they held at the time of the change, and their present rank. (10.) The number of Protestants in the Force who have changed to Roman Catholic, the rank they held at the time of the change, and their present rank; this return is requested from the half-yearly distribution return, dated 30th June, 1909. (11.) A copy of the finding of the last Police Commission, held before Messrs. Bishop and Poynton, only as regards their findings in respect to Dunedin. (12.) The records of police duties done by Inspector Mitchell and Sub-Inspector Norwood previous to promotion from the rank of constables; these men are not the promotions of Commissioner Dinnie; they are by ex-Commissioners Hume and Tunbridge. (13.) The record of my own services, for comparison with the Inspector and Sub-Inspector named; I was senior to both in rank at the time of their promotions. (14.) Are the Protestants in the Force receiving their fair share of the best positions in the Force? I humbly request this information under the Police Regulations of 1887, No. 71, pages 13 and 14."

2. You sent this to the Commissioner?—Yes, sir.
3. What then?—I sent a further application, and the return has not come back to me. I got a reply that as I was a constable it could not be supplied to me.
4. What do you want it for?—I want to show by facts and figures that what I am asking is reasonable—that the Protestants will not get their fair share of the best positions in the service. During my time in the service there have been thirteen Inspectors appointed, and out of that number only four have been Protestants.
5. I may say that I have not the faintest idea of any of their religions. I know one or two, but I do not know the bulk?—At present there are only three out of nine, and I think that is not fair.
6. What are you?—A Presbyterian. I think we ought to get our share; we only want that, and do not get it.
7. Do you think religion is a factor in the making of promotions?—A man should get his fair share of the same class of the best positions.
8. You consider that a man's religion should be taken into consideration at the time of his appointment?—That we should get a fair share of the best positions. Why should one crowd get the whole lot?
9. Take two men, one of whom is a Roman Catholic: would you think that religion should be taken into account rather than relative merits?—All things being equal, the other men should get a fair show.
10. You are dealing with the Inspectors?—There are only three Protestants out of nine—Inspectors Ellison, Black, and Gillies.
11. What are the rest?—All Romans.
12. What about the Sub-Inspectors?—I asked for a return of them, and it has been denied to me.
13. I suppose you know?—Two, I suppose, have changed their religion and become Sub-Inspectors.
14. Who are they?—I do not know.
15. What is Green?—A Presbyterian.
16. O'Donovan?—A Roman Catholic.
17. Wright?—A Protestant.
18. Norwood?—I do not know.
19. Phair?—A Protestant.
20. McGrath?—A Roman Catholic.
21. Hendrey?—I do not know.
- Mr. Dinnie:* Sub-Inspector Hendrey is Church of England.
22. *The Commissioner.*] You say that Sub-Inspectors O'Donovan and McGrath are the only two you know as Roman Catholics?—I do not know, sir.
23. I may say at once, personally, that I deprecate altogether in the strongest possible way the introduction of this sectarian business into the question of the discussion of the merits of appointments, unless it has been a real potent factor in the question of promotions or otherwise?—I will give you the names and everything else. I think I have a reasonable ground for complaint.
24. I am not saying anything about the reasonableness of your ground, but I deprecate it personally, unless you are sure of your facts, because it is a very undesirable element to introduce?—I did not like to speak, but we are passed over.
25. Give me your material?—We have been passed over and others appointed.
26. On account of religion?—I do not know.
27. Then it boils down to the merits of the men?—It tells a very bad tale for the Protestants if we have to stand on one side and they get promoted.
28. What officers do you particularly object to?—I am senior to Sub-Inspectors McGrath, Norwood, and Hendrey.
29. In service?—Yes; and I am senior to all the Chief Detectives in the Force. I have been recommended for promotion by two Inspectors, but my name was simply put in the pigeon-holes, and there was no more about it.
30. Who recommended you?—Inspector McGovern and Inspector Gillies. I have a good record.
31. How long have you been under Inspector Ellison?—Five years in all.
32. Do you know if you have been recommended by him?—No, I was not; I am past the age, but when recommended I was reasonably within the age.
33. What is your present age?—Fifty-six. It is out of the question now. I have nothing to gain by giving my evidence.
34. You have a perfect right to give it. Do you consider you have been passed over for other men because they were Roman Catholics?—I do not want to infer that.
35. Why, then, introduce the religious element?—Because the returns show that we have been passed over.
36. But that may have been for other considerations?—I do not think we are more stupid than they are; I fancy we have as much brains. Further, it is a curious fact that any one who has spoken about the present administration is a Roman Catholic. Chief Detective Herbert, in Dunedin, began talking a lot of nonsense, and Fitzgerald, in Christchurch, began to talk about Freemason influence. I am an old Mason, and never got anything by it. I have never known Freemasonry to advance any man's position; it never advanced mine. Then, Green made a severe attack upon Sub-Inspector Wright, which I think was unwarranted. When I was in Christchurch Captain Lenors always mixed with the men,

37. There is no analogy between the officers. This is simply a question of discipline, and I cannot allow you to traverse the evidence of other witnesses. Give me facts. You are now reflecting upon the evidence given by other persons?—I do not think I have got any more to say.

38. Do you wish me to understand that the bulk of the witnesses who gave evidence reflecting upon the administration are Roman Catholics?—Herbert, Fitzgerald, and Greene are, and there were more than three amongst the others.

39. What do you deduce from that?—I leave you to deduce, sir.

40. Why should the Roman Catholic members of the Force give evidence reflecting upon the administration when they have been favoured?—The only one reason is that they wish to have Mr. Dinnie removed, and a Roman Catholic appointed in his stead. That is the only deduction I can draw from it.

41. Who do you think they have got in view as a Catholic to put in his place?—That would be very hard to say.

42. Of course, you know it was not a Roman Catholic who first voiced the complaints against the present condition of the Force. He is very far from being a Roman Catholic?—I know he is an Orangeman; but I think he was very badly informed—made a tool of. I believe he acted honestly, believing what he said was true, but which was very much untrue.

43. Have you anything else to say?—I think that is all I can say.

44. *Mr. Dinnie.*] I may say that there are two Roman Catholics Sub-Inspectors and five on the opposite side—two Church of England and three Protestants. Do you know of any general dissatisfaction because of the present control?—None whatever.

45. You know that there has always been dissatisfaction because of promotions?—I am dissatisfied because I was passed over when I should have been promoted.

46. But there has been dissatisfaction for many years past?—Since ever I have been in the Force.

47. Do you know anything about influence obtaining?—I only suspect, but I have nothing definite to go upon.

48. It is spoken of?—Very freely.

49. You know that men seek influence?—All they can.

50. You cannot quote a case?—I cannot for accuracy, and I do not like hearsay.

51. You have had inquiries to make regarding candidates for the service?—Very often.

52. Do you think they are carried out strictly?—As far as I am concerned they were, and I never gave one that I cannot go into the witness-box and prove.

53. You have heard remarks about the men in the barracks here?—They are emphatically untrue, and there has been a reflection cast upon the class of men joining the Force now. I am sure that the present class are quite as good as any I have seen in my thirty years' experience.

54. *The Commissioner.*] You mean physically and intellectually?—Yes. Those men who talk about them were not of much account when they joined themselves.

55. *Mr. Dinnie.*] And even if a man's character was of the best, he might misconduct himself afterwards?—It happens in every department.

57. You would suggest an increase of pay?—It should be increased—8s. per day should be the lowest pay.

58. You think that would secure a greater number of candidates?—I think if the standard were lowered another inch—to 5 ft. 8 in.—that a lot of good men would join.

59. But we accept as low as 5 ft. 8½ in. if they are good men?—I did not know that.

60. What have you got to say as regards efficiency?—I think the Force is in a very efficient state at the present time, as far as I know. Of course, there will be men who will creep into every service that you cannot get rid of.

61. Men get dismissed from all services?—In every service I know of.

62. And in many departments there are charges of larceny and other offences?—Look at the newspaper reports; we stand above the others.

63. You think our Force will compare favourably with any other?—I do, sir.

64. *Mr. Wright, M.P.*] In regard to the religious question, you say there are cases on record, or insinuate there are, of men who were Protestants declaring themselves Roman Catholics for purposes of promotion: is that your meaning?—I know one who changed his religion, and who was run up in my own time.

65. *The Commissioner.*] Who is that?—Inspector Mitchell. In fact, I was entitled to the stripes he got at first.

66. *Mr. Wright.*] Then your contention is that if a man is a Roman Catholic in the service he has a better chance of getting promotion?—The amount of promotions to Roman Catholics suggests that.

67. Do many other members of the Force hold the same opinions as you?—A great many. We do not want their share, but we want our own share.

68. It is a question of bare justice: you will agree that a man's religion should not be considered one way or the other?—We should get our share of the best positions, all things being equal. It is a reflection on the Protestants that we should be pushed on one side.

69. Would the reason be that the Roman Catholics are better qualified?—I am sure, from mixing amongst them, that it has never been so.

70. You say that, all things being equal, they are unduly favoured?—I have no doubt about it.

71. *The Commissioner.*] In spite of the fact that a Roman Catholic is not at the head of the Department, how do you account for that?—There is the political influence made use of; that we cannot get rid of.

72. Do you think that the present Commissioner is influenced?—He is no exception.

73. You say that he is influenced by the Roman Catholics?—No; but when he is told by the head of the Department to do it he does not like to refuse.

74. *Mr. Dinnie*: All these Inspectors were promoted before I took office?—All except the last promotion.

EDWIN ARNOLD, Basketmaker, examined on oath. (No. 256.)

Witness: I am one of the Visiting Justices of the Wellington Prison, and for many years have taken a deep interest in the discharged prisoners. It has been stated since this Commission started that discharged prisoners, when they get work, are ousted by the police. For twelve years I have hunted this thing out in Wellington, and in not one instance have I found it to be true. There have been cases in which it has appeared as though some cruel hand, either in the police or outside, has ousted them from their positions. It was only the other day that a young man came out of our prison, and our Prisoners' Aid Society got him work. I may say that the Prisoners' Aid Society is composed of gentlemen such as the Chief Justice, Sir Robert Stout, and that all the Judges contribute. Sir Robert Stout is President, Dr. McArthur, S.M., is Chairman, I am treasurer, and the public of this city give money—not much, it is true—to lend a helping hand to men when they come out of prison. As I was going to say, a young man came out of prison the other day, and we got him work. He told me how pleased his employer was with him; but he was not there more than a week when he told me that he believed that the police had got him the sack. I asked him what reason he had for thinking so, and he replied that he had been praised by his employer only the day before, but that on the following day the tongue that had praised him had told him that he was not wanted. His employer said, "You suit me very well in the way you work, but I do not like your build." This man was most desirous to get on; it had been his only time in prison; he had made a mistake, and was very desirous to redeem himself. Coming back to the police of Wellington, I cannot think, in many years, of one policeman who ever did an unkind act to one of our men who came out of prison. I know many of them have put their hands in their pockets—more especially our detectives—to aid those out of work, and lend them a helping hand. Here is a case of a young man who asked me to take this note. Perhaps you will read it. [Letter handed to Commissioner.] This was a young man I sent away ten years ago to work up the country. He has been working there, but for some reason or other, which has never been made known, he states that he has been unduly treated by the police there; and therefore he is cast out into the world again, and has got to find work elsewhere.

The Commissioner: That is a matter that ought to be departmentally inquired into. If you hand me that letter as an exhibit, I will see that proper inquiry is made, because I will refer it to the police authorities to have the matter inquired into. The superior officers of the police are no more in sympathy with ex-prisoners being harassed than I am.

Witness: No one knows how hard it is for these men to get up, and every encouragement should be given to them, and nobody should try to get them out of their work.

1. *Mr. Dinnie*.] When you get a complaint from a discharged prisoner, what do you do with it?—I ask him the full particulars, and I generally go and search out for myself as to whether there is any truth in it.

2. You do not inform us?—No.

3. Why?—Because there may not be any truth in it.

4. Why do you not refer it to the police for inquiry?—I do not know that I should. I only got that last night.

5. Is that the only case?—The only case.

6. In all the other cases you found no interference?—No; if it is done, it is done in a very systematic way.

7. You have not found that it is general?—No.

8. *The Commissioner*.] And you have no reason to believe it is?—No. The young man is in the room if you wish to call him.

9. *Mr. Dinnie*.] Of course, you quite understand that I would like to know in cases where complaints are made?—I have never seen you before, and I do not know why I should run to you. I have to administer the affairs of the society.

10. The Inspector of Police would be glad to know?—Our Inspector of Police is a very worthy man, and we have always found him so. If he found anything wrong, he would put it right.

11. But if he did not know, how could he act?—If I found out that any policeman or detective belonging to the Force did so, I should do my very best to get him a fresh job.

12. What would you do? Would you complain to the officer in charge?—To the Minister of Justice, when I had particulars of it.

13. *The Commissioner*.] I do not think it is desirable to call this man to advertise the fact that this has occurred to him?—It needs inquiries to be made.

14. *Mr. Dinnie*.] I would suggest that if this witness has any further case of that sort, he should let the superior officer of the police know, as we would be glad to investigate these cases?—The next man who comes along I will send down to you.

15. *Mr. Wright, M.P.*] Have you come across any cases of a discharged prisoner being dismissed from employment without knowing the reason?—I have just mentioned one.

16. Have you come across a great number?—A few.

17. If the police gave information to an employer, how would you know of it?—I would not know. I have just stated here that I do not think it is usual. Some men, when they come out of prison, wish to lift themselves, and they go into a situation with an amount of timidity—there is a fear that some one will know that they have been in prison, and it ever haunts them. That is why I always say to them, "I will pay your fare, and make a fresh start somewhere else." When

that is done the man generally gets on better, although I am pleased to tell you that we have in Wellington men filling good positions to-day who have passed through our prison.

18. You must see the difficulty often from the standpoint of the police, and I want you to suggest to the Commissioner what you think should be done: supposing a man has been in gaol many times, and gets into the employment of some one who does not know, would there be any justification in informing the employer then?—I should say that if the man is doing good service he should not be interfered with.

The Commissioner: I have already expressed very strong opinions on this subject in other parts of the Dominion. In one instance that came before me there was *prima facie* evidence for believing that a certain detective had gone to a man in the presence of his employer and fellow-employees. I asked the Inspector of Police to make inquiries and deal with it on disciplinary grounds, because I considered it highly improper. At the same time, where a man is known as an ex-criminal, and something occurs which requires prompt action on the part of the detectives, they will consider neither time, person, or place, but make their inquiries very promptly in the detection of the crime. Personally, I think the greatest discretion should be shown in all those matters. Of course, you cannot put a sound head on every man—the personal quality must always count.

Mr. Wright: Probably, if the police got directions from Headquarters, it would have a good effect.

The Commissioner: I am certain that neither the Commissioner nor any Inspector would countenance the harassing of a man because he had a criminal record.

Mr. Wright: But in the case of new police?

The Commissioner: They do not come into this at all; it is the detectives. I think it is sufficient that I should express disapproval, and I think it is shared by the superior officers in the service.

19. *Inspector Ellison* (to witness).] Have you ever known of the police assisting to get employment for ex-prisoners?—I am very pleased to say that not only have the police done so, but also our worthy Magistrates.

20. And the police know of many earning honest livings now?—And they have sent clothes and suchlike to give them a start in life.

21. *Mr. Gray.*] You have been a Justice, and have taken an interest in the administration of justice, and your duties have brought you largely into contact with the police?—Yes.

22. What is your general opinion of the character of the police in Wellington?—As far as I know, they are upright, honest men.

23. You think that is their general character?—That is as far as I have proved them. I have had policemen come to me and say, “There is Jack So-and-so running about the town. You get on to him and speak to him.” I am very pleased to say that of the police of Wellington.

ALFRED HAMMOND, Acting-detective, examined on oath. (No. 257.)

1. *The Commissioner.*] When were you enrolled?—On the 1st May, 1895.

2. When did you commence to do plain-clothes duty?—In July of last year.

3. So that you were enrolled for about thirteen years before you commenced to do plain-clothes duty?—I joined in 1895, and in 1897 I was transferred to Mount Cook. My reason for coming before the Commission is owing to the prominence that has been given to the qualifications of several acting-detectives for future promotion. That is why I have come forward in support of my case. I would not have it thought that I am one of the discontents, and my discontent is more on account of the former than the present administration. I joined in 1895, spending two years at Lambton Quay. In 1900 I applied for a position in the detective office; that was strongly recommended by Inspector Pender. It can be produced, I dare say. At that time, unfortunately for me, there was a little disagreement between Inspector Pender and Commissioner Tunbridge, and I do not think my application received the consideration it deserved. I was continually called from Mount Cook to the Quay to assist in the detective office, and while at Mount Cook I also performed a considerable amount of plain-clothes duty. In 1902 I was acting in the detective office in Wellington when Inspector Pender retired and Inspector Ellison came. Immediately I was ordered back to my station to resume ordinary duties. In 1903 I accepted charge of a country station—Featherston. I accepted that because I thought I had no chance of getting into the detective office, because I considered Commissioner Tunbridge was adverse to my application. I was six years under Inspector Ellison when I was offered promotion to the rank of sergeant, with probably a transfer to Christchurch. For reasons of my own, I did not accept that. I was still anxious to join the detective branch. I was appointed to Christchurch, and then transferred to Lyttelton, Livingstone going to Christchurch. While at Lyttelton I applied for a transfer to Wellington, which I received. I also applied for promotion. That, I understand, was favourably recommended by the sergeant in charge at Lyttelton and by Inspector Gillies. I have now been fourteen months in the detective office. It has been said that a man should have eight years' service before being appointed a detective. If my former plain-clothes duty was taken into consideration it would be seen that I have considerably over two years' service as acting-detective. I have now been fourteen years in the Force. I was strongly recommended for promotion by Inspector Pender, and if it had not been for the slight disagreement between Commissioner Tunbridge and Inspector Pender, I think promotion must naturally have followed five years ago. There are twenty-one or twenty-two detectives who are junior to me; some were not in the Force in 1900, and only four or five were then acting in the detective office. The claims of some men for promotion in the detective branch have been made before this Commission, and that has been my reason for coming forward.

4. Why did you refuse promotion to the rank of sergeant?—Because I had a better liking for the other work, and I thought I would be more suited for it.

5. You had in view plain-clothes work?—I applied in 1900 for a position in the detective office, and was recommended as strongly as any application has been. I dare say it will be produced. I was five or six years under Inspector Ellison, who recommended me for the rank of sergeant. I was in charge of Featherston for five and a half years, and also acted as Clerk of the Court and Bailiff.

6. Why did you apply for a change from Lyttelton?—Because I thought my chances of promotion were obliterated in Lyttelton, and I could not afford to sit still.

7. How many are doing plain-clothes work in Wellington?—Four; three besides myself.

8. How many detectives are there here?—I think there are nine in the office altogether—four acting-detectives, four detectives, and the Chief—nine in all.

9. *Mr. Dinnie.*] I suppose you are satisfied with your treatment as far as I am concerned?—Yes, sir; I have not a great deal of dissatisfaction as far as you are concerned. The only thing was going to Lyttelton.

10. That was to fill a vacancy?—Yes.

11. How long have you been up here?—Two months.

12. What do you say as regards the conduct of the men up here?—I think it is very good. There is one thing I would like to say as regards applications for the Force: the men applying to join it are asked purely on paper. If men when they sent in their application forms were told to call upon the nearest Inspector, and the Inspectors were to have a personal interview with them, they would be able to judge whether the applicants were suitable or not. There has been something said as regards the standard; one constable said he thought it should be lowered; I would say, certainly not. There is no doubt that the physique of the men is not what it was fifteen years ago.

13. *The Commissioner.*] Yet men come up here and say it is as good?—It has been said in Auckland that a little man is as good as a big man. Well, I have been on street duty in Wellington, and other men who have been smaller than me have received more knocks than I have. I am not the strongest man in the world, yet I have never experienced great difficulty in street duty.

14. *Mr. Dinnie.*] What about the conduct of the men?—I consider it is very good.

15. As regards the efficiency of the Force?—I think it can compare very favourably with any other Department of the public service.

16. What do you say with regard to general dissatisfaction as to the control?—There are several discontented men who would be discontented with any control, and they are the cause of the present Commission.

17. That is a few discontented men?—Yes, a few duty men.

18. And it is not difficult to say who they are from the evidence given?—No.

19. Do you know anything of a "special" man being appointed at each centre?—I do not think there is anything in it.

20. What do you say as regards influence?—There has been a lot said, but it is not my experience. I was recommended by Inspector Ellison, and I am sure he was influenced only by my qualifications.

21. You believe in Inspectors recommending men for promotion?—Undoubtedly.

22. And it is on these recommendations that promotions and advancements are made?—I believe so.

23. And you think that is a proper system to work on?—The Inspector should be the judge of any man's qualifications. He is in touch with the men, and if he does not know, nobody should know.

24. And you believe that promotions should be made through merit and seniority combined?—I think seniority should receive the benefit, if things are equal in other respects.

25. You know there are a great many men not capable of being advanced to the rank of sergeant?—Undoubtedly.

26. And that is the reason why these men are not promoted?—One knows that if all the elder men were promoted you could not get the best results.

27. We would not have a very efficient Force?—No.

28. *The Commissioner.*] What are you receiving?—Detective's pay, with plain-clothes allowance, but until I receive the rank—

29. Can you give any reason why you have not received the rank?—Because I have not sufficient experience in the detective office.

30. Is there any rule?—No.

31. You cannot suggest any reason?—There is said to be a rule with Commissioner Dinnie not to promote any man without eight years' service, and at least two in the detective office. He has not taken into consideration my previous service in the detective office.

32. You know of no other reason?—Certainly not.

The Commissioner: Will you deal with that later on, Mr. Dinnie?

Mr. Dinnie: I will consider the case, but I am afraid it will cause great dissatisfaction to the senior men.

The Commissioner: In what respect?

Mr. Dinnie: In respect to service.

The Commissioner: I thought we were dealing with the Force as a whole? He has made out a *prima facie* case, and I shall ask you what is the bar to his promotion to the rank of detective.

Mr. Dinnie: Then I should have to show the merit of the other men.

The Commissioner: No. If you say his services and merit do not justify his promotion that will be sufficient; I have asked for no personal reason against the man. But I am bound to ask you, when a man makes a claim for promotion, why he has not received it. I shall be perfectly satisfied with your answer.

Mr. Dinnie: I will consider it.

The Commissioner: I will not press you for personal discrimination where a man presses his claim for promotion. (To witness): Supposing the Commissioner tells me he does not consider you worthy of it, I shall take that as his answer. I shall ask the Commissioner later on.

Witness: I have no doubt that by waiting another twelve months he will give it to me, but I was afraid that this Commission might make some recommendations and other men have come before me.

Mr. Dinnie: Of course, he has only been a short time a detective, and I have not seen sufficient of his work to know what he is capable of.

The Commissioner: When you have looked into it, if you think his is a case worthy of promotion, you can tell me so.

Witness: I would like to read what Sergeant Briggs, of Mount Cook, and Inspector Pender thought of my qualifications. Sergeant Briggs reported: "Hammond is a really good man, and has a good knowledge of the criminal class. I am certain he would make a good plain-clothes man, and, if the opportunity occurs, I sincerely hope my superiors will favourably consider his application. He has done good work at Mount Cook." Inspector Pender's minute, in forwarding the application, states: "I am afraid crime is on the increase in the city, and the services of a man like Hammond, who is full of energy, would be invaluable just now in plain clothes. The constable has proved himself a suitable man in every respect for plain-clothes duty. Please see report returned to your office on the 30th ultimo respecting the constable's conduct in a case in Christchurch." I happened to be connected with a case in Christchurch, and at the conclusion Inspector Ellison forwarded the papers to Inspector Pender, drawing attention to my praiseworthy conduct. That application was forwarded to the Commissioner with a note from Inspector Pender: "This man would make a good detective." Commissioner Tunbridge's reply was: "This application will be considered when future vacancies occur. From return attached of crime committed in the city during the months of August, September, and October, 1899, and the present year, there appears to be a decrease instead of an increase." That will go to show that Commissioner Tunbridge was not in accord with Inspector Pender's recommendation, because he took the trouble to have a return prepared to show that crime was on the decrease when Inspector Pender said it was on the increase. That reply of the Commissioner went back with another note from Inspector Pender: "I am in want of another man in the detective office, and, in my opinion, Constable Hammond is the most suitable man in the district for the position."

33. *Mr. Dinnie:* Well, the Commissioner was right as regards the crime?—He had three months for it.

JOHN FOSTER, Sergeant, examined on oath. (No. 258.)

Witness: I am stationed at Petone. I was enrolled in 1892 the last time. I was formerly enrolled in 1878, and resigned in 1887. I was promoted in 1906, at the age of forty-five. After promotion I did sectional duty in Dunedin for nearly three years. Petone is the first sub-district I have been in charge of as a sergeant.

1. *The Commissioner.*] To what do you attribute the falling-off in the recruiting at the present day?—The lack of pay, and the Force being not sufficiently attractive.

2. What would make it more attractive?—I cannot offer any opinion except that the pay is the principal thing why young men do not come forward; and another thing is that they do not like the discipline.

3. After you were promoted, did you find any difficulty in doing sectional duty on physical grounds?—Not the least.

4. What would you fix as the maximum age for promotion to the rank of sergeant, keeping in view the fact that he is required to do sectional duty?—I would leave that to the Inspector whether he thinks a man fit to occupy the position, or to the Commissioner.

5. How would the Commissioner know about a man's physical capabilities?—He has the men's records, sick leave, &c. If a man is sick he gets a doctor's certificate.

6. Would it be advisable to require a man to be medically examined before promotion?—No, I would not be in favour of that. Dunedin is as hard as any city, and I did not find any difficulty there.

7. You must be better than some men, who say the duty is very trying?—A man on sectional duty in a city has easier work than one in charge of a country station. He has only eight hours' work, and is then done. A man in the country works from 9 in the morning till 12 or 1 at night.

8. You would not fix a maximum age?—No.

9. *Mr. Dinnie.*] Have you had any inquiries to make in respect to applicants for enrolment?—A good many.

10. These inquiries are carried out very strictly, are they not?—Yes; they could not be more so.

11. What do you say as regards the conduct of the men generally?—It is very good; it is very much better than it was in 1878.

12. Is efficiency and discipline well maintained now?—Yes.

13. *The Commissioner.*] Is the physique quite as good as it used to be?—Yes, I think so.

14. *Mr. Dinnie.*] Do you know of any general dissatisfaction because of the present control?—No; the only dissatisfaction I know of is in regard to the amount of pay and the amount of leave.

15. What about influence?—I cannot give any instance where it has been used; there have been always rumours of it.

16. *The Commissioner.*] I can give you hundreds of cases where it has been used, but the question is whether it has been effective?—I know of no case.

17. *Mr. Dinnie.*] Have you heard anything about a "special" man being maintained by me?—I did hear of a "special" man in Dunedin for Mr. O'Brien's use.

18. Not for mine?—No.

19. *Inspector Ellison.*] Do you not think the discipline and restrictions a constable is under when he joins the Force have a greater tendency to prevent young men from joining?—Most decidedly.

20. That is one of the principal objections?—Yes.

NATHANIEL MILLER, Sergeant, examined on oath. (No. 259.)

Witness: I am in charge of the Masterton sub-district. I have been over three years there. I was enrolled in 1880, and promoted in 1902, at the age of forty-five. I did sectional duty for about two years in Wellington, and was sent to Gore, where I remained about two years. From there I was transferred to Masterton, where I have been ever since. I did not apply for a transfer from Gore, and did not want it.

1. *The Commissioner.*] Was any reason given you?—No.

2. You are in as good a district now?—I was as well off where I was.

3. How many men have you under you?—Four.

4. In regard to the difficulty in recruiting men, you know men are not coming forward as they might?—I have heard so.

5. It is a fact. To what do you attribute it mainly?—I suppose the men who otherwise would come forward think they can do better on account of the rate of wages elsewhere.

6. Are you ever applied to by young men for information in regard to joining the Force?—Not very often. I do not know of any person who has actually come and asked me how to go about joining the police.

7. There are lots of young men about your district?—Yes.

8. Is it from lack of knowledge of what is required that they do not seek to join?—I suppose it is simply because they can do better in the matter of wages.

9. You think the sphere of selection would be greater if the pay were raised?—Of course it would.

10. How do the men of to-day compare with men of former days, in your experience?—There is not much difference in them. There will always be an odd hard case in the police. The men generally, I should say, are as good as they used to be. A good many are rather younger when they join the Force than they used to be.

11. And have not so much ballast?—Yes.

12. Do you think it would be a good thing to extend the period of probation before final enrolment?—Probably; I would extend it six months.

13. You would have three months in the training-depot and three months on probation in the Force?—Yes.

14. What should be the maximum age for the promotion of men?—It would not be wise to promote a man to be sergeant after forty-five; it would not be in his own interest, I think.

15. How did you stand the sectional duty after your promotion?—I considered it the hardest work ever I had in the police.

16. You would not compare it with work in charge of a station?—No. I heard the last witness talk about being in charge of a station. Of course, a man does have long days occasionally, but he is his own master at other times.

17. A man should be physically sound to take a position as sergeant?—Yes.

18. *Mr. Dinnie.*] When you were transferred you were not asked whether you were willing to be transferred or not?—I think the Inspector sent me a telegram to ask if I would take charge at Masterton.

19. You have had some little trouble up there in consequence of carrying out your duties strictly?—I have done my best.

20. They are inclined to want you removed, are they not?—Yes.

21. *The Commissioner.*] Who?—Some of the people.

22. What have you been doing?—I believe it is in connection with the liquor trade.

23. Because you have enforced the law?—Well, I have been trying to do my best.

24. What class of people?—Well, I have been repeatedly told, and it has been currently reported, that I was going to be shifted.

25. Who was interested in doing so?—I do not know where the reports originated, but they were current.

26. Now there are no hotels you will have a happier time?—I do not know.

27. *Mr. Dinnie.*] Anyhow, you have not been shifted?—No.

28. Have you ever had occasion to make inquiries in respect to candidates for enrolment in the Force?—Yes.

29. Are they carried out strictly?—Yes; I have always done it to the best of my ability.

30. As to the conduct of the men generally?—The men are just as good now as they were in the old times.

31. As regards physique?—We have some very good young men in the police, and some are not so good; it was always the same.

32. As regards the efficiency of the Force at present?—I think it is just as good now as it was at any time.

33. Is discipline well maintained?—Yes, certainly, as far as I know.

34. Do you know of any general dissatisfaction in regard to the present control?—No.

35. There will always be a few dissatisfied men in all Forces?—Yes.

36. What do you say as regards the system of promotion? Do you believe the Inspector should recommend men?—Certainly.

37. He is in the best position to judge of their qualifications?—Of course, he should be, and he should have the say whether a man should be promoted or not.

38. Should the standard of education be lower, or kept up to the Fifth Standard?—I think it is high enough. If a man is not very well educated when he joins, if he is inclined to learn his duties and to improve himself, he would soon be very well fitted for a policeman if he had only passed the Fourth Standard.

39. We send out application forms, and a great many are not returned because the men have not passed the Fifth Standard, and will not apply: do you think, if we reduced the standard, we would get men of the farming class, who would make good constables?—You might get an odd man who would make a good constable if inclined to improve himself.

40. You have no grievance yourself?—No.

41. *Inspector Ellison.*] Do you think young farmers are likely to join the police?—I do not think so.

42. They are much better off farming?—Yes.

43. They would make as much at farming in one year as they would in the police in ten?—Yes.

44. You have heard it suggested that farmers' sons were likely to join the police: do you think it probable?—It would be the exception.

45. They would be men who were failures at farming?—Yes, and an odd farmer's son occasionally; there is one stationed with me who is a very good constable.

46. But, as a rule, they are not likely to join the service?—Certainly not.

47. You have served under me here and in Masterton. A constable made an allegation yesterday that I was reported not to carry out the licensing laws, and that I was a bully: do you know anything of that?—No, not while I was under you; and since I have been in Masterton you have always assisted me in every way to carry out the licensing laws.

48. Has my conduct to you been reasonable?—Very; and I never heard otherwise.

49. *Mr. Wright, M.P.*] Was no-license in force when you were at Gore?—Yes.

50. Were you active in prosecuting sly-grog sellers?—I cannot say I was; I was connected with one or two cases.

51. You prosecuted some persons for sly-grog selling?—There were some prosecutions, but I was not exactly the originator.

52. But they took place in your time?—Yes.

53. Did that make you unpopular in the district?—I do not know that it did.

54. Then, why were you transferred?—I do not know.

55. As far as you know, there was no just reason for your transfer?—I do not know.

The Commissioner: The answer would be probably that it was in the interests of the service, unless it can be shown otherwise.

56. *Mr. Wright, M.P.*] Masterton is a "dry" district?—Yes.

57. I presume, as a sergeant, you are loyal to the licensing laws of the country?—I try to be so to all the laws.

58. If you are known to be a faithful officer in administering the licensing laws that may account for the desire for your removal from Masterton?—Probably; but it was ever since I went to Masterton.

59. Do you connect the seeming hostility to you with your administration of the licensing laws?—Yes, certainly; I believe that is how it originated.

60. So far as you know, you are a good and capable officer, and do your work satisfactorily?—Yes, I do my best.

61. There are no black marks against you?—Oh, I dare say there are.

62. Seeing that when you first went to Masterton it was a licensing district, the hostility to you must have come from the same section of the community who heard of your work at Gore?—I suppose it did.

63. Is it your opinion that if a man successfully enforces the licensing laws against licensed victuallers he will not be promoted?—I do not think so. I always try to enforce them, and I believe I was at one time shifted from a station through doing so.

64. From where?—Mosgiel many years ago.

65. You were shifted from Mosgiel and Gore, and at Masterton there was an agitation to shift you again?—Yes.

66. It seems, then, when a police officer takes a stand in administering the licensing laws he is liable to be harassed and punished?—He may be.

67. Do you not think, if a man on a station allowed the licensing laws to go by default and winked at breaches of the Act, he would get on better?—He would not get on very well for long.

68. It seems fairly clear that because of your efficiency in the administration of the law you have at least been shifted about?—Well, I never blamed that for shifting me except from Mosgiel.

69. Is it not a coincidence that you should be shifted from Gore?

Inspector Ellison: You were specially shifted from Gore as a good man who was willing to come to Masterton, where we wanted a good man.

Mr. Wright, M.P.: It is a pity he was not told that.

Mr. Dinnie: We wanted a good man there, and we got one.

BARRETT RUTLEDGE, Sergeant, examined on oath. (No. 260.)

Witness: I am in charge of the Mount Cook sub-district. I have nineteen constables, three sergeants, and an acting-detective under me. I was enrolled in the Armed Constabulary in 1885, and transferred to the police in 1886. I was promoted sergeant in 1904, and did sectional duty on Lambton Quay till 1907, with the exception of six months at the Christchurch Exhibition. I have been in charge of Mount Cook since September, 1907—that was my first charge as sergeant. All I have to suggest has been already mentioned. I consider constables should start at 8s. a day, rising by increments every three years to 10s. I think recruits should be on probation for twelve months.

1. *The Commissioner.*] That is nine months beyond the period in the training depot?—Yes. A constable should go into the training depot for three months, then come out and be still on probation, and at the end of nine months the Inspector of the district should be called upon to report on him, and also the sergeant he was under. If he is not then considered suitable, his services should be dispensed with.

2. I quite agree with a period of probation, but it has been suggested that if the period is made too long it might be a bar to men entering the service, with the risk of losing twelve months if not retained?—It would not be a bar if the term of probation were allowed to count for seniority if he is accepted. During probation the pay should be 7s. 6d., and afterwards 8s. on acceptance. In regard to the standard of education, no doubt it keeps a number of men back in a way. I have known men to come to me and say they could not pass the standard. If the standard were reduced to the Fourth it would no doubt be a greater inducement, because it is not the best educated man who makes the best policeman—far from it.

3. You would make it more elastic?—Yes. I consider the present house-allowance should be increased to 1s. 6d. a day for a constable; a sergeant and detective should get 2s. A sergeant's pay should start at 11s., and go up to 15s., the same as detectives, by an increase of 1s. every four years. Station sergeants should get 16s. 6d., as Chief Detectives do. In regard to travelling-allowance for married constables and sergeants, I think, when travelling on transfer, saloon passages should be granted on steamers, and the same to constables, except when on escort duty with prisoners. No man should be promoted to sergeant over forty-five years of age; they should be medically examined, to see if they are capable of doing the work, because sectional duty necessitates a great deal of running about—more than the charge of a station; and if a man is not medically fit, he cannot get about to visit the men on the beats, which is a most necessary duty. There is a great amount of duty thrown on the police which could be done by other departments—the Education Department, for instance. On my station it takes one man to do the work of that Department, if he worked eight hours a day; there are inquiries, and the collection of maintenance fees in connection with industrial-school children, and matters of that sort.

4. Is there anything to do outside the Industrial Schools Act for that Department?—There is the maintenance money for boarded-out children under the Infant Life Protection Act. Then there is the inspection of machinery-work, old-age pensions, &c.; in fact, in my district alone two men are kept going; and they could not do it in eight hours a day. There is another thing I would urge. The police should not be Inspectors of Weights and Measures in the main centres; I submit civilians should be appointed for that work. In country places, of course, the police might do it, where they act as Inspectors of Factories. I advocate that the four men now employed on this work should be employed in ordinary police work.

5. Is this not regarded as work for men who have ceased to be capable of active police duty?—Not in all cases.

The Commissioner: It is so, Mr. Dinnie, is it not, very often?

Mr. Dinnie: Yes, when we have a man of that description.

Witness: There is another matter. When the Commission sat in Christchurch Sergeant Hodgson made certain allegations about the discipline at Mount Cook. I should like to hear his evidence on that point. [Evidence read.] When I took charge at Mount Cook I had a batch of probationers, and I adopted the system carried out by my predecessor; but I made certain alterations, so that I could see everything went right during my absence. I produce the kind of list made out by the probationers, which shows what time they go out and what time they return. The probationers' list is also attached—so many men in reserve, so many on leave till 10. The watch-house keeper's duty was to visit the rooms at 10, and see that each man was present, and after making the visit he had to note it in the way you see in these papers. The rooms were occasionally visited by sectional sergeants. I also visited the rooms occasionally myself. Although I am living some distance away, I frequently go back to the station at 11 or 12 on Saturday night. There was an instance where we thought a couple of men were overstepping the mark, and I used to wait at the top of the stairs for them. Sergeant Dart also came there occasionally and watched with me, and we inspected the men after they were in their rooms at 10. I had charge of the men from 5, when Dart left, till 9 the following morning. These men were told off for various duties. It was laid down in black and white what each had to do: they had to be up at 6, so many cleaned the yard, so many one thing and so many another, and if a man did not do his portion he had his leave stopped that night, and was kept on reserve. As for drunkenness and hoodlumism, there was none of it during my time, and had there been the watch-house keeper would not have neglected to report it. The men in the watch-house were picked men, who could be relied on.

6. How do you suppose Sergeant Hodgson got his information, or what he imagined to be information, for he seems to know nothing himself?—He was very unpopular amongst the men; he was in charge at Manners Street, and promoted to be sergeant from there.

7. His unpopularity would scarcely be sufficient explanation of his statement?—Night-duty men and others had to visit the Manners Street station, and my own men complained to me about the treatment they received from him; he would not let them have the use of the w.c.

8. Did you ever report it?—No; it was only a trifling thing. My men kept away from him afterwards. This was the system adopted right through till the probationers left for the training depot, where they are now, in the latter end of last year. I wish to touch on a point mentioned in evidence yesterday, in reference to sergeants visiting the rooms after 11 at night. At Mount Cook the rooms are visited every night regularly. The sergeant opens the door, turns the light on, and sees that all are present, and goes out again. No noise is made.

9. That is not sufficient to wake them if they are sleeping?—No. I want to show it is necessary to have the visit, as some are agitating against it. When first I went to Mount Cook they were getting out after hours, and the sergeants were not visiting the room; but they are paying visits to the rooms now, and have been ever since I have been there.

10. The object of the agitation, then, is to obtain a laxity of supervision?—That is so; and if leave were granted till 12, men would not get their proper rest. There is no trouble in a man making application for leave; the forms are there, and they have only to sign their names. No leave is refused unless a man comes off at 9 and has to go on at 5 a.m.

11. Do you always require reasons to be given?—No. If a man applies for leave after coming off at 9, and has to go on at 5, then I want to know the reason. There is another matter: Besides being in charge at Mount Cook, I am Acting Clerk of the Court. Justices sit there in the morning.

12. *The Commissioner.*] You keep the records, and report to the Clerk of the Court?—Yes; and the money and the charge sheets are sent down. Since January, 1908, up to September this year £378 has been paid in. This shows the work that is done. I get no remuneration for it.

13. *Mr. Dinnie.*] As regards Willetts, is this your report in regard to him?—Yes; it is based on what I observed myself: "I beg to report having known Willetts for four years; I have found him a sober, steady man."

14. Do you know anything about the inquiries made in respect to applications for enrolment in the Force?—Yes.

15. Are they not more strict than they were hitherto?—A great deal more. An applicant last night refused to furnish particulars, on account of the inquiries being so strict.

16. You think they are satisfactory in every way?—Yes. The trouble is this: A lot of people employ persons, and they give them the best of characters, and will not tell any one who inquires what was the cause of their leaving, because they do not want to injure them.

17. Then, unless there is something very serious, the police might not get to know?—No; unless it leaks out in some other way.

18. What do you say as regards the system of training probationers, having seen a great deal of it?—It is very good, but, as I stated, I think they should be three months in the depot and nine months on practical probation before final acceptance by the Commissioner.

19. You think three months is sufficient on the drill ground?—I imagine so. They are on their best behaviour then, and after they come out of the depot, and are sworn in, a man may be found to be a bit of a "waster," and it is difficult to get rid of him.

20. Do you not think six months' probation would be enough?—As long as there is some kind of probation. The men want to be on the street for a certain time, to see how they get along. They are on their best behaviour in the depot, because they know if they commit themselves they will be bundled out.

21. What is your opinion as regards the efficiency and discipline in the Force at present?—I have been twenty-four years in the service, and the discipline is better now than when I joined.

22. Do you think the standard of education should be reduced?—I think it should be reduced to the Fourth. I only passed the Third myself.

23. You have improved yourself since?—Yes.

24. A man can always do that if he wishes to get on?—Yes.

25. Do you know anything in regard to influence?—I challenge any one to say I have used it, either directly or indirectly, to benefit myself.

26. Do you know of any case in which it has obtained?—I cannot say I do; I hear rumours.

27. Do you know of any general dissatisfaction as regards the control of the Force at present?—There are men who would be dissatisfied if they were made Commissioners. I know of no general dissatisfaction.

28. Do you consider the physique of the men as good as it has been?—It varies. Years ago, when I first joined in Dunedin, every man in the MacLaggan Street Station was 6 ft.

29. A batch went out not long ago averaging 6 ft., did they not?—Yes. At present we have at Mount Cook as well-built a set of men as you could get.

30. *The Commissioner.*] Do you attach much importance to physical training?—Not so much; a little is right enough.

31. *Mr. Dinnie.*] Do you think police ought to be able to shoot well?—A little drill does no harm.

32. Military drill?—Yes.

33. Have you heard anything about a "special" man?—Not till the Commission started.

34. You know Constable Green's history pretty well?—Yes.

35. What do you know of him? What occurred in respect to the matter in which he was reduced?—I was in Dunedin at the time. He was charged with being absent from barracks, with assault, and drunkenness.

36. Was the charge proved?—He was reduced for it.

37. How do you regard him?—As a man I would not tell anything to.

38. Is he not a bit of an agitator?—He has always been termed so.

39. *Inspector Ellison.*] You have rather a good set of men at Mount Cook?—Yes.

40. You have been in Wellington since I took charge?—Yes.

41. Have you ever seen any incivility or discourtesy in my conduct to yourself or other members of the Force?—No; the first I heard of it was yesterday. I have been treated well, and with every civility, by you.

42. You heard the suggestion made by Constable Taylor yesterday that I did not enforce the licensing laws fairly?—I was surprised to hear it, because I know when you took charge here you did more in regard to the hotels than had been done previously, and saw that they were kept in order.

43. What is your experience of how the hotels are conducted now?—They are well conducted now. We have no trouble over after-hour or Sunday trading.

44. I have frequently consulted with you about the conduct of the hotels?—Yes; you have spoken to me about it frequently, and have given me instructions to have them visited at certain hours, and have also given me instructions how to go about it.

45. And that has been done?—Yes.

46. You know Constable Taylor: would you like to have him at your station?—I do not want him.

47. *Constable Taylor.*] Did you ever tell me to put in an application for Mount Cook?—You asked me some time ago did I think, if you put in an application for mounted duty, you would stand a show. I said you had no show, because there were two men already in the position.

48. Did you not ring up Wellington South, and say that a constable was in some trouble over some woman, and was likely to be disgraced, and I would be wise to put in an application?—Ridiculous.

49. Did you mention to any one in a car to-day that I was a fool to lodge a complaint against a superior officer?—I did not use the word "fool."

50. *The Commissioner.*] What did you say?—I said it was foolish to lodge a complaint against any person unless you were in a position to prove it.

51. *Constable Taylor.*] You were not aware it was my father you were speaking to?—No; and it would have made no difference to me if I had, because I would say it to your face.

52. You did not ring up and tell me to put in an application?—No; the thing is ridiculous. Why should I ring up and tell a man to put in an application for a position over which I had no control?

53. Did I ring up and ask if there was some trouble at Mount Cook, and ask if it was any use my putting in for mounted man?—You rang up, and afterwards saw me on the street. You did not ask me about any trouble at Mount Cook.

54. Did you not say you were forwarding a complaint to the Inspector, and advise me to put in an application at once?—No.

55. *The Commissioner.*] Do you think this man ought to be under a sergeant?—I do.

56. At what age were you promoted to be sergeant?—At forty.

57. How old are you now?—Forty-four.

58. What period of sectional duty did you have?—About two years.

59. After your experience, what is the maximum age at which a constable should be promoted, having regard to the fact that he would be required to do sectional duty?—Not after forty-five years of age; and he should be submitted to a medical examination as to his fitness previous to promotion, because a sectional sergeant has very hard work to perform. I had twelve men to visit, and only for using my bicycle at night I could not do it. A number of men stay in the police for years, get varicose veins, and are not fit to carry out the work properly; they cannot get around the beats.

60. There is a constable in Canterbury who called a great deal of evidence in regard to being passed over in the matter of promotion. After calling a number of witnesses, he specially requested that you should be asked regarding his qualifications. I refer to Constable Jackson, at Addington?—He was stationed in Moawhanga. I would not wish for a better man. The only thing is that he has not got the best of education. I know sergeants who would not come up to him.

61. Certain sergeants have stated that he was a good constable: would he make an average sergeant?—He would make a sectional sergeant, but to place him in charge of a station would be out of the question.

62. Is he up to the standard?—He is up to the standard of many sergeants now.

63. *Mr. Dinnie.*] I suppose there are other constables you could speak the same of?—Yes.

STUART RICHARDSON, Electrical Engineer, examined on oath. (No. 261.)

Witness: I am tramways engineer, and manager under the City Corporation.

1. *The Commissioner.*] A case was mentioned yesterday of a man formerly in your employ as conductor named Willetts. It seems from his statement a complaint was made by a lady on account of some incident which occurred on the car of which he was conductor: have you any correspondence in regard to the matter?—Yes; here is the file:—

"Report re complaint by Mrs. —, Tinakori Road.—Mrs. — stated that she and her daughter boarded an Oriental Bay car at 11.25 on the 3rd instant. When she tendered the fares to the conductor he remarked, 'What have you got in your purse?' Mrs. — was surprised at the remark, and replied, 'My money, of course.' He then repeated the remark, and on looking at her purse Mrs. — saw there were two small crabs in it. She immediately dropped the purse, and on recovering from the shock she picked it up and closed it, and rang the bell for the car to stop at the next stopping-place. As they prepared to alight the conductor said to her daughter, 'What is that behind you?' On looking, she noticed a crab on the seat alongside her. She screamed, and rushed across to the other side of the car. On alighting from the car Mrs. — shook the crabs out of her purse, and in doing so she dropped a trinket, but did not discover she had done so until she was in Cuba Street. She was obliged to return to Oriental Bay again, and

managed to find it, after some trouble. On the trip to Oriental Bay in the morning she asked the same conductor if the car stopped at Hay Street, and he replied, 'You mean Straw Street.' Noticing that he was inclined to be impertinent, she said no more, but rang the bell when they approached Hay Street. When she rang the bell the conductor remarked, 'What did you ring the bell for after asking me to stop the car there for you? Will you ever know that cars stop at Hay Street?' Mrs. — and her daughter were very much upset at the incident."

"To the Manager, W.C.E.T.—SIR,—I would be pleased if you could accept my resignation.—Yours sincerely, Conductor WILLETTS."

"S. RICHARDSON, Esq., City Electrical Engineer.—SIR,—Will you please furnish me with a copy of my application for my discharge from your employment; also a statement from yourself stating whether I gave satisfaction when in your employ, specifically setting forth whether at any time 'I was guilty of making immoral or indecent suggestions to lady passengers,' and in consequence of which I was dismissed from the tramway service? You will observe that is the allegation made, and, as it is without the slightest foundation, I contemplate taking steps to vindicate my character from the stigma placed upon it. Thanking you in anticipation of an early reply, I remain, yours, &c., JOHN WILLETTS, Constable."

"Constable John Willetts.—DEAR SIR,—In reply to your request of the 27th instant, I enclose herewith copy of your resignation from this service. Regarding your inquiry whether at any time you were guilty of making immoral or indecent suggestions to lady passengers, I beg to inform you that I have no knowledge or record of any report to this effect. If necessary, I shall be pleased to answer any inquiries or produce your record of service should the Commissioner desire it.—STUART RICHARDSON, Engineer and Manager."

2. *The Commissioner.*] Did you have an inquiry?—Yes, and that is the result. These are my remarks: "Conductor Willetts was in the Permanent Forces eight years, and much of his duty consisted of training recruits. In dealing with the public he cannot get out of his abrupt and sarcastic methods of dealing with recruits, and to this the public object. He is not suitable for conductor for this reason, but is said otherwise to be about the average run of conductor."

3. Were you applied to by the police for information in regard to the man when he applied to join the police?—Not that I know of. I have no recollection of it.

4. Had you been, what would have been your attitude, because it might be a matter of opinion whether a man who behaved in this manner would be suitable for enrolment?—I cannot do better than refer you to the note I made—I would have conveyed that to the police.

5. This is the report of Sergeant Murphy: "I respectfully beg to report that I have interviewed Mr. S. Richardson, tramways and electrical engineer, and he states that the attached testimonial was signed by him, and speaks very highly of John Willetts." Willetts also encloses in his application a testimonial from Humphries Bros., builders and contractors, as follows: "To whom it may concern. This is to certify that Mr. John Willetts has been in our employ for the last three months, during which time we have always found him sober, honest, and an industrious worker." The testimonial from Mr. Richardson is as follows: "To whom it may concern. Mr. Willetts was in the employ of this department as conductor from the 15th February, 1907, to 5th December, 1907, and resigned from the position as he found the work was not congenial." Do you trace any connection between the complaint against Willetts and his resignation?—Not in that.

6. On what ground did he state he found the work not congenial?—He merely stated it to me.

7. He does not state so in his letter of resignation?—No.

7A. It was the result of a conversation you had with him?—Yes; apparently before he handed in his letter of resignation.

8. I notice there is no recommendation at all in this document?—No; I did not wish to say anything against him. I have nothing particular against him, except his manner.

9. This incident seems to me a very grave act of incivility and discourtesy to the public on the part of a man in the employ of the Corporation: would you not consider it so?—Yes.

10. Would you consider him a fit and proper person to continue in your service as a conductor in the face of that?—No; I stated he was not.

11. The point I want to get at is whether such steps were taken by the police as would insure them getting the necessary information regarding this man, to enable them to judge whether he was a fit and proper person for the Police Force?—I do not remember any application being made to me by the police.

The Commissioner: If the Commissioner had been made aware of the circumstances under which he left the employ of the Corporation he might have hesitated to enrol him.

Mr. Dinnie: I may say at once, I would not have accepted him.

The Commissioner: I am glad to have your assurance. It seems to me a very serious matter that you are not, whatever inquiries you may make, placed in possession of the fullest information in regard to the conduct of an applicant—a very serious matter indeed. I am glad Mr. Richardson has the opportunity of stating how the information was not given when application was made to him.

Witness: I do not remember any application being made.

The Commissioner: We are trying to secure that the suitability of all candidates for enrolment shall be ascertained before enrolment, and here is a case which points to a very weak spot in the system, if responsible officers do not think it their duty to supply the Government with the fullest information.

Witness: This was not for the Government, was it?

12. *The Commissioner.*] According to the sergeant's evidence, he applied to you, and this is his report?—But that was not given to the sergeant.

13. No; but on the strength of that the application was made to you?—There were no further inquiries made of me that I remember.

MICHAEL MURPHY, Sergeant, examined on oath. (No. 262.)

1. *The Commissioner.*] You know Willetts?—Yes.
2. Do you remember the fact of his making application to you to be enrolled?—Yes; I remember getting the papers connected with his application.
3. Do you remember making this report?—Yes.
4. What did you do so far as Mr. Richardson was concerned?—I was instructed to see him, and I asked him whether the signature to the character was his. He said it was. I asked what sort of man Willetts was. He said he was a very good man, that he had resigned from the tram service.
5. You are quite sure he said he was a very good man?—Yes.
6. You reported accordingly to the Commissioner?—Yes.
7. That was all that passed?—Yes.
8. *Mr. Richardson.*] Are you sure you saw me personally?—Yes.
9. It was not the Assistant Engineer you saw?—No; yourself.
10. *The Commissioner.*] Did you tell Mr. Richardson the purpose for which you required the information?—Yes; I said he was applying for enrolment in the Police Force.

STUART RICHARDSON, Electrical Engineer, further examined.

1. *The Commissioner.*] You have no recollection of this, Mr. Richardson?—No.
2. What would you consider to be your duty in a matter of this sort? Do you consider that there should be a complete community of interest between the Commissioner of Police and yourself to see that no unworthy person enters the Force, or do you consider it merely your duty to say he resigned from the tramway service, and nothing else?—I should consider it my duty to put this statement of mine before them.
3. Of course, that would have led to the Commissioner asking you for full information?—Yes.
- The Commissioner.* The Commissioner states that if he had seen that document he would never have enrolled this man.
4. *Mr. Dinnie.*] You did not think much of the circumstances if you retained the man in the service?—We retained him for about a fortnight.
5. You could not have thought the occurrence very serious or you would not have retained him at all?—Apart from his manner of dealing with passengers, we got no other complaints against him at all.
6. You do not suggest that the sergeant did not see you?—No; I have a great number of people seeing me, and the circumstance may have slipped my memory.

GEORGE MORRIS, Dairyman, examined on oath. (No. 263.)

1. *Constable Taylor.*] Do you remember the case of the Police *v.* Searl for theft?—Yes, I was a witness.
2. Do you remember being taken to the district office to get witnesses' expenses?—Yes.
3. What happened?—Constable Taylor asked me, after the case was over, to come over to the central station to get my expenses. While I was there Inspector Ellison came along the corridor, and said to Taylor, "What are you doing there?" He replied, "Getting the witness his expenses." Mr. Ellison said, "Get out of this; don't you know the expenses have to be paid in Court?" I went outside, and heard nothing more. I thought it was a very poor way for one man to speak to another. If it had been my case, I would have handed in my uniform.
4. Did you speak to any one about it?—I mentioned to Sergeant Mathieson the way in which Inspector Ellison dealt with you.
5. Why?—Because I did not think it was a right manner to speak.
6. Did you ever hear any other man speak to his subordinate like that?—No.
7. Did he say anything about me learning my duty in the district office?—Yes; he said you ought to know your duty by this time. He said, "Don't you know expenses have to be paid in Court?"
8. *Inspector Ellison.*] Will you state the exact words you heard?—To the best of my memory, I have repeated them.
9. Did any one remind you of the words after you left?—No.
10. Have you been speaking of them with Taylor or the sergeant?—No; only on the night of the case I mentioned the matter to Sergeant Mathieson. The next I knew was when the constable came to me for a report.
11. When was that?—About last Thursday.
12. Were the words I used not, "You know you should not be here; you know this is not the place to get expenses—that they should be paid in Court"?—No. You said, "You must get out of this; you ought to know your duty by this time—that expenses have to be paid in Court."
13. *The Commissioner.*] Why did you mention the matter to the sergeant afterwards?—We were talking over the case and I happened to say that it was no easy game being in the Police Force if a man was spoken to in that way.
14. *Inspector Ellison.*] There were no offensive or "swear" words used?—No; it was the manner in which it was said that I noticed. There were no "swear" words used.
15. Did I seem to be in a hurry?—You were standing in the corner, I think, when we first went in.
16. Did I not walk straight up the corridor into the office?—Yes.
17. Did I come up quickly?—Just an ordinary gait.
18. Then you went out?—Yes; and you called Taylor back and spoke to him.

EDWARD WILKINS WATSON, Civil Servant, examined on affirmation. (No. 264.)

Witness: I am an officer in charge in the Land Tax Department. There was a lady who was slightly mentally deranged. Her husband, who was a steward on a boat, was away in Port Chalmers, and there were two little children, of eleven and thirteen, at home. Dr. Ewart and another doctor attended her, and Dr. Ewart would not take the responsibility of allowing her to remain by herself, and passed the matter over to the police. I thought the best thing I could do was to see if I could arrange for the matter to be dealt with as quickly as possible—for her quiet removal to the mental hospital. I talked the matter over with Sergeant Mathieson, who had the case in hand, and he said, "I have instructions to do certain things; you had better see the Inspector." I saw him, and told him I was representing the woman's husband, and I asked him if he could arrange for Sergeant Mathieson to go with the woman—that he was in the woman's confidence, and she would do anything for him—that we wanted to avoid a screaming woman being taken away by a policeman. The Inspector said he did not want instructing in the way to conduct his office—that he was quite competent to do it himself. Then I went out. At 1 o'clock, when I left my office, I saw the Inspector in the street, and he nodded to me. I asked if anything had been done. He said he did not know anything about it; "You inquire at the watch-house; the police want their dinner like any one else." That was the treatment I got.

1. *The Commissioner.*] How do you think subordinates would be treated under the Inspector?—If they were treated the same way as the public, God help the subordinates; that is all I can say.

2. *Inspector Ellison.*] When you spoke to me about this lady, did I not take you to the sergeant's office?—Certainly not. I walked out of the office. When I saw you at dinner-time you told me the police wanted their dinner, and I had better inquire at the office. Then you apparently thought better of it, and came back off the street, and followed me, and told the sergeant to give me any information I wanted. He certainly did that. I was in a position to pay, and would have paid £50 to get the woman away with as little fuss as possible.

3. Did I not tell you the woman would be taken away in the usual manner—that I could not take the responsibility of leaving her another day—that Dr. Ewart said it would be dangerous for the children?—Nothing of the sort.

4. What time was this?—Nine o'clock sharp, or about three minutes to.

5. Did I tell you I had seen Dr. Ewart?—I would not swear whether you did or not.

6. Will you swear you were in my office at 9?—Yes; I was in my own office at seven minutes past—just too late to sign the book.

7. Did you not leave your office to come to mine?—No; I went into your office on my way down.

8. Did you not want the woman left a day or two longer?—No; it was suggested originally, but not by me.

9. Did you not tell me about it?—No; I said Sergeant Mathieson had arranged with the hospital people. You said he had got his instructions from you.

10. As a matter of fact, I never spoke to Sergeant Mathieson on the subject?—He gave me to understand he got his instructions from you.

11. What did I say when I came back to the office?—You told the sergeant to give me any information I wanted.

12. What information did you get?—He told me the position—that the Matron and some one else were going up in the afternoon.

13. Did I not tell you, in the presence of the sergeant, that Dr. Ewart said the woman could not be left safely with her children?—No.

14. And that we would try to get a woman to look after her—that the Matron might know of one?—No; Sergeant Mathieson and myself had already installed a woman in the house—a woman from Island Bay.

15. Did you not tell me the woman was alone?—Yes.

16. And I said I could not take the responsibility of leaving her?—I would not say whether you did or not.

17. Did I not say that the Act laid down certain things for me to do—that I would send an officer to see her, and we would have to report before the Magistrate on oath?—No; you said the Act laid down the rule that Sergeant Mathieson was to follow.

18. Did you not come into my office last Saturday night?—Yes.

19. Why?—To tell you what I thought of you.

20. What did you say?—I said what I thought of you. I told you I had been persuaded by one or two of my friends to appear before the Police Commission and state the treatment I had received from you. I told you in plain language what I really did think of you.

21. Who persuaded you to come?—Several of my friends.

22. Will you tell me the names?—I do not see that it concerns you.

23. Did any of the police tell you to come?—No; none of the police knew anything of my coming. As a matter of fact, Sergeant Mathieson has only been a friend of mine about three weeks.

24. *The Commissioner.*] When did the incident occur in the Inspector's office?—About four weeks ago, on Saturday or Monday.

25. What took you to the Inspector's office on Saturday?—To tell him my mind, and to tell him I took no man unawares.

26. You had intended to give evidence here?—Yes; I told him I took no man unawares.

27. *Inspector Ellison.*] Did you not tell me, "I will settle you; I will make you sit up"?—No.

28. Did you not say, "I am higher in the public service than you"?—No.

29. Did you not say that the woman was an Irish American, and required careful management?—No.

30. Did you say you would take the case to the highest in the land?—No.

31. You swear that?—Yes.
32. Did you say, "In fact, it has gone further now"?—No.
33. That you had made up your mind to go to the Commission?—Yes.
34. You were excited when you came in?—No.
35. Did you not take your hat off, and prance round the room?—No, I am not a prancer.
36. You say you did not use these words: "I will settle you. I will make you sit up"?—No.
37. Did you not say, "I am higher in the public service than you ever will be"?—No; I could not say that; your pay is higher than mine.
38. Did you say you were longer in the service than I was?—No, because you entered in 1872, and I entered in 1886.
39. You have been looking it up since?—No.
40. Did the conversation with me suggest to you to look it up?—Oh, no.
41. Did you say you knew all about the law on the question, and only came in to try me?—No.
42. Did you say you knew more about it than me?—No.
43. You were excited?—No.
44. Did you not wave your hat up and down in your hand?—I would not say I did not.
45. What was your object in coming to me?—I told you I would appear before the Commission.
46. Did you not come in to try and insult me, and make me commit a breach of the peace?—Certainly not.

MICHAEL GREENE, Constable, further examined. (No. 265.)

1. *Mr. Dinnie.*] You handed me some names of men who you allege visited my office and saw Sub-Inspector Wright?—I did not say they had visited your office, but that they had come to Wellington for the purpose of seeing him.
2. How do you know that they came here for the purpose of seeing him?—I saw them, spoke to them, and they told me what I stated yesterday.
3. What did McIntyre say?—He stayed at the Club Hotel. I saw him there several times.
4. What did he say about visiting Wright?—That he wanted to see him relative to being relieved of uniform duty; and that he had seen Wright, who told him that he was not to revert to uniform duty—that he would be promoted to the rank of sergeant; otherwise he might have a difficulty in doing away with the uniform duty.
5. Do you know that he saw him?—No; but I heard so since.
6. When did you hear that?—Through the Commissioner I learned that.
7. How do you come forward and say that he came to see Wright?—I believe that I saw in Dunedin that he mentioned that he saw you.
8. Was not the evidence to show that he came purposely to see me for promotion?—He mentioned Wright's name to me, not yours.
9. What was the evidence he gave?—I forget what he stated in Dunedin, but he mentioned nothing to me about you.
10. After that, what did you think?—He mentioned nothing to me about you.
11. Now you know that he did see me?—Only from some report in the newspaper, that he mentioned that he went to see you.
12. You never found out whether this man had seen me or not?—His word to me was that he went to see the Chief Clerk.
13. Then, you believed him—that he did not come to see me at all?—He did not mention your name.
14. Yet you go and spread this tale—that he came to see Wright?—He did not mention your name to me.
15. Do you know that Constable Hammond, of Canterbury, came to see me?—I met them in front of the post-office.
16. Do you know that he came to see me about being reduced?—I do not.
17. *The Commissioner.*] What did Hammond tell you?—That he wanted to see Wright regarding promotion.
18. *Mr. Dinnie.*] Do you know that Constable Ryan, of the West Coast, came to see me?—He did not mention your name.
19. Are these three men promoted?—No, sir.
20. Then, who gets them promotion? If they came to see Wright, how is it that they did not get promotion?—I believe that some time ago the late Minister of Justice allowed Sub-Inspector Wright and yourself to do as you wished, but that the present Minister holds a tighter rein.
21. Can you show any instances of where what you say in regard to promotions took place?—I cannot show any instances.
22. *The Commissioner.*] What do you say about the late Minister of Justice?—That he did not look as closely into matters of promotion as the present one.
23. *Mr. Dinnie.*] He gave me a free hand. Why should he not? Sergeant Eales is the next. Do you know anything about that case?—No.
24. Then, what do you repeat this statement for?—To show the facts before the Court.
25. If a member of the Force came to see Inspector Ellison, would you report that?—If it happened to be brought before me in the same way as in regard to Sub-Inspector Wright I would.
26. You say that it is the general opinion of others that Wright was really the Commissioner. Who are the others?—Many others.
27. I want to know who they are?—These are four of them.
28. You do not know what they believe?—I was only saying what they said to me.
29. Are there any others?—I do not pay any attention to them.

30. You evidently did pay attention to them?—I did not.

31. Can you give any other names except these?—There is no doubt that there are many more.

32. I should be very glad to call them?—You should call upon those I gave you.

33. You say that one sergeant compiles four small pages of a *Gazette*. Look at that report—the very words repeated in the newspaper Press?—This cannot be correct; it says, three sergeants in the Inspector's office.

34. Read the underlined portion. It states, "One sergeant compiles four small pages of the *Gazette*, printed fortnightly" ?—I understood it was his work to compile it.

35. *The Commissioner*.] Are not these words identical with the letter in the Press?—I know nothing about the letter.

36. You have already denied being the author of it?—Undoubtedly.

37. *Mr. Wright, M.P.*] If the men you have referred to had come to see the Commissioner, they would have asked for the Commissioner, would they not?

The Commissioner: The constable is only relating a conversation he had with each of these men, and they merely mentioned that they had come in, and intended to see Sub-Inspector Wright, who happens to be Chief Clerk in the Commissioner's office.

Mr. Dinnie: I do not know what position Mr. Wright holds here.

The Commissioner: I have already ruled that a member of Parliament holds a unique position, and that he is in a position to ask questions.

Mr. Dinnie: It appears to me that he is in a position to prosecute me.

The Commissioner: He has not gone so far yet; he has been asking information about licensed houses, and I am waiting to see how far he goes. (To Mr. Wright): Again I ask you not to enter into any question personal to the Commissioner, because immediately you do so, he is entitled to twenty-four hours' notice of it.

Mr. Wright, M.P.: Then, I understand I must not ask questions that affect him personally?

The Commissioner: If you have any information in your possession reflecting on him or his conduct of the police, I will see that he gets proper notice. Under the order of reference, I am required to give twenty-four hours' notice to any member of any matter reflecting on him.

38. *Mr. Wright, M.P.* (to witness).] When these men came to you they asked to see Mr. Wright, did they not?—No.

39. What did they ask?—I met them in the ordinary way, in the post-office. I met one who did not say that he was going to see the Commissioner, but the Chief Clerk.

Mr. Dinnie: Every one who comes to see me comes to see Sub-Inspector Wright; they must see him in the first instance.

Mr. Wright, M.P.: I am not referring to you at all; I am referring to Sub-Inspector Wright.

The Commissioner: Sub-Inspector Wright is in exactly the same position. Notice must be given of anything that has reference to the personal conduct of a police officer. It is simply a question of veracity and fact.

WEDNESDAY, 15TH SEPTEMBER, 1909.

GEORGE HOGBEN, Inspector-General of Schools, examined on oath. (No. 266.)

1. *The Commissioner*.] I believe you have been good enough to prepare certain data in regard to the qualifications of persons who have passed certain standards, the number, and so on?—Before giving you that I ought to say that the individual passes in the centres were abolished partly in 1899 and absolutely in 1904, so when I use the word "pass" as applied to the period since 1904 I mean those who have the educational qualifications equivalent to a pass. In regard to the educational qualifications which are considered sufficient for promotion to a higher class, any one who wishes to get evidence of the possession of such qualifications can get it by applying for a certificate of competency, and an Inspector of Schools is bound to give it to any one who is qualified. The number of applications for certificates of competency is not very large. There has to be a declaration that the applicant is a candidate for employment in the public service or otherwise, or that he wishes to obtain exemption under the Attendance at School Regulations. It is not given to those who are studying at school to go into another class, but it can be given at any date afterwards in the school record. It is only held to be in form if signed by the Inspector. He can give it on the school record, without examining the candidate.

2. Is there any record of those who have applied during any time for such certificates?—No.

3. Would it be regarded as proper by your Department that any individual schoolmaster should give a certificate of this nature?—No; it is not recognised. When other departments apply to us we tell them it is informal, but that if they wish we will write to the Inspector, send him the certificate, and ask whether he feels justified in making it in the proper form, and signing it.

4. Have you ever been applied to by candidates for enrolment in the Force?—It is possible, but the applicant might not come before me personally; I do not remember any case.

5. There seems to be ground for believing that certain men who have been applicants have gone on their own motion to certain teachers and obtained a certificate of qualifications equal to those required for passing the Fifth Standard: does the Department encourage that?—No, it is improper; but a teacher so applied to could make it easy for a candidate who was really qualified to get it, because he could at once look at his records, and forward them to the Inspector.

The Commissioner: Perhaps you can tell me, Mr. Dinnie, what sort of certificate is sent in, as a rule, where a man is unable at the date of his application to produce the necessary certificate of his qualifications? What is furnished to you?

Mr. Dinnie: A short letter from the headmaster of the school, saying, "So-and-so has been examined by me, and I consider him equal to the Fifth Standard."

The Commissioner: Suppose he has not attended any public school?

Mr. Dinnie: He goes before any schoolmaster.

Witness: We give certificates in the same way in the case of private schools.

6. *The Commissioner.*] There has been a suggestion of extreme laxity in this direction on the part of individual teachers in giving certificates?—That is possible; but the cure for that would be if the Police Department did not recognise any such certificates, knowing that there is no real difficulty in the way of getting certificates.

7. Possibly any irregularity of that sort will be stopped by public attention being drawn to it?—I think so; but there might be a few who would issue them in spite of that. I believe they sometimes get a small fee. There is no authority for such a fee. I suppose he demands it in return for services given. There is no authority for such a fee. There is authority, when a special examination has to be held, for a fee for an Inspector, but most of the departments pay that themselves.

8. Do you think there would be an advantage in having a regulation prohibiting teachers from giving such certificates except through their departmental head?—Only in a sense can the Inspector-General be called the head. Speaking as the official head of the Department, teachers are really the employees of the Education Board, and are to a certain extent independent of the Inspector-General. Such a regulation could be made in other indirect ways, but I do not think it would be desirable to make a regulation of that kind. It is indicated in the general terms of the certificate. All certificates of competency or proficiency shall be on forms issued by the Department, signed by an Inspector of Schools, or the Secretary of the Department, or of a Board in accordance with information furnished by the Inspector. In the case of persons attending a normal school or a training college they may be signed by the principal of such college. All the private schools in the colony except one are treated for the purpose of certificates exactly in the same way. In connection with that one, special arrangements are made by which certificates can be issued.

The Commissioner: Are these certificates filed, Mr. Dinnie, or returned to the party?

Mr. Dinnie: As a rule, they are returned; there are some on the files now. I may say, if a man should be successful in obtaining a certificate to which he is not entitled, he is examined when he is taken on, and if not up to the standard he is not accepted.

The Commissioner: If unable to produce a certificate, would you take him on?

Mr. Dinnie: If he had a letter we might; but we would put him through an examination, and not retain him if not up to the standard.

The Commissioner: A man applies for enrolment, and you require him to produce evidence of education equal to that required for the Fifth Standard: if he does not produce that you do not accept him?

Mr. Dinnie: No.

The Commissioner: I am not criticizing the system, but we want to secure uniformity in the system. If he produces it you supplement it by an examination of your own?

Mr. Dinnie: Yes.

Witness: The point of the certificate is not to prove what a man's education is at the time of his admission, but what amount of training he has had to form a foundation.

9. *The Commissioner.*] I quite appreciate that, and that any man if he has not passed the Fifth Standard might have received such an education as would form the foundation for the further training that he gets in the training depot. I want your opinion on this, because it is a matter of some importance?—I have been associated with this same matter in Great Britain as well as here, having examined for the Civil Service Commission before I came to the colony, and I know what the examinations for constables were at the time I was doing work for that Commission. This is the position: Those who pass the Fourth Standard only receive the training which the average boy of eleven years old ought to receive, and no more. The number who actually pass at the end of the year—there is less rigidity about this than before—is a very large proportion of those who present themselves. The ones who do not pass may be classed as those who are naturally dull—the "duffers"—those who are idle and who are either neglected by their parents or irregular in attendance, or even more than dull—mentally defective. I do not suppose the last class ever comes in, but if you take those who never do more than pass the Fourth Standard a large proportion will be those belonging to the mentally dull—not compared with those of higher attainments, but with the average intelligence of the community. Everybody else has the opportunity of getting through, and does get through. Of course, there are exceptions to this, such as in out-of-the-way parts of the colony, where boys go to school at a late age. But, generally, very few do not pass the Fourth Standard who are not very markedly below the average capacity. I do not refer to book learning, but the power of grappling new circumstances, which is very important to a constable. I produce the figures. The country districts outnumber the town districts very largely. If you take the four chief centres added together there are under 300,000, which leaves 700,000 for the rest of the colony. But if you take eight or ten other towns, and get the proportion of town and country, the latter will be about twice as large as the towns. I think as soon as you get outside the four centres there is no difference between town and country while at school. After they leave school a boy either from the town or country may work on a farm, and from fourteen to nineteen get a physical development in consequence of living in the open air. That is a very important thing indeed. The proportion of town boys who pass Standard IV is one out of three; and of those who pass Standard V, three out of eight are town boys; five are country boys, so if you take a boy who has passed Standard V it is five to three you get a country boy. One thing about Standard V: it is a standard of examination; it is recognised as the standard boys must pass before

they are allowed to leave school, unless they have reached the age of fourteen. The question arises whether what you require as absolutely necessary for the whole population you should require as a necessity for the guardians of that population.

10. Is there any other point to which you wish to draw attention?—No; I am quite willing to give any other information I can.

11. It seems a matter of considerable importance to consider whether, assuming we want to recruit to a larger extent than there is material for at present, it would not be dangerous to lower the educational standard?—I think it would. Speaking generally, dull boys are physically inferior to clever boys—I mean boys below the average. A strong boy is an average boy mentally as well as physically.

12. Do you include in that boys who have failed to pass the Fourth Standard in the way you have described?—Yes, that is one point. Another point that occurred to me is this: that I think a test is very desirable at a later stage. Even if a boy has passed the Fifth Standard he forgets the details after he has left school some time, and might not be able to pass it. But if it has done him real benefit it has increased his power of comprehension of language and of expressing himself, and has increased his powers of observation. It is still necessary to find out whether he has gone on with self-education in these important details. Where his powers of understanding language and of expressing himself, and his power of observation—in which I include knowledge of men—have increased, his arithmetic ought to be, not equal to the Fourth Standard when admitted, but he should have a fairly intelligent comprehension of distances and weight; he should not be liable to make such a mistake as the candidate who thought there were 5 chains in a mile and a quarter. He ought to have some idea of how many hundredweight there are in ten sacks of coal on a cart, and things like that. He ought to have some knowledge of values; that is the kind of arithmetic I would teach him.

13. You would make it as practical as possible?—Yes; and the test I should give him would be somewhat similar to that applied to the Metropolitan Police at one time. He has read to him, or reads, some passage relating to an every-day occurrence; he has it read to him twice, and he has then to give in his own words a clear and connected account of the same thing—not an abstruse thing, but some common occurrence. This would meet what is wanted as an educational test. The school test should be evidence that he has gone through a certain training.

14. I have in my mind a man who is capable of compiling a very clear, intelligent, and intelligible report on any matter he is called to report on. His composition is good, but every second word is most vilely spelt: would that be possible in the case of a man who has passed any standard?—It is very unlikely, though there are certain persons whose visual sense is weak: the relation of their visual sense to their hearing is weak, and they will spell badly to the end of time.

15. You would not regard that as a disqualification?—I am afraid I hold lax views in regard to spelling—I think too much emphasis is put on accuracy of spelling.

16. And the same with handwriting?—Yes; the great thing is to be able to read it easily, and to write with sufficient speed to use it as a proper instrument. The case you refer to may be due to the fact either that the man has not read enough or that he has the mental fault I have referred to—a want of co-ordination between his visual sense and his hearing.

17. Is there anything further of importance you can think of?—It seems to me, if we want to improve the efficiency of the Force, the best way is to improve the pay. Speaking as a citizen, it seems a great pity to be satisfied with a lesser degree of intelligence—because that is what I am certain it would mean. It would be better, if possible, to have a smaller number of constables well qualified.

18. That is not possible, because there you have to consider the physical side of the question?—I dare say it would be impossible, especially with our great distances in the country. The only course seems to me to improve the pay so as to make it compare favourably with a really skilled trade such as that of a carpenter.

19. The other man gets security of employment?—Yes, but he is always on duty; the carpenter, if he works overtime, gets paid for time and a half, and the constable gets no more than ordinary pay.

20. There is one other matter I want to mention. My attention has been drawn to the fact that an enormous amount of work is done for your Department by the police in connection with industrial schools, inmates and ex-inmates, the collection of maintenance-money, and so on; this is taking away men from what one might call the more legitimate and actual work of the police officer. How do you find the work done?—As to who should do this, it is a matter of State policy. It has to be done—

21. The only point I am concerned with is, how far it affects the efficiency of the police and the organization, having regard to the fact that the men are taken off their legitimate duties?—Well, it depends on one's conception of legitimate police duties. It is part of the duty of keeping the State in an orderly manner.

22. Legitimate duties I take to be those originally cast on policemen as statutory duties?—That is so, but one's idea of what is usually cast on policemen would be modified as the functions of the State are modified, and this is a direction in which they have been greatly modified of recent years.

23. Do you think it is better done by the police than it could be by any other person?—I think so. We are very grateful to the police for assisting us in the work; but I think possibly there is a disposition to exaggerate the amount of work with a certain number of the police, although most seem to do it well and willingly. Sometimes they make a mistake in thinking we want more than we do. For instance, in regard to inquiries as to former inmates: I should like to say the amount of this work last year has been a little greater than it should be, because we are understaffed in the Education Department, as the work increases faster than the Department. The consequence is

the records of past inmates—which it is very important for many reasons should be kept—were allowed to fall in arrear to a certain extent, so that the inquiries that have had to be made the last year or two have been to cover lost ground and keep the sheets up to date. In future they will be very much less, because there will only be the inmates who left three years before. While we want the inquiries to be reliable we do not want them to make very searching inquiries, and we want them to avoid any inconvenience to the inmates; that is one thing we are particularly anxious about. I believe in nearly every case the police do avoid inconvenience to inmates. Now and then a man is a little injudicious, and makes inquiry from the inmate himself, or some one who would speak to him, which is entirely unnecessary and unjustifiable; but I do not see how any one in charge could guard against an occasional mistake of an individual constable like that. The wording of the circular is very clear: “It is not expedient that very searching inquiries should be made for any person who cannot readily be found.” This indicates very clearly indeed not to disturb the inmate at all. We want to see whether our work produces a permanent effect; every country attaches great importance to the final results of such work. In the next place, it is important, in regard to the payment of former inmates of earnings, whether they are worthy to receive the remuneration and earnings which would otherwise belong to the public purse in return for the work done for the inmate. Ninety-seven per cent. get their money, and the other 3 per cent. would only put it into the publichouse or to some worse purpose. Therefore, from police inquiries we find out whether the public money would be really thrown away. We shall always attempt to reduce the work as much as possible, but hope the police will continue to do it.

24. If it were not done by the police you would have to have special officers to do the work, and to pay them accordingly?—Yes; and they would find it more difficult, because the policemen are resident in the district, and often do not have to go outside the house to answer the inquiries.

25. Assuming it to be desirable to show the cost and value of work done by each department, and acting on the same principle as the Postal Department applies to the public, do you think it would be desirable to have the Police Department credited with the value of the work done?—It would be extremely difficult to assess the value of the work done.

26. Difficult to accurately assess it?—To place any value on it at all. Personally, I believe that credit ought to be given for work very carefully, but to give the credits of one department to another I do not know that I approve of.

27. What is the difference between this Department and the Postal Department? The only reason why the Postal Department requires offices of State to pay for the carrying of the mails is to show the value of the work done. If that applies to one Department, why not to others?—I see no objection to it except the difficulty of assessing it. Who is to assess it—the officer who does the work or the head of the Department?

28. I do not see any difficulty in asking you to assess what you consider the value of such work done for your Department. I think the difficulty is more imaginary than real?—Do you mean it should be assessed in a lump?

29. In any way you think proper, in order to credit the police with the approximate value of work done for you?—We might arrive at some amount if necessary. If that is desirable, should we charge every department for work we do for them—examinations?

30. The position is not analogous. I differ from you there. Here is direct and actual work done for your Department, which you admit could be done quite well by your own officers specially appointed for the purpose. Instead of that, it is being done by the police?—The analogy to the Civil Service Senior Examination is very close, because a good many departments could examine their own officers.

31. But that is done for uniformity, and to secure equality of treatment, &c. However, I am only trying to get information?—I do not see any insuperable objection to putting some figure down.

32. Could we not put it in this way: that the amount of work done by the police for your Department is known to you. You say you might appoint special officers for it, whom you would have to pay so much a year: what difficulty is there there?—Would not that lead to a demand on the part of the officers to get paid for this work?

33. I do not think so?—I am not so sure it would not, judging from my experience, which is very wide.

33A. It really only touches the question of the value of the work done by the Police Department for the State. If Parliament is asked to vote a considerable amount in addition to the amounts voted in the past, in consideration of extra charges, &c., it is quite reasonable to point out through the estimates the value of the work done by the police for other departments; otherwise it would be thought the police officer is merely a thief-catcher or protector of the public?—I see nothing unreasonable in the idea of crediting the police with the value of the work, but I see some disadvantages. The work is done, and very good work too.

34. *Inspector Ellison.*] Have you any practical knowledge of the amount of clerical work cast on an Inspector of Police by the inquiries from the Education Department, and in connection with recovering debts for the maintenance of children in the industrial schools?—I have a fair idea of the total amount, because the reports are on our files.

35. But have you any practical knowledge from seeing the work passing through your hands?—It does not pass through my hands now, but a year or two ago it did. There is a special branch now, and I only see the cases of difficulty. I have a practical knowledge of the amount of the work.

36. Do you know it has doubled, and more, within the last five years?—I know it has increased probably in connection with the collecting: it is probably safe to say it has doubled. I know the police have been so successful that the amount of recoveries from parents who could pay has probably doubled in the same time.

37. Would you be surprised to know the amount of clerical work an Inspector of the Wellington District has to do keeps him one to two hours daily in the office when he should be attending to police work outside?—I do not think, on an average, it need keep him so long.

38. I can assure you it does; and I have seen the work come back time after time with the same questions that have been asked before asked over and over again?—I could not see how it could possibly take that time, because I know what time the whole colony takes.

39. Do you know that occasionally the actual cost to the police—the money out of pocket—exceeds the amount collected in some instances?—It is possible. A debt to a public body sometimes costs more to collect than the amount of the debt, but that is no reason why you should let the habit grow up of people thinking they are not bound to discharge their responsibilities.

40. My question was intended to show that the Police Department is debited with the cost of actual money out of pocket?—I quite admit the police do very important work; the amount out of pocket should be charged.

41. There are constables' wages to be considered, who have been doing nothing but executing notices under the Destitute Persons Act, &c. This has never been charged to the Education Department. I have had to send as far as White Rocks?—We do not expect them to go on a journey like that.

42. Orders of Court have to be complied with—distress warrants and warrants of commitment?—When it comes to an order of the Court it is going rather far to ask that all the consequences of certain omissions of which the law takes cognisance should be charged against the Department.

The Commissioner: That would be a proper charge against the Police Department.

43. *Inspector Ellison.*] In regard to inquiries about ex-inmates of the industrial schools, and the desire of your Department that the police should avoid making it known that inquiries are being made, the police need not make known the nature of the inquiries; but I will give you an instance which is one out of a dozen: We are inquiring for a former female inmate; at her last place of residence we find she went to Masterton and got married; we have to find out her name; she is interviewed by a constable, who goes generally in plain clothes; it is not evident what he goes for, but how is it to be avoided that the neighbours should want to know why she is interviewed?—It is generally a misapprehension of the information we want; if the constable knows as a matter of report that she is leading a respectable life, he need not go near her.

44. But he does not know. A young woman who has been an inmate of an industrial school four years previously has been living, say, at Feilding. The Feilding constable says, "I do not know this woman, but I am told that another person living at Masterton knows where she is." The latter says she is living at Auckland. It goes through three hands, and the third person finds she is living decently, or the reverse. He must go to some one to identify this woman, who has changed her name, and he has to make inquiries to find out where she is. It is known that the police are making inquiries, but it is not known why. The neighbours want to know why. How is this to be avoided?—In most cases, unless there is distinct evidence that she is not living respectably, I think the police should be satisfied by saying that nothing is known against her.

45. But the difficulty is to find her first. I have had more than a hundred in my hands in June and July?—If a little more time were taken to ascertain where they were it would not be quite so pointed.

46. We have to go from one to another to trace them, and some of the forms of your Department have got as many as thirty or forty reports attached to them before being filed?—I think you are taking one or two cases as representative of all.

The Commissioner: What is the proportion of those who are found and known?

Inspector Ellison: We are able to find about one-third; the rest we have to go from one station to another to find.

Witness: But that does not necessarily mean a large amount of hunting up. I have been told by officers of the police who have been a long time in the service, and who have done the work exceedingly well, that it is perfectly true that the amount of work is frequently exaggerated by constables. I feel pretty sure about that. The work is large, but it is easy to exaggerate the amount of it. It is about twice what it was some time ago. I have already said we are overtaking arrears. We are quite willing to reduce the amount to the smallest amount compatible with efficiency.

47. *Inspector Ellison.*] In any case, where the police are out of pocket you would agree that should be chargeable to you?—Yes; I am speaking, of course, without the Minister, who would have to authorise a new policy. But I recognise if the police are actually out of pocket for other than processes of Court, it is reasonable our Department should be charged with it.

NORMAN DOW ABBOTT, Acting-detective, examined on oath. (No. 267.)

Witness: I am stationed at Mount Cook. I was enrolled the last time in 1908. Previously I joined in 1891, prior to which I was in the Permanent Artillery, and was transferred with a good record. In Christchurch I served under Inspectors Pardy and Broham, and came to Wellington and served under Inspectors Pardy and Ellison. When I joined the service first I was stationed in Christchurch a few months. I went as second man to Sydenham; was transferred to Wellington as mounted constable, and remained about nine years. Then I was in charge of Levin for two or three years; then was transferred as mounted constable to Wellington. I was appointed principal watch-house keeper on Lambton Quay; was then appointed to the charge of Wellington South, with two under me; was promoted sergeant and sent to Auckland in 1906. I was stationed at Newton under Sergeant Sheehan. After some time there I resigned, and was out of the service for eight months, going into business.

1. *The Commissioner.*] Did you resign to go into business?—No; I refused to do duty under Sergeant Sheehan; my papers will show for what reason. The business was not sufficient for two partners, and I had to take bills to go out. I could not utilise my money to go into business again, so I rejoined in Wellington, and did constable's duty and inquiry duties till April of this year, when I was appointed acting-detective. I am getting 7s. 6d. a day, and 1s. plain-clothes allowance. I am a married man, with a family of ten. Since I have been in the Department I have had a good record. I had a good discharge from the Artillery, and the best discharge from the present Commissioner. I never had a mark against me. I hold a long-service medal, and hold good records for merit. I have sixteen years' unbroken service and three years in the Permanent Artillery. Sergeant Sheehan made it appear that I was responsible for an article written to the paper, and also for the dissatisfaction that existed at the Newton Station. The paper reports showed that I was the cause of dissatisfaction at Newton Station—that I had tried to injure Sergeant Sheehan, and got up a petition for his removal; that I was in touch with the Sub-Inspector at Wellington, and conveyed information to him which was intended to reach the Commissioner. I wish to give an emphatic denial to this. I never supplied information to any person concerning Sergeant Sheehan or Inspector Cullen. I never acted as a pimp or handy man for any one. I further wish to deny the statement Sergeant Sheehan was supposed to have made that I ever discussed my age with him. My age is on record.

2. What was your age at the time you were allowed to rejoin?—I was under forty. I also deny sending any information to Wellington, and being a personal friend of Sub-Inspector Wright. He was in the district office when I was stationed here, and I simply knew him as any other sergeant. I never received nor asked any favour from him, or approached him in any way. I can give an explanation as to why I refused to serve under Sergeant Sheehan, and how I was treated by him.

3. That matter was already dealt with by the Commissioner, who was satisfied as to the condition of affairs at Newton, and practically exonerated Sergeant Sheehan from any suggestion of improper conduct. If you wish to give any information relative to Sergeant Sheehan I should have to give him notice, as I cannot allow evidence to be given personal to any member of the Force if it reflects on him unless he has had twenty-four hours' notice, and I do not see that a personal dispute between one sergeant and another comes within my order of reference?—He gave evidence with respect to my having done certain things, and I never received notice. Did Inspector Cullen have anything to say against me?

4. I do not think so, because in every case where I have noticed any inclination to cast a stigma on a man I have always given that man notice through the Secretary, and have never gone into any question of that sort in detail. I cannot avoid a man mentioning a name or outlining a matter, but I never allow him to go into details. If you followed the course of the inquiry you will admit that wherever there is a reflection cast upon a man, directly or indirectly, not only as regards his conduct as an officer, but also in regard to the question of promotion, I have always had the names written down. In cross-examination very often names have been given improperly, but still it has been done, and I have passed it?—Coming to Wellington, in regard to what Constable Taylor has mentioned, in connection with me: according to the papers, he stated that I was condemned on the floor of the House by the Hon. Mr. McGowan, and that after that I got in to the detective office.

5. *The Commissioner:* What *Hansard* would that be in?

Mr. Wright, M.P.: In No. 9, 1901.

6. *The Commissioner.*] Mr. McGowan says, "Now, with regard to another appointment—namely, Mounted Constable Abbott, of Wellington, the honourable member requested that he should be appointed to detective-work. The plain explanation of the refusal is that he is not fitted for such work, and I shall not, even at the request of a member of this House, appoint an officer to a position which he is not fitted to fill. I must have confidence in my officers; if I have not, then I shall remove them; but I shall not do so until I find them unfaithful to the service, or unsuited to the position which they fill. While I find they are anxious to do their duty it is my place to protect them" (*Hansard*, No. 9, 1901, Imprest Supply Bill No. 2)?—The reason of that is that the late Mr. Fisher had asked that I be made a detective. I had not asked Mr. Fisher to intervene for me; but at this time Mr. Fisher and Mr. Tunbridge were having a wordy warfare in the House.

7. That is in connection with ex-Inspector Pender?—They were at daggers drawn, and the answer was that I was not fitted for the position.

8. How long were you in business?—Close on eight months.

9. And you rejoined?—In 1908. Things were unsatisfactory before I resigned; but as to being condemned on the floor of the House, there is the explanation in *Hansard*.

10. The Minister says, "I shall not appoint an officer to a position which he is not fitted to fill"?—A man cannot be made a detective; he must be an acting-detective first.

11. These words are taken to support, or otherwise, a statement made by the constable?—I can support what I say by the application I made at the time.

12. Were you recommended by the Inspector?—Yes, sir, when I applied; but I did not ask Mr. Fisher to intervene for me, because he was the last man I should have gone to if I wanted influence, as he and Mr. Tunbridge were fighting at the time, and a man who approached Mr. Fisher would be likely to do himself harm.

13. The Minister says, "The honourable member requested that he be appointed to detective work"?—Yes, but I had my application in. With regard to Taylor's statement, that I was two years out of the service, it was only a matter of months—I think about eight months—when I rejoined.

14. Is there anything else you wish to refer to?—No, sir; that is all.

15. Was there any difficulty raised about your rejoining on account of your age?—None whatever.

Mr. Dinnie: He is entitled to rejoin up to forty, if he has been satisfactory.

The Commissioner: There was a dispute as regards his age.

Mr. Dinnie: Of course, the Department had proof of his age.

Witness: I desire to say that it was evidently done with some malicious intent to injure me in the city where I am well known. I have the highest credentials here.

Mr. Dinnie: I will put in this notice of resignation, and the reasons are given there. [Document handed in.]

The Commissioner: It states, "I respectfully give as my reason for tendering my resignation that I decline to do duty under Sergeant Sheehan; and in that I am no exception, as another sergeant did the same, and constables have applied for transfers from his district. However, not wishing to do likewise, I elected to resign, and have concluded arrangements to enter into business on the 1st September, and trust my discharge will not be delayed.—H. L. ABBOTT." The resignation was accepted as from the 31st August, 1907.

16. *Mr. Dinnie* (to witness).] Prior to that there had been some dissatisfaction at Newton?—Yes.

17. You have been stationed here in Wellington for some considerable time?—Yes.

18. Do you know of any general dissatisfaction here in respect to the control of the Force?—No.

19. I suppose you know there are a few dissatisfied men attached to Lambton Quay?—There are; you will find them everywhere.

20. One or two, whom I suppose you might term "agitators"?—Professional agitators.

21. Would you care to put their names down on a piece of paper?—The position is that there are a lot of men who practically amount to that, but to prove it is another thing.

The Commissioner: It is only a matter of individual opinion on your part. Another man might be called, and the name put in his hand, and he might not think the same. If you are not able to prove it, it is better not to go any further.

22. *Mr. Dinnie*.] I mean there are one or two who are generally looked upon as agitators?—Yes.

23. You think that the remarks made by Mr. Arnold with regard to what he says is going on at Lambton Quay have caused dissatisfaction and unrest?—They certainly have.

24. Prior to that there was none?—Not that I am aware of, and I come into contact with the men.

25. Is the morality of the men there good?—Yes; I have nothing to say against them.

26. *The Commissioner*.] Do you know that men have been punished for creating a disturbance in the barracks?—Being married, I live outside, but I had never heard of it. Of course, in every barracks there is a certain rowdy element amongst the young men.

Mr. Dinnie (to the Commissioner): Did you say that men have been punished?

The Commissioner: I saw it on record.

Mr. Dinnie: In regard to the last few months?

The Commissioner: In regard to a man dismissed who was reported by Inspector Ellison for creating a disturbance and fighting in the barracks.

27. *Mr. Dinnie* (to witness).] What do you say as regards the efficiency and discipline of the Force?—It compares just as favourably as in past years, although, of course, being an artilleryman myself, I consider that a number of the artillerymen had more training and discipline than other members; but the amount shown since that has been done away with compares favourably with past years.

28. *The Commissioner*.] Is discipline stricter?—There is no comparison. The Artillery in my time was stricter.

29. One is absolutely military, and the other *quasi*?—In the Artillery a man might go on parade unshaved, and might get half a day's pack drill.

30. But the conduct of the men?—They were told that if they got an order from a senior gunner that that order must not be disregarded any more than if it had been received from the sergeant-major or the major. But with a lot of young men who begin in the police, when they receive an order, they speak back.

31. But the young men have to be trained in the Artillery also?—They are kept at it there every week.

32. *Mr. Dinnie*.] It is part of the duty?—Yes.

33. Do you know anything of the inquiry made in regard to candidates for the Police Force?—Yes, in Wellington South and Levin.

34. Are these inquiries carried out strictly now?—They are.

35. It was suggested by Sub-Inspector Hendrey and Sergeant Sheehan in Auckland that you were the means of communicating information to my office?—I absolutely deny it. I never put my pen on paper to write to you, or Sub-Inspector Wright, or any person concerning any one.

36. And did you forward me any paper containing it?—There was *Sport*, the *Observer*, and *Truth*. Sergeant Sheehan's name figured in them every Saturday night. They called him "Dirty Barney Sheehan." When I resigned I could have made a lot of trouble, but I did not wish to stop there to wash any dirty linen; I was absolutely sick of it.

37. What was it? Strictness of discipline?—The way that pimping and crawling were encouraged there. He should be the last man to talk.

38. *The Commissioner*.] You know the way that he is spoken of by Inspector Cullen? Nobody could be spoken of more highly?—That brings the matter of a "handy" man back to Sergeant Sheehan and Inspector Cullen, because one is a shadow of the other.

39. There is something radically wrong when we get this sort of thing?—When I went to Auckland, Inspector Cullen told me he was absolutely satisfied with the way I was doing my work; but when I fell out with Sheehan it was different.

40. After you left the Force, and found business did not pay you, did you consider any other walk of life?—Yes; but going out of the business, my money was tied up.

41. Are there other avenues of employment more attractive to a man?—I looked at it in this way: that I had spent the best part of my life in the police, and I was looking for some little return.

42. Were you not a bit hasty in throwing up all those years of service?—Yes; one can see that on reflection.

43. If the real cause of your desire to leave the service was due to a quarrel between you and Sergeant Sheehan, could you not have dealt with that in some other way?—I spoke to Mr. Dinnie about a transfer, but there were so many applications to get away that it was difficult to get one. Sergeant Ramsay had refused to do duty under Sergeant Sheehan, and I took his place. A record of the men transferred from the Newton Station would show what the feeling there was.

44. I have the senior Inspector in the Police Force giving the highest character to Sergeant Sheehan, and you not only decry the sergeant, but decry his Inspector?—Further, in that case, I wish to make a charge against Inspector Cullen.

The Commissioner: Very well, then, I do not wish to hear anything more from you.

WILLIAM MATHIESON, Sergeant, examined on oath. (No. 268.)

1. *The Commissioner.*] Give me your service?—Twenty-four years and two months. I am now stationed at Wellington South.

2. When were you promoted?—On the 1st February, 1906.

3. Did you do sectional duty afterwards?—Four months.

4. Where were you sent then?—I was in Lumsden, a country station, and was promoted to Dunedin to do sectional duty.

5. How did you come to be transferred so quickly?—I cannot say; I was ordered to Invercargill, but prior to being transferred there a vacancy occurred in Auckland. I can name three others who were offered the Invercargill vacancy, but refused it. I understand a number of others also refused it. The station was literally hawked about.

6. Do you know of any reason for their refusing it?—I heard they were afraid of going under Inspector Mitchell, who is a very strict officer; and then, the climate is bad and wet. I was transferred and went there.

7. Did you get the option of refusing?—No, sir.

8. Does that not strike you as a rather extraordinary thing if all the others got the option?—I know it was refused by Sergeant Williams, Auckland; Sergeant Mabin, Christchurch; and Sergeant Ryan, of Dunedin. I was perfectly satisfied there. I was in charge of Invercargill and three suburban stations until my transfer to Wellington South in March of the present year.

9. Were you doing duty in Invercargill?—I was in the administrative part of the work—in charge of the station, under the Inspector. A month after I went there a sergeant was appointed to do street duty.

10. Do you wish me to understand that it was owing to the difficulty of getting somebody to go there that you were ordered there after only four months sectional duty?—Yes, sir. What I wish to deal with first is in regard to promotion. When stationed in Lumsden, in 1904, I made application to the Commissioner, who came with Inspector Mitchell to inspect the station. I had then nineteen or twenty years' service. I mentioned to Mr. Dinnie at the railway-station, in the presence of Inspector Mitchell, that I was looking forward to promotion at the close of twenty years' service, and having a good record, although none of my juniors had been promoted over me at that time, and I had nothing to complain of. I mentioned the matter to see if I would get a chance from him. He said, "Mathieson, your name has been submitted to me, and as soon as I have disposed of one or two of your seniors, I shall do it." I said that I was perfectly satisfied to wait my turn, and did wait. In December of that year, to my surprise two of my juniors were promoted over me. I thought it strange, spoke to the Inspector about it, and asked him what was the best course to adopt. He said, "Make application." I did, and received the Inspector's recommendation, and received a reply that my application would be considered with others. I continued on in my station. The following year—some time in April—three more of my juniors were promoted over me. I forget whether I applied again or not. Things went on. I mentioned the matter once or twice to the Inspector—that in face of Mr. Dinnie's promise I thought it rather strange that I should be treated in that manner. I was promoted on the 1st February of the following year. On that point I wish to know if you have power to consider my application for reinstatement, as I have lost fifteen months seniority through five men being promoted over me, and they have now got prior claims to myself. The next point I wish to deal with is in regard to my transfer. Although Invercargill was a despised station, and a number of others had refused it, the Commissioner found it convenient to remove me from there to a station much inferior in status. There are only two constables and myself where I am stationed now. The station itself is perfectly comfortable—the quarters and all that—but I was put to the expense of removing my family, and a great deal of expense that the Department did not refund. My removal was practically a disrate, and no reason was assigned for it. I put it that there was some motive underlying it. I cannot say what the motive was; I can only conjecture. I spoke to Mr. Dinnie, and asked him to supply me with the motive, but he said he thought these transfers were desirable. I put it to you if the transfer was a fair one. On that point I wish to be perfectly

independent of anything the Commissioner or the Inspector will say. I wish you to ask for a report from the Magistrates at Invercargill and Naseby, the Inspector at Invercargill, and the Crown Prosecutor, as to whether there was any cause for my removal. At that time not only was I transferred, but the other sergeant also—Sergeant Black—and the district clerk. The sergeant's transfer meant promotion, and the district clerk was sent to a better climate—Napier. We all were removed at the one time, and replaced by three strange men. There were a number of other transfers at the same time, but prior to being carried out the men were asked if they would accept them. The man who replaced me told me he was asked if he would like to go to Reefton, but he did not like it. Another sergeant named Barrett makes a boast that he had half a dozen stations offered to him. It seems that there is fish made of one sergeant and fowl of another. There must be some reason underlying the whole thing. Another matter I wish to touch upon, and which may give a hint as to the motive for transferring me to South Wellington, is that I had not served under Inspector Ellison before, and knew nothing about him, except that I had met him in Auckland as a district clerk. I did not start to make trouble, but after commencing my duties under Inspector Ellison I found that matters were most unpleasant—nothing that I did, or the constables under me, was right. The fault-finding went on—my reports were too long, and the charge-sheets not properly made out. I put up with it for a time, and thought that probably I would get to know him, and we would understand each other better. I continued to push on with my duties, and was very successful in detecting crime. The detections of crime trebled during the six months—from forty to forty-six during the previous six months to 130 or 140. I found a two-up school in progress in a plantation close by, and one which, according to the report, had been in progress for years, and which the detectives had failed in trying to break up. I undertook the detection of that, and was successful in recording twenty-five convictions and £78 in fines on the guilty. I followed that up by instituting a series of prosecutions for warehouse thefts, arresting five persons, three of whom were convicted, and are now serving sentences. The Inspector tried to bring out yesterday, in cross-examining a constable, that the station was as well managed under a constable as it is under the sergeant; but if you examine the records you will find that almost daily thefts were reported, and clothes-lines were robbed; the detectives were watching, but failed to discover the thief. If you will make a comparison with the present time you will find that not one theft has been reported in a month. I do not take the whole credit; I give credit to the constables serving under me, who have been very good and energetic. Following up the dissatisfaction with Inspector Ellison, matters continued until some time about July; he continued his fault-finding, principally in writing. When he visited the station he had very little to say. There came along for inquiry an educational file, with instructions, as far as my memory serves me, that a certain man was to be seen with regard to the adoption of a child, and that it was to be ascertained what amount of money he paid towards the adoption of the child. I minuted it to Constable Taylor to carry out the inquiry; the constable did so, and made a report which, as I thought and knew, was a complete answer to the Inspector's minute. I heard nothing more of this inquiry until I heard that a junior constable was sent from Mount Cook to complete the inquiry. I accepted that as a direct insult from the Inspector. If the inquiry was incomplete I claim that it was his duty to send it back to me, and point out where the deficiency lay. He did not think it proper to do so, and, as I felt that matters had to come to a head, I reported it, drawing his attention to the fact. I ask for production of the files, which speak for themselves.

Inspector Ellison: I can get the file; it is a Magistrate's Court file.

Witness: I drew attention on the minute. His reply was a very "loud" one, telling me that he was Inspector in charge of the district, and so on. But, unfortunately, or rather fortunately, for me, the papers announced that you were going to sit as Royal Commissioner, and I again replied to the Inspector's minute, in compliance with section 72 of our regulations, which points out that if a constable has a grievance he is not to brood over it, but to make it known to his Inspector; and the reply I received was of a different nature. I simply noted the correspondence, and sent it back. That is something close on three months ago. You will mark the change. Not one word of fault-finding has there been since, and not one sarcastic minute received. I doubt if I had any communication with the Inspector since. The point I want to make is that he was purposely harassing and annoying me, that he was either overdoing his duty then or that he has been neglecting it since. Seeing my transfer from Invercargill, and the harassing that followed here, I concluded that I had been brought here purposely to be driven out of the service. After serving for a quarter of a century, I did not feel that I should leave the service at this juncture; probably later I will find it convenient to do so. I may say, with regard to the administration generally, that the feeling in Invercargill was that Mr. Dinnie was merely a figurehead, and that anything done here was through Sub-Inspector Wright—that he was the dominant influence. I have no grounds for asserting it, but that was the feeling. When I came to Wellington I was carefully warned on arrival to stand aloof, and keep to myself. I very carefully observed that caution until I found out how things were. The first indication I had that Sub-Inspector Wright was really the Commissioner was from a constable whose name I will hand to you, and whose application for a certain station had been refused by the Inspector; he interviewed Sub-Inspector Wright, and got the station all right, and he is there now. There are other names I could give you also, but it would be a breach of confidence to do so. A further matter I wish to bring before you in connection with my transfer from Invercargill is that a constable who had got into trouble there, and who was transferred to Wellington, left there with the avowed intention of maligning Inspector Mitchell and myself; he said that he would get even with us; and soon after his arrival in Wellington a publication appeared in *Truth* maligning myself. I associated that article with this constable, and I believe he gave vent to his feelings with regard to myself very freely. Later on a convenient position was found for him, and he is now in a district office.

The Commissioner: I will consider afterwards if it is necessary to go further into the matter. If you will give the name I will give the notice. At present it is nothing.

Witness: There is another matter I wish to mention, as the subject of religion has been introduced—

11. *The Commissioner.*] What is yours?—Presbyterian. It was mentioned that Catholics got preference in the service. Well, I had the privilege of serving under a Catholic Inspector, and I never served under a more upright and more honest man, and he is one of the best officers in New Zealand. But for departmental intrigue I would be serving under him still. It has been suggested by Sub-Inspector O'Donovan that something in the nature of a Board of Review be established. I heartily concur in that. I think that a Board consisting of the senior Magistrate, the Public Trustee, and the Minister, to review all applications, transfers, and promotions, would give great satisfaction.

12. But you would make the Commissioner a nonentity then?—It is the Commissioner we are complaining of. I say now that promotion is not conducted in the proper way, and undue influence is exercised. Under the present system, if a vacancy occurred to-morrow, I would have to wait to secure the Inspector's recommendation; and, judging by experience, I would have to wait until the Day of Judgment. I am at present at the mercy of one man. If he has a down on me he simply says, "I won't recommend him"; and the Commissioner says, "You are not recommended." I would be in favour of a Board of three impartial men, who could hear my complaint, and justice would no doubt be meted out. The next matter I wish to mention is in regard to examinations. I will have to go into ancient history. There have been two kinds of examinations. The *Police Gazette* of 1890, pages 38 and 134, showed the result of those examinations. In the first a man went forward, pushed on by the usual incentive for promotion; a number were successful, and two or three were promoted; a number were not, and I think you will find that they are not promoted yet; a number more went in the last six months; a number passed and a number failed; I think you will find me amongst the successful. You will find that a number who did not pass have been promoted over my head. In connection with the examinations, there are a lot of ugly rumours. I need not refer to them here, but they tend to kill the system. There was one report that at a certain station books were introduced during the examination.

13. That is a question of local control?—Yes. In another case it was suggested that a man got hold of the papers before the examination.

14. You are speaking of ancient history?—1890. Two cases came under my notice in Wellington South; two passed at the same time; but another man who did not go in for the examination, and who was in a nice, comfortable position in the district office, was promoted to Waitara. Of the two who passed, one is still at Wellington South, and the other is second man at the Hutt.

15. Do you attach any importance to the system of examination, apart from the fact that the results may not be what are expected?—Undoubtedly; the educational value is of great service to any man who will take it on. As an instance, Sub-Inspector O'Donovan continued his course of study from the days of 1890 until he qualified as a solicitor.

16. You would not contend that passing alone should be a qualification for promotion?—That it should be one of the rungs of the ladder.

17. All other things being equal?—Yes.

18. *Mr. Dinnie.*] How long were you stationed in the Invercargill District altogether under Inspector Mitchell?—Seven years, approximately, including my time in Tapanui.

19. What is the date on which you allege I saw you?—Some time in March, 1904; it was the first time I met you.

20. Were you recommended for promotion at that time?—From what you said my name had been submitted for promotion.

21. How could I have said that when the papers show you had not been?—I cannot account for that. Inspector Mitchell heard the remarks, I believe. You said, "Your name has been submitted to me for promotion." I am giving you what passed word for word. I understand that there is something behind the scenes—that your predecessor submitted names to you.

22. But that would not interfere with this recommendation?—I do not know.

The Commissioner: Is this man's name on Mr. Tunbridge's list?

Mr. Dinnie: Yes, it is here.

The Commissioner: What is the entry?

Mr. Dinnie: "Recently punished for misconduct, and could not recommend him for promotion at present."

23. *Mr. Dinnie* (to witness).] You see your name is not on here?—I see that.

24. There is a senior member of the Force and two juniors?—I see that mine is not there.

25. Would you expect me to promote you under these circumstances?—I would expect that you would do what you said.

26. You say so, but I could not have done so?—The Inspector will say so.

27. You were stationed in Dunedin when promoted?—Yes.

28. And was the transfer to Invercargill an advantage to you?—Yes.

29. You had no objection to that at all?—None.

30. You know it is the custom to give the senior sergeant the first opportunity of a transfer?—I believe it is the custom.

31. The senior man always gets the first opportunity?—I do not know about senior men, but I know that men are offered stations. I was the junior man who was ordered to go there.

32. Do you know any junior men who were offered it?—No, I was the junior sergeant.

33. You referred to Lennon: do you know that on the 21st March, 1907, he applied for office-work? This is his application: "I respectfully apply to be appointed to a district office for clerical work in any part of New Zealand. It has been my desire since joining the service to

get an appointment of this kind. I respectfully ask my Inspector's favourable recommendation to this application." The Inspector minuted, "Constable C. H. Lennon is a very respectable and steady man, and, being a good penman, I recommend his application for favourable consideration." There does not seem to be much dissatisfaction there?—No, it was subsequent to that.

34. Again in May, 1908, he applies: "I respectfully ask for a transfer from Invercargill on the following grounds: It is my desire to get into the clerical branch of the Department, for which I have already applied, and, recognising that my chances of obtaining that position here are small, I respectfully ask to be transferred to Wellington or Christchurch. I am troubled with a weak knee (this I mentioned to Commissioner Dinnie when here paying his annual visit), and unless relieved from street duty it will necessitate my leaving the Department, and that I do not wish to do. I would feel grateful if the Department could see its way to grant my application." Inspector Mitchell recommended it. There was no feeling at that time, I suppose?—That was when the feeling arose. He was brought before the Inspector on either two or three occasions for abusive conduct towards another constable. The Inspector dealt somewhat severely with him by reprimanding him for his conduct, and hence that application for a transfer. I know he went sick with a bad knee.

35. Anyhow, he was transferred in July to Wellington?—Yes.

36. You see his transfer was recommended by Inspector Mitchell, and there is nothing on the files to show there was anything between either of you?—That is so. There would be on the files in the departmental office, I dare say.

37. What do you allege against him now?—That he came here with the avowed intention of maligning Inspector Mitchell and myself.

38. What do you suggest? That I knew anything of it?—That it filtered through to you—not that it reached you as a grievance, but that it reached you.

39. Do you know the reason for your transfer from Invercargill?—I asked, and you did not give me any satisfaction.

40. I suppose you are anxious to know? You know there were certain letters in the Press about that time?—The Invercargill papers?

41. And Dunedin, too?—I never saw them, and have no knowledge of any such thing.

42. They related to myself, and to Inspector Mitchell being made Commissioner?—The only thing I saw was an intimation by Sir Joseph Ward in Dunedin.

43. He had to reply, there were so many letters appearing?—How do you associate me with them?

44. In the same way that you associate me with Lennon. Is this your application, dated 9th May, 1907, for promotion to the rank of station sergeant? You then had only two years as sergeant?—Yes.

45. You were amongst the junior sergeants at that time?—Yes.

46. This is Inspector Mitchell's minute: "Sergeant Mathieson has been practically station sergeant here for close on twelve months. He has proved himself to be a loyal, honourable, and intelligent officer. He is a good disciplinarian, and, whilst exercising firmness in the supervision of the constables, he has the happy knack of avoiding offensiveness. He is particularly good in Court prosecutions, and is undoubtedly peculiarly well fitted to discharge the duties of a station sergeant." My minute is, "Noted for consideration, with others, when vacancies occur"?—Yes.

47. Following on that we have a letter from Mr. Thomson, of Riverton, that was the M.P., I suppose?—I do not know the gentleman at all.

48. The letter is addressed to the Minister of Justice, and reads: "DEAR SIR,—*In re* promotion of Sergeant Mathieson, of Invercargill, to the position of station sergeant, I hear that some alterations in the service are pending, and I should be glad to learn that Sergeant Mathieson's claims have not been overlooked. He is a capable and conscientious officer.—Yours, &c., J. C. THOMSON." The reply sent to that by the Hon. Mr. McGowan states, "I have the honour to acknowledge receipt of your letter of the 30th ultimo, relative to Sergeant Mathieson, of Invercargill, being promoted to rank of station sergeant, and, in reply, to inform you that this officer was only appointed to his present rank on the 1st February, 1906, and it is improbable that he will receive any further promotion at present, in view of the fact that there are other sergeants of longer service who are entitled to prior consideration when vacancies occur.—JAMES MCGOWAN, Minister of Justice." We have also a letter from Mr. Hanan. You know who he is, I suppose?—I do.

49. He made some personal inquiry. Then, you say you know nothing about this at all?—Nothing. I never spoke to either Mr. Thomson or Mr. Hanan on the subject; and, as to writing or instigating letters to the Press about yourself, I know nothing whatever about it. In fact, it seems as if you have an unhappy knack of casting aspersions on people whom you suspect.

The Commissioner: That will do, sergeant. I cannot allow you to speak in that way to your superiors.

50. *Inspector Ellison.*] Do you suggest that I had anything to do with your transfer?—No.

51. Or had any communication about it since?—No.

52. You mentioned it in your evidence?—That I conjectured.

53. You said I worried you about sheets and correspondence?—You minuted one back because a name was omitted—a pure clerical slip; and to say that it was not properly made out—

54. Have you had any inquiries from other officers about correctness or delay of charge-sheets from Newtown?—I had about delay; but our staff is a very limited one.

55. Do you keep what is known as a "Black-list" book, with memos. and copies?—No.

56. Have you ever shown such a book to an officer or sergeant?—No.

57. *Constable Taylor.*] Sergeant Rutledge said he would not have me at the station. I have been under Sergeant Mathieson, and would ask his opinion?—I never had a better constable; he is very energetic and sober.

58. *The Commissioner.*] You give him a good character generally?—A good character.

59. *Mr. Wright, M.P.*] How long have you been in the Force?—Twenty-four years and two months.

60. Have you been active in administering the licensing laws where you have been stationed?—I have been twelve years really in a prohibited area, and during that period I have had forty or fifty convictions, roughly speaking, for sly-grog selling; also numerous convictions for breaches of the Licensing Act in Lumsden.

61. That was not a no-license area?—No.

62. I suppose, then, you were unpopular with a section of the community?—With the hotel section, undoubtedly.

63. Where were you promoted?—At Lumsden.

64. Where were you transferred then?—To Dunedin.

65. Were you active there?—Not during the period of promotion. I have no recollection of any cases during that time.

66. Do you know of any other officers in the Police Force who have been transferred from one town to another because of activity in administering the Licensing Act?

The Commissioner: There is no implication in this case that this sergeant was ever transferred on account of such activity. Now, you ask, "Do you know of any other officers?"

67. *Mr. Wright, M.P.*] Do you know of any officers?—At present I cannot recollect.

68. Do you remember a case of disgraceful conduct at the South Wellington barracks between two probationers named McGrath and Shannon?—It was before I went there; I have only heard talk of it.

69. Is the training depot at Wellington South under proper control between 5 p.m. and 9 a.m.?—Well, it is really under my supervision during these hours. When I say "mine," I visit the barracks at 10 o'clock, but I have no instructions to do so. Officially, I am not really connected with the barracks at all, but I do visit it, because of the necessity to do so.

70. Should you not have instructions to look after it?—I have acted out of comradeship with Sergeant Dart; it was at his request that I did so; he is the officer really in charge.

The Commissioner: There can be no objection for Sergeant Dart to delegate his authority to another. Had you not better wait and ask Sergeant Dart as to the control of the depot? He will afford you all the information it is possible to obtain.

71. *Mr. Wright, M.P.*] All right, your Worship. Do you think a night school would be of some help to the young men whose education is not too good?—Undoubtedly.

The Commissioner: You do not want to make the training too trying. They are doing very hard work all day. The advantage would be to give them longer training.

Mr. Wright, M.P.: The only difficulty is in getting men to pass the Fifth Standard.

The Commissioner: If they got three months' training instead of two, what you are aiming at would be attained. That would give the extra time at the depot, which we all admit should be as long as possible.

72. *Constable Greene.*] I apply to ask Sergeant Mathieson a few questions in reference to what Sergeant Rutledge expressed yesterday regarding myself. How long have you known me?—Roughly, about twenty-four years.

73. Where first?—At Waipoura, near Lawrence.

74. Did you see me afterwards, and where?—We were in the barracks in Dunedin for a number of years. I served under you as a sergeant, and also was with you as a constable.

75. Do you know me as an agitator, or have you ever heard it?—Never, until I came to Wellington. I found you all I desired as a comrade.

76. *Mr. Watson.*] I said that you had informed me that certain action was to be taken: is that correct?—I reported the case referred to, and Station Sergeant Darby came to the telephone, read over the Inspector's minute, and asked me to give effect to it. It was to have the woman looked after in the house from Saturday night until Monday, and then lay an information against her for lunacy. I did so.

77. *Inspector Ellison.*] It is a mistake. Did you get any instructions from me directly?—From Station Sergeant Darby.

78. Afterwards?—I had the minute afterwards.

SAMUEL ADAM BROWN, Constable, examined on oath. (No. 269.)

Witness: I am a constable, at present stationed at Masterton. I was enrolled in July, 1905.

1. *The Commissioner.*] On whose behalf are you a delegate?—The Masterton police constables.

2. What are the matters you wish to bring before me?—In the first place, with reference to the pay, we would like to have it start at 8s. per day, and rise by increments of 6d. every three years to a maximum of 10s. per day. The house-allowance for married men is at present 1s. per day, which is totally inadequate. The house-rent in Masterton is 15s. per week, on an average.

3. Are you married or single?—Married.

4. What do you pay?—I have a free house, but living in Masterton is 25 per cent. dearer than here in Wellington; in fact, when here I could live cheaper than in Masterton.

5. How did you get a free house?—There is a constable's house there. We would ask that the house-allowance be increased to 1s. 6d. per day.

6. To have it the same as the sergeants get now?—Yes. With reference to the free issue of uniform, of course, we get the cloth, but we have to pay for the making. We cannot get a uniform made there for less than £2 15s.

7. That is 10s. more than in other parts?—That is so. We would ask that we be granted two pairs of pants and a tunic every twelve months. At present we get a pair of pants every nine months and a tunic every eighteen months after the first twelve. We would also ask that the annual leave be increased from twelve to sixteen days, and be allowed to accumulate for three years as at present; also, that a free railway pass be granted while on annual leave. I have known cases of constables having been called on duty while on leave, and, of course, they are bound to act when called upon. We think they are entitled to a free railway second-class pass. We also ask that saloon passages be granted on steamers instead of steerage when on escort duty.

8. Well, the very reverse has been asked for. On escort you really only require steerage. There is a great difference between transport and escort, and saloon passage on escort duty would mean giving a saloon passage to your prisoner also?—We mean going the one way—for instance, going from here to Christchurch, you very often return empty-handed, and we mean to come back saloon.

CHARLES WILLIAM KELLY, Sergeant, examined on oath. (No. 270.)

Witness: I am a sergeant, stationed at Lambton Quay. I was enrolled on the 31st August, 1892; and promoted on the 1st September, 1907.

1. *The Commissioner.*] Have you been in charge of any stations?—No; I am a single man.

2. And live in the barracks here?—I am appearing here as a delegate from the sergeants in the Wellington District. I believe that the Auckland sergeants put in a number of proposals. We have had a copy of those proposals sent to us. We held a meeting at which they were fully discussed. We agree with the majority of the proposals, except a few amendments, and I would ask permission to put those in. We say: (1.) That the resolutions of the Auckland police sergeants be approved of up to the word "difficulty" at the end of the last line under the heading "Relative Position of Sergeants and Detectives," with the following exceptions: The words "4 per cent." to be inserted in place of "8 per cent." in second paragraph under heading "Position of Chief Detective," and the word "twice" instead of "four times" in the line following in the same paragraph. That after the word "service" in first paragraph under heading "Relative Position of Sergeants and Detectives," the following words be added: "In view of the fact that the two branches of the service seem to have been amalgamated, we ask therefore that the relative positions of the different ranks of the service be defined as follows: Commissioner, Inspector, Sub-Inspector, station sergeants, Chief Detective, sergeant, detective, constable." We ask that the proposals in regard to station sergeants and senior sergeants be approved, excepting clauses 6 and 7, which were deleted and the following substituted: Clause 6.—Pay of senior sergeants to commence at 15s. 6d. per diem, and advance to 16s. 6d. per diem by annual increments of 6d. per diem, the same as in the case of Chief Detective. Clause 7.—The pay of all other sergeants to commence at 11s. per diem, and advance to 15s. by increments of 1s. every three years, the same as in the case of detectives. Travelling-allowance approved with the following addition: Constable to be allowed 6s. per diem. To be added to clause 4, under heading "Constables," the words "and single constables, except when on escort duty." In clause 10, under heading "Sergeants," increase of pay by 1s. per day instead of 6d. as shown. Clause 18 to be deleted, and it is suggested that the position of clerks remain as at present. In Appendix: Clause 3.—Sergeants, 11s. to 15s., by 1s. every three years, instead of to 13s., by 6d. every two years. Clause 4.—Senior sergeants, 15s. 6d. to 16s. 6d., by 6d. every year, instead of 13s. 6d. to 15s. 6d., by 6d. every year.

3. Is there anything else you wish to add?—I joined the service on the 31st August, 1892. I have been stationed at Auckland, Wellington, Christchurch, and Nelson. I passed the police examination held in Wellington in January, 1907, and was promoted sergeant in September of the same year. I have made no attempt to use influence since I have been in the service, nor do I know of any one else using it. I know a number of men who have been promoted during the last two years—know them personally. We have had a talk about the matter, and they have assured me that they have used no influence. Regarding discontent, there is no discontent amongst the Wellington police, with the exception of two or three disappointed, vindictive men. These men have been the cause of this Commission.

4. How do you mean "the cause"?—By their conduct in abusing the Commissioner during the last eighteen months in the papers—by writing letters to the papers.

5. The Commission was mainly set up on account of a statement made in Parliament?—These men have been carrying tales out.

6. You think that members of Parliament got their information from men in the barracks?—I have no doubt about it, especially after hearing the evidence given here. They have also been telling the reporters things which are untrue really on purpose to get at Sub-Inspector Wright.

7. Why should they try to get at him?—There is an old grievance between these men and him. The last Commission was the same. If the slightest thing happens in the barracks these men carry it out, and within twenty-four hours it appears in the papers.

8. Wellington papers?—Yes. I believe they are in communication with three or four other men in different parts of New Zealand. If the slightest thing happens in the barracks, they exaggerate it, and try to make the Force look as black as possible. For instance, I was on duty when Constable Mills was ordered off his beat. I was the sergeant who took him off.

9. I have seen the papers in connection with that. I will not allow you to touch on that; I am prohibited from going into the matter?—Does the same apply with regard to Constable Hood?

10. You know as well as I do what the reference is?—With regard to the disturbance in the barracks, I have slept in the barracks for two years, and can honestly say that I have never heard a disturbance since I have been there.

11. It would be your duty to keep order?—Yes. I never had occasion to speak to a man on the station. In regard to the efficiency of the Wellington police, I consider they have never been

more efficient than at present. We have a first-rate detective staff—the best in the colony, I consider. As regards the standard of education, I do not think it is too high; I think it should be adhered to. I also think, if it is necessary for a man to obtain a Fifth Standard certificate on joining, it is still more necessary a sergeant, before promotion, should pass the Fifth Standard. It has not been the case hitherto. Constables have no faith in a poorly educated sergeant, and will not take his advice.

12. However good a constable may have proved himself, if uneducated, the men do not place any value on his opinion?—There are any amount of fairly well educated men in the Force who have no confidence in an uneducated man. I think the training depot has been a success, and I think the probationary period should be extended for three months.

13. Would you extend the period in the depot?—I would, to three months.

14. And there should be three months' probation in addition?—I think it is desirable to have six months' probation after the depot, making nine months before the men are enrolled. If it could be worked, it would be a good idea if, after a man has been serving twelve months or two years, he were sent back to the depot. We have a first-class instructor, and any man would be glad to receive another couple of months' training, and they would know what to learn and what not to. At present they learn a lot they should not, or, rather, too much in advance—they learn too much by heart.

15. You said the training was excellent?—It could not be improved.

16. But no training is excellent which is cramming?—Well, the men do not know what to learn.

17. How do you think the training could be strengthened?—It would be better if the men, after doing twelve months' service, could go back when they had some practical knowledge.

18. Do you not think many would object to going back to school again?—They would be only too pleased to do so. Another thing, I think all constables from other Forces should be compelled to go through the depot on enrolment, because the conditions here are different and the law is different. In regard to constables here complaining about having to go to Court after night duty, I think it would be a good thing if some arrangement could be made to give them time off, or, if the Magistrate would allow it, for the defendant to come up, and, if he pleads not guilty, allow him to stand down till the afternoon.

19. I should not object to that, but some Magistrates might?—I have been told that is what is done in the Old Country. It is very hard on the men at present, and they shirk their duty in consequence; they will take a drunk off their beat, and put him on another. A man on beat in Wellington would be at Court every morning if he did his duty strictly. I think also there should be a gymnasium at the police-station in every centre. I think there should be an instructor. Constable Skinner is a first-rate man.

20. You would give a man a status as instructor to the whole of the Force?—Yes; we have a first-rate man here named Tait—a pupil of Skinner's. It would also be advisable to have a room for men to dry their clothes in.

21. You are very hard up for accommodation?—Very.

22. You have six or seven sleeping in one room?—That is only one room.

23. What are the sanitary arrangements like?—They are very fair. I think the police should be relieved from the outside duties they have to perform, such as for the Education Department, Old-age Pensions, and Inspection of Machinery. The sergeants have to do that, and they cannot really do it and look after the men properly too.

24. Do all sergeants take their turn?—We are constantly doing it. There is no special man here; there is in some places. I think the Inspectorship of Weights and Measures should be held in another Department; I do not see why the police should do it; it is no policeman's work at all. A remark has been made about one of the Sub-Inspectors playing billiards in our room. I might say it does not interfere with discipline in any way. Mr. Wright is a man no one could be familiar with.

25. We shall not agree on that, and I do not want your opinion on it. Where else have you done duty besides Wellington?—Auckland, Christchurch, and Nelson. I have been here for two years.

26. How do you find the discipline in different places?—I think it is first rate here. We have a very strict disciplinarian in Mr. Ellison.

27. How long is it since you were in Christchurch?—When doing Exhibition duty.

28. Are you able to compare the condition of the Force in the different centres?—I have not been on duty in the large centres for some years.

29. Are they all fairly efficient?—I think so; the records will show that.

30. There is no occasion to set centre against centre?—No; I think we compare with any other centre.

31. At what age were you promoted?—Forty.

32. Have you any opinion as to the age at which a man should be promoted?—No man should be promoted over forty-five. The work is severe. I know of cases where sergeants have gone back to constables.

33. *Mr. Dinnie.*] You think it would be a good thing if the men were sent back to the drill ground after serving a year or two: would that not be impracticable?—It would be a first-rate thing.

34. You know the men have to attend a class for twelve months after they join?—Yes.

35. Is Greene one of the men you mention as being dissatisfied?—Yes.

36. There is no general dissatisfaction in the service as far as you know?—I do not think there is another man in the station but Greene.

37. You noticed Mr. Arnold's remarks in respect to the men at the Lambton Station: did they cause considerable dissatisfaction and unrest?—Yes, the men were very much annoyed; their relatives were writing and complaining.

38. Do you know anything about a "special" man?—I think that is absurd; there is no truth in it whatever.

39. *Inspector Ellison.*] You were a good while under me, did you receive considerate treatment from me?—Yes, first-rate treatment.

40. Have you noticed me being unduly rough with any man?—No; you keep men in their place; but if a man does his duty he gets on all right.

41. A man gets a fair show if he does his work well?—Yes.

JAMES DALE, Sergeant, examined on oath. (No. 271.)

Witness: I am stationed at Lambton Quay. I was enrolled in 1881, and have had twenty-eight years' service. I was promoted after twenty-five years' service, in 1906. I was then in charge of Alexandra South Station. I did street duty for five years, and was then sent to Lawrence. After being appointed sergeant I was brought to Lambton Quay, and have been on sectional duty here ever since. I should like to correct a slight mistake which I think the Commissioner will admit. In giving his evidence in Otago it appeared as if I was classified with Constables Taylor and another as having completed thirteen years. My reason for mentioning it is that I was classified with men who were considerably my juniors. I have done twenty-eight years' service—twenty-five before promotion. I have no complaint against any officer in the Force. I thank the Commissioner for my promotion, to which I have worked up by hard work. I ask him to produce my merit sheets.

1. *The Commissioner.*] Had you prospects of promotion before you received it?—I was in charge of the goldfields. I was transferred from Cromwell to Alexandra by the late Commissioner, I have grounds for saying, for special reasons. It was a pretty rough town, and there was a good deal of drinking there, and the only promise made to me prior to my getting promotion was by Mr. Tunbridge, who said if I managed this station as well as the former one I would receive further consideration.

2. Why do you think you did not get promotion before?—I do not know. I made application for promotion, and always understood I had the confidence and good will of Mr. O'Brien, and I was surprised at his remarks concerning myself in Dunedin—that he did not recommend me. But I think he had to admit he was wrong, and did recommend me. I have never used political influence nor made application more than the records will show. I am a married man. I pay £1 a week rent, my allowance being 10s. 6d. I do not make this as a complaint, but it is somewhat hard I should lose my seniority in the way I have.

3. How?—Because I have done solid hard work in the Force, and it seems hard that a man after doing hard service so long should find himself with twenty-five sergeants ahead of him.

4. You were so grateful for your promotion just now?—I admit it; but the fact is there are twenty-five sergeants, most of them enjoying out-stations, who are my juniors considerably.

5. I do not see how it is to be remedied. You have temporarily lost your opportunity, or it has not come to you; it is a good thing you are as grateful as you are?—I am grateful, but I think it is a little hard. I am living in hopes of further promotion. As regards the constables here, a good deal has been said about them one way and another. Since I have been here I can only say I am proud to have charge of such a class of men. I am on night duty, and have twelve men under me, and am proud of the way they do their work. I do think we, as sergeants, are asked to do rather much at night, and I think we should have another sergeant at this station.

6. That is a matter the Inspector, if he thinks necessary, would report on so strongly that in all probability there would be no difficulty in its being done?—There is a good deal of work for a sergeant. He has twelve men to look after over a wide radius, and if there is a fire or a serious offence he is the man who is looked to in the morning. I think there is rather much for him to do as it should be done. The sergeant has no time to converse with his constables as he should do. It is simply going round, "Is all right here?" and so on to the next man.

7. What else would you say?—Possibly the constable might want to ask questions, or something of that sort. I am only pointing this out to show that another sergeant is desirable for our station. In regard to recruits, I should like to see the term of probation such that there should be some practical work done in it. Suppose twelve men go into the depot, I should like to see some of them do part of their time on the street, and go back to the depot afterwards.

8. You could do that if you extend the time in the depot?—Yes; the men come down to us full of law, but without the first idea of police duty—how to work a beat, and how to walk on it; and if we check them they resent it. I should like to see them brought out to assist the men on the street, and learn some of the practical work of police duty.

9. They get a certain amount of drill and physical exercise?—Yes, but they do not know how to speak to the public; they go too harshly at it, and get into trouble.

10. You would give them more practical training?—That is my idea. In regard to the question of the "handy" man, I have never heard of anything of the sort.

11. How old were you when you were promoted?—Nearly forty-five.

12. Is forty-five old enough?—Yes.

13. Have you felt the sectional work at all hard?—No; but I say it takes a good man to stand a place like Wellington; if a man can stand Wellington he can stand any place.

14. What is there about it?—There is such a lot of walking in it; there is not so much in other places, where the beats are closer together. Our beats extend from Tinakori Road to Manners Street Station. It is all very well to talk about visiting constables, but sometimes you cannot find them for a bit; you have to go round a man's beat to find him.

15. *Mr. Dinnie.*] Have you had any inquiries to make in respect of candidates for enrolment?—Yes.

16. They are carried out satisfactorily now?—Yes.

17. Could you suggest any other method of investigation?—I do not see that any more could be done. I do not know what steps are taken as regards the Australian men, but my experience is it has been the one or two Australians in the Police Force that have caused a lot of trouble, and have been dismissed.

18. Do you know of any influence obtaining?—Nothing of the sort. There is a lot of talk about it.

19. Do you believe in the present system of promotion?—I cannot see that it could be bettered; it should be left entirely to the superior officers.

20. Merit and seniority combined should be considered?—Yes. While on this question, I think the actions of a constable should be recorded in some way—in this way. I have had a good many cases which I think should have been recorded in my favour, and which should have told for my promotion, and you, as Commissioner of Police, know nothing about it, such as cases of theft, licensing cases, and general police duties.

21. When you do anything meritorious it is on your sheets?—If I am away in the country the Commissioner of Police knows nothing of what I am doing.

22. But he knows through your Inspector?—Well, there is very little entered on the record sheets, unless it is something very meritorious.

23. What do you say as regards efficiency and discipline as compared with former years?—It is very good.

24. What is your opinion on the behaviour and morality of the men?—It is very good.

25. Do you know anything about the matters referred to by Mr. Arnold in respect to the men on the station?—In my opinion, the statements were unfounded, and wrong.

26. Do you consider Greene is one of the dissatisfied men in the station?—I know very little of him; I am married, and not much about the barracks.

27. *Inspector Ellison.*] In regard to visiting constables on beat, you wait for a man sometimes. There is a given time for him to travel round about, and you sometimes have to wait nearly the whole of that time before he arrives?—Yes; a sufficient time to delay you.

28. On other beats he might pass in a given time?—Yes. If he does not turn up within a reasonable time, and has no excuse, he is brought to book for it?—Yes.

29. Constable Taylor asks that certain reports you made in regard to visiting hotels should be put in. I intend to put them in?—I should like to say the number of visits I have paid to hotels since March, 1908, is 283, within hours and after hours.

30. All the sergeants on duty visit the houses and go into the bars and see how the hotels are conducted?—Yes, and a report is put in every month or fortnight.

[Reports produced.]

31. Do you know of other cases being brought up besides these, and dismissed?—Yes.

32. You do not know about a case against the Commercial Hotel some six years ago on the same lines as these cases?—It was before my time; I heard of it.

33. Have you received fair and considerate treatment from me since I came to Wellington?—The best ever I had in the Force. You are the straightest gentleman I ever dealt with.

34. *Mr. Wright, M.P.*] Have you ever reported breaches of the licensing laws in Wellington and no prosecution has resulted?—The papers are in—all the reports I have ever made.

35. Do you know of any drunkenness in the Police Force? Do you know this man whose name I now show you?—I am astonished to see the name; I know nothing of it; I know the man; he is a fellow-sergeant.

36. Is Wellington properly policed?—Yes, except the point I have mentioned—I think there should be another sergeant at Lambton Quay station.

THURSDAY, 16TH SEPTEMBER, 1909.

WILLIAM MATHIESON, Sergeant, further examined. (No. 272.)

Witness: I wish to apply to have the files searched with regard to my period at Invercargill. It was stated yesterday by Mr. Dinnie that certain letters had appeared in the Dunedin and Invercargill papers which I was supposed to have written or instigated.

The Commissioner: I do not see how that will advance matters. I presume the question was asked with a view to show that you had instigated or were the author of these letters. You have given your denial to that.

Witness: I go further, and say that no such letters existed.

The Commissioner: I do not know. The best way is when the Commissioner comes to give evidence to call upon him to produce them.

Witness: If any letters appeared reflecting upon his administration it would be the duty of the Inspector to forward them.

The Commissioner: At this stage it is impossible to go into that.

Witness: If I was accused of it it was surely due to me that I should get a chance of replying. It was a Star Chamber business.

1. *Mr. Dinnie.*] Were there any deputations to Sir Joseph Ward?—I know nothing about them.

2. Have you never read his speeches?—I saw his reference to the matter in Dunedin. That is all I know.

The Commissioner: If you will prompt me when Mr. Dinnie is giving evidence I will go into the matter.

MICHAEL MURPHY, Sergeant, further examined. (No. 273.)

Witness: I am a sergeant stationed at Mount Cook. I joined the Police Force on the 28th December, 1889, and was promoted to the rank of sergeant on the 1st March, 1906.

1. *The Commissioner.*] Since then where have you been?—Two years in Auckland and eighteen months in Wellington.

2. Where in Wellington?—Mount Cook.

3. You are one of the junior sergeants there?—Yes.

4. What has been the conduct of the men since you have seen them in Wellington?—Very good.

5. You have no complaint whatever to find either with them or their efficiency?—No.

6. How old were you when you were promoted?—About forty-five.

7. And how did you find the sectional duty?—Pretty hard sometimes.

8. Did you find yourself physically fit?—Yes; I was kept going pretty well.

9. What is the maximum age at which a man should be promoted to be sergeant?—Forty or forty-four.

10. Do you think forty-five too old?—For some men.

11. Although you did not find it so in your case?—No.

12. *Mr. Dinnie.*] What has the conduct of the men in Wellington been generally?—Very good, as far as I know—exceptionally good at Mount Cook.

13. And the class of men we are getting now?—Is as good as ever; you might get a few not up to the standard physically.

14. Have you had any inquiries as regards candidates?—A number of them.

15. You think they are carried out strictly?—Very strictly.

16. In the case of Constable Willetts?—I saw Mr. Richardson, and reported just what he told me. He was very busy that morning, and I had to wait some time to see him.

17. *The Commissioner.*] Did he show you any papers?—No; I showed him Willetts's testimonial.

18. Then, look at this—it is the record of service: “April 16th, 1907: Insolence to passenger; cautioned. June 26th, 1907: Insolence to Hon. Mrs. —; cautioned. October 26th, 1907: Insolence to Mr. —; severely cautioned. November 8th, 1907: Insolence to Mrs. —; informed that if further reports of a similar nature received against him he cannot be retained in the service”?—I did not see that. I did not know Willetts.

19. I want to make sure that the information was not given to you?—No.

20. *Mr. Dinnie.*] The files were not shown to you?—No.

21. *The Commissioner.*] You saw nothing beyond the fact that you were told his conduct was good?—No.

22. *Mr. Dinnie.*] Your opinion is that Mr. Richardson ought to have shown you those things?—He ought to. I knew nothing about the crab incident.

The Commissioner: These are independent of that; the crab incident is not on that sheet.

23. *Mr. Dinnie.*] You knew nothing about this?—Nothing.

The Commissioner: It would be well to make a note that they keep such a record in the Tramway Department, in case of any future inquiries.

24. *Mr. Dinnie.*] We will note that. (To witness): What do you say as to the discipline and efficiency of the men?—Very good.

25. Is there any general dissatisfaction as regards the present control?—Not that I know of.

26. You do know that there are two or three dissatisfied men?—I have heard so.

27. *Inspector Ellison.*] How have you been treated by me since you have known me?—Well.

28. Have you any complaint to make against me or my conduct?—Neither against you nor any other officer in the service.

29. *The Commissioner.*] What is his manner of addressing constables?—Very good.

30. You never saw anything to take exception to?—Never.

31. *Mr. Dinnie.*] Did you ever know of any sergeant at Wellington having been under the influence of liquor?—No.

WILLIAM COFFEY, Journalist, examined on oath. (No. 274.)

Witness (to Inspector Ellison): I am special correspondent for several papers here. I desire to say that I come forward voluntarily, in consequence of a certain statement made by an officer of the public service as to incivility on the part of Inspector Ellison. I have had occasion to go to Inspector Ellison on many occasions, not as a Press representative, but as an officer of an association which controls the sport of boxing, and on every occasion I have been treated with the utmost courtesy and consideration, and the representations made on behalf of the association, as well as of the parent body in Christchurch, have received every consideration. While the Inspector has been very strict in seeing that the law has been complied with, he has placed no obstacles in the way of giving us a permit, and has done so promptly. I know of others who have had occasion to go to him, and they have come away with the same experience—that they have been treated with the utmost courtesy. At the same time, I have reason to thank Mr. Dinnie—

The Commissioner: Mr. Dinnie's conduct is not in question.

Mr. Dinnie: This is surprising to me.

The Commissioner: Do you want him to give you a testimonial of character?

Mr. Dinnie: I have no desire, except the question is raised.

The Commissioner: You may proceed with your evidence.

Witness: I may say there have been occasions when representations have been made to us as to the efficient control of boxing, and I have had occasion to go to Mr. Dinnie, and have always been promptly dealt with. Speaking as a newspaper representative, whenever I have had occasion to go to Inspector Ellison or Mr. Dinnie, I have been treated with courtesy and consideration, and I think I voice the feelings of other members of my profession. I do not know anything of the allegations made by Constable Taylor and Sergeant Mathieson; that is my experience of them and the Force generally. Speaking as a newspaper man, we are naturally observant, and come in contact with the Police Force more than the public generally, and my opinion is that they perform their work efficiently, with a few notable exceptions, and treat the public with a great amount of consideration. Sometimes their position is not a very pleasant one, and the behaviour of people with them is not altogether of the best, but they perform their work very well indeed.

1. *Mr. Wright, M.P.*] You are connected with the newspaper Press?—Yes.

2. The authorities everywhere treat the Press with very great respect?—I do not know about that. They do, with a certain amount of respect. Pressmen have to go to the police and make certain inquiries which will tell them whether they can give the information wanted or otherwise. On several occasions we have gone away with a refusal, but if we do not get it from them we find it out in another way.

3. *The Commissioner.*] It is not so much the refusal as the manner of refusing?—Yes, sir.

4. *Mr. Wright, M.P.*] If a newspaper man had been treated like that man stated he was yesterday, there would have been a strong paragraph in the paper next day?—There might or might not; it all depends on the circumstances.

5. Is not anything appearing in the Press taken notice of by the Department?—I am not in the secrets of the Department.

6. You find, as a newspaper reporter, that you will be treated with courtesy by the police?—Not always. Even politicians do not treat us very courteously sometimes.

7. You say it is your opinion that reporters are not likely to receive better treatment than anybody else?—I do not think so.

8. Have you ever approached the police for information when not connected with the Press?—Yes.

9. Did you get fair treatment then?—Very fair, indeed.

10. From Inspector Ellison?—From others before him, and from the Force generally.

11. *Inspector Ellison.*] Did you ever get inconsiderate treatment from me?—Never.

WILLIAM LYONS, Sergeant, examined on oath. (No. 275.)

Witness: I am a sergeant, stationed at Lambton Quay, Wellington. I am on street duty—a sectional sergeant. I was enrolled on the 13th November, 1878; and promoted sergeant on the 1st June, 1885.

1. *The Commissioner.*] Have you been in charge of sub-districts?—Years ago I was in the Urewera country.

Inspector Ellison: He is a single man.

The Commissioner: A man is penalised for being single?

Inspector Ellison: Very often in that way.

2. *The Commissioner.*] Then, you sleep in the barracks?—Yes. I have served in all the four centres, as well as Wanganui and Invercargill.

3. And how have you found things throughout the Force?—Satisfactory.

4. How long have you been on the Quay?—About four years.

5. What has been the general conduct of the men during that time?—Good.

6. Apart from the particular cases we know of?—Yes.

7. And they have been dealt with?—Yes.

8. What is the conduct of the men in the barracks?—Good. On one occasion, some months ago, I had to speak to two of the men who were chatting at the door of their room. There were other occupants of the room—seven in all—sleeping in a room 25 ft. by 15 ft. I ordered these men to bed, as they were disturbing the others.

9. What were they doing?—Chatting.

10. What did you do?—Ordered both to bed, and reported the circumstance.

11. Were you alone?—Detective Cameron and Constable Gallagher were present.

12. Was it just a general disturbance?—They were talking a bit loud.

13. And as you thought?—Disturbing the other occupants of the room.

14. Was there any sign of injury on either of the men?—Yes, on one of them.

15. What do you deduce from that?—They told me that they had been wrestling.

16. What first drew your attention to it?—I noticed a skin abrasion on one of the men.

17. Were both afterwards dealt with?—Yes.

18. Were both under the influence of liquor, or only one?—Both slightly under it.

19. And that is the only occasion on which you noticed anything of the kind?—The only occasion.

20. *Mr. Dinnie.*] You have been in Wellington some time?—Four years and three months.

21. Have you had any inquiries in respect to candidates for the service?—Yes, several.

22. Were they strictly carried out?—Yes. In the case of the colonial-born, they had to be accounted for from the day they left school; employers had to be interviewed, and there also had to be a personal report from any person who had any knowledge of the candidate.

23. So that every part of the time is accounted for from the time of leaving school?—Exhaustive inquiries are made regarding character.

24. Do you think that candidates should have a longer period of probation than now?—I should say, about three months.

25. That is in the depot?—Yes; and three months' street experience.

26. That would mean six months altogether?—Yes.

27. Then they could be either retained or discharged?—Yes.

28. You know that we have a system of classes, and that they have to attend them for twelve months after joining the service?—Yes.

29. *The Commissioner.*] Have you been at these classes?—Yes. The station-sergeant teaches them in general police duties.

30. How often are these lectures?—Once a week sometimes.

31. Is it compulsory on the men to attend?—Yes; they are notified.

32. On what lines do these lectures proceed?—Reports, by-laws, Factories Acts, and so forth.

33. How long does the instruction last?—About an hour.

34. *Mr. Dinnie.*] Do you know anything of political influence?—Nothing whatever.

35. I suppose you know that there are a few dissatisfied men?—Not to my own knowledge, but I have heard so.

36. Do you know of any sergeant in Wellington ever having been under the influence of liquor?—Never.

37. And you do not believe that such is the case?—No.

38. *Inspector Ellison.*] You have known me since you joined the service?—Yes.

39. What is your personal knowledge of how I treated yourself and other men in the service?—You have always been kind and civil to them.

40. What is my reputation?—As good as that of any officer I ever served under.

41. *Mr. A. Gray.*] You have lived in Wellington barracks something like four years?—Yes.

42. And slept there?—Yes.

43. Is there any justification for the suggestion made that the Wellington barracks are the scenes of disgraceful conduct every night?—None whatever.

44. Do you know that it has been said that the worst of certain scenes and things that a member of Parliament described were no worse than was to be found at the barracks in Wellington every night? Is there any justification for that?—None whatever.

45. Do you know of any instance of disorderly conduct beyond the scene you have mentioned?—Nothing whatever.

46. That is your experience of four years?—Yes.

47. What is the conduct of the men at night?—Good.

48. *The Commissioner.*] Is there any drinking going on at night?—None whatever.

49. No liquor brought in?—No. We have several prohibitionists, one of whom has left the Force, and in the event of anything of that kind going on he would mention it.

50. At what age were you promoted?—Thirty-three.

51. Do you attach any importance to physical training?—I do.

52. Do you think there is a lack felt owing to the want of a gymnasium?—Yes.

53. You think there ought to be one in every centre?—Yes, in every centre where there is a big crowd of men. The accommodation is also bad at the station; there are some men sleeping in rooms 10 ft. by 8 ft.

ROBERT DARBY, Station Sergeant, examined on oath. (No. 276.)

Witness: I am stationed at Lambton Quay. I was enrolled on the 28th July, 1876; and promoted to be sergeant on the 1st January, 1898.

1. *The Commissioner.*] Ten years later you were made station sergeant?—Yes.

2. Where did you do duty as a sergeant mainly?—In Wellington three years, then in the Westport district three years, and five years in the Thames.

3. How old were you when promoted?—Forty-nine.

4. What is your present age?—Sixty.

5. Did you have to do sectional duty?—Yes.

6. How did you find it at that age?—Not a bit of trouble in life.

7. What do you think would be a proper age at which to promote a man, having regard to the strenuous nature of the work?—I would not debar a man up to fifty. If it is to stop at forty-five, what has a man to look forward to?

8. It has been suggested all over the Dominion that forty-five should be the maximum age?—When an efficient good man comes to forty-five, what does he do? He sits down and puts in his time the best way he can; he has nothing to look forward to.

9. You think that the matter should be regulated by a physical examination?—On promotion.

10. Would not that be necessary?—There was no physical examination with me.

11. I would not have thought it necessary?—No.

12. We had a case the other day of a man who said that if he had been physically examined he would never have been promoted?—Of course, we all look forward to improving ourselves if we get the opportunity.

13. Your duties as station sergeant have never been defined?—Not properly defined.

14. Have you found any drawback owing to their not having been defined?—None whatever; I have good officers, and everything has worked smoothly.

15. Do you think that the office has been justified by results?—I do. Of course, there is no doubt it is very awkward for a man in charge of a large station to be placed in a large office. The position of station sergeant is very peculiar, and the amount of work in Wellington is enormous. I am at it from 8 o'clock in the morning until 9 o'clock at night. If not, the work will accumulate. Of course, I have good officers. Sometimes I am there alone. If the Sub-Inspector is ill and the Inspector away visiting country stations, I am in charge of the whole place.

16. You are Inspector and Sub-Inspector rolled into one?—Rolled into one.

17. And no friction has occurred?—Nothing of the sort; I have the best of officers.

18. How about the men? Are they up to the standard?—They are excellent; I could not say any more for them. Of course, in every community you will find one or two who are not equal to the others; you cannot avoid that.

19. What would you recommend after these men have passed through the training depot?—I would give them three months on the street with another man in charge and a sergeant to learn their duties. Previous to my service in New Zealand I was five years in the Royal Irish Constabulary. There they are not allowed out for six months, and sometimes seven months, until they have a thorough experience.

20. Have you heard of much discontent amongst the men owing to not getting Sundays or time off on account of being at Court?—Here they always get time off when at Court, when they ask for it; in fact, they are exceedingly well treated. They also get Sunday leave when they can be spared. Of course, we are sometimes short-handed, and if they cannot be spared it is made up for them on the first opportunity.

21. Have you any remarks of a general nature with regard to the Force?—With regard to my own position, I would like to have my status in the station defined with regard to myself and the Chief Detective. I am in charge of the station when the Inspector and Sub-Inspector are away, but am I in a position to give orders to the Chief Detective?

22. That has never been defined, but at the same time has never resulted in friction?—If so, I would like to be put on the same footing as regards pay.

23. Have you ever had occasion to issue instructions in the absence of the others?—I never had occasion, because you could not have a better staff of detectives; they work most amicably together. Then, with regard to this question of travelling-expenses, free pass on the railways, and house-allowance, I get £50 house allowance, and lose £10. I would ask for a rise all round in the house-allowance, and also that the travelling-allowance to sergeants and constables be the same as to the detectives, and then there could be no friction. If I travelled out with a detective from the Thames he could go first class and I had to go second. We sit down to dinner at the same hotel table, but he is allowed 2s. while I am only allowed 1s. 6d. If I am away on a week's relief duty I receive 3s. 6d. a day, but he is allowed 8s. I do not begrudge them anything they get; but we would like to be put on the same footing as regards travelling-expenses. Then, in regard to annual leave, we are allowed twelve days now; I would like to see that extended to sixteen days, to be cumulative. Then, if we had friends in Melbourne or Sydney, we would have an opportunity of visiting them.

24. *Mr. Dinnie.*] You have had inquiries about candidates for the Force?—Yes.

25. You know how strictly they are carried out?—Too strictly.

26. In what way?—There are too many inquiries, and too much time lost over them. If I might be allowed to suggest a plan, I would do so.

27. *The Commissioner.*] What would you do?—I would provide that the candidate should receive a recommendation from the Stipendiary Magistrate in the district in which he was born.

28. But he might not know him. I should be very sorry to have to give recommendations in my district?—Also from two Justices of the Peace and the minister of the church to which he belongs.

The Commissioner. I am very doubtful about that.

29. *Mr. Dinnie.*] Anyhow, you consider the inquiries sufficient?—I do.

30. Look at this form from the Sydney Police Force [produced]. You will see they are very perfunctory compared with us?—I see they ask one question here—if a man can swim.

31. As regards probation, you think there should be a longer term?—Six months at least—three months in the depot and three months on the street—before being transferred out.

32. Do you believe in the present system of promotions?—Yes.

33. You think that merit and seniority combined ought to be considered?—I think so.

34. What do you say as regards the efficiency and discipline of the Force at the present time?—As good as ever I have seen them.

35. Do all the sergeants under you perform their duties satisfactorily?—They do.

36. And you have no cause of complaint?—I have never had cause since I have been amongst them.

37. No report has ever reached you of any of the present sergeants being addicted to drink?—I never saw the sign or smell of drink on one of them. I have known Sergeant Lyons since I joined, and Sergeant Kelly for years.

38. Do you know of any general dissatisfaction at the present time?—No.

39. I suppose you know that there is a little dissatisfaction?—It is unfounded.

40. Also that a statement has been made with regard to my son—that it is generally believed he was granted six months' leave on full pay?—I never heard it mentioned until I saw it there.

41. Is it reasonable to suppose that a man of five and a half years' service should get six months' leave on full pay?—No, sir. I would like to get it on half-pay myself.

42. You know Sub-Inspector Wright, my Chief Clerk?—Yes.
43. You have heard about him playing at billiards in the station?—Yes.
44. Have you seen him playing there?—I have.
45. Generally with whom?—The Chief Detective.
46. Does he frequent the station very often?—He does not—generally for ten or fifteen minutes during lunch-hour.
47. He lives some distance out of town?—At Rona Bay, I think, across the harbour.
48. Do you know anything about his character or abilities?—I know that he is one of the cleverest men in the Force, and I do not think there could be any exception to his playing billiards.
- The Commissioner:* We do not agree, sergeant, about a superior officer playing with his subordinates.
49. *Inspector Ellison.*] Do you remember one day last month a lady being reported insane?—By Dr. Ewart.
50. You got some instructions from me: what were they?—To instruct Sergeant Mathieson, of Newtown, to get some respectable person to look after the patient until Monday, as she could not be admitted into Mount View Asylum temporarily; and Dr. Ewart would on no account allow her to be removed to the Lambton Quay Station, to be placed in the cells.
51. Do you remember that I said to Dr. Ewart that we had no place to keep her there, and that it would be most inhumane to bring her to the station?—That is so.
52. And did he agree to that?—He did.
53. Do you remember afterwards that a gentleman called with me at your office on the same subject?—Yes.
54. Did you now his name?—Watson. I did not know it then, but since.
55. What passed?—He asked what had been done with regard to the case, and you told him; also, that the station sergeant and the Sub-Inspector would attend to him.
56. In what manner did I speak to him? Was it in an uncivil, dirty, or bad-tempered manner?—Just as you are speaking to me now.
57. You have known me a good while?—Since I joined the Force, thirty-three years ago.
58. Did you ever know me to be discourteous or uncivil to people?—I never heard of it. I have served under seven Inspectors in my time, and I never served under a better one, without exception.
59. Have you ever seen any conduct of mine that would prevent any officer of the police doing his duty fearlessly and honestly?—Never.
60. I suppose you know that I have frequently to return incomplete work—reports and such-like for amendment and explanation?—Undoubtedly. We all have to do it, both with sergeants and constables, the Sub-Inspector and myself.
61. Have you ever noticed or heard of any one sergeant or officer being singled out for having his reports sent back for amendment?—No; they are all treated the same, myself included.
62. Do you think Mr. Watson had any ground for making complaint regarding my conduct, as far as you know?—Certainly not.
63. You were present all the time?—I was, and no one could take exception either to your manner or to the way you addressed him.

JOHN WILLIAM MARTIN DART, Sergeant, examined on oath. (No. 277.)

Witness: I am in charge of the training depot. I was enrolled on the 1st February, 1900.

1. *The Commissioner.*] Had you been in charge of a station at all? You had been doing mounted duty?—During the first four months I did street duty in Auckland. I was then offered the position of mounted man, and remained for three and a half years mounted. In January, 1904, I went to Inspector Cullen's office as clerk. In February, 1906, the position at the training depot became vacant through the promotion of Sergeant Gordon, and I was appointed temporarily. Three weeks later I was appointed permanently, and I was appointed sergeant the same year. I have been in charge of the depot ever since.

2. Have you any general remarks to make?—When promoted, I was promoted over the heads of three hundred others, which is the most extreme case of its kind. I have not got quite ten years' service, and am thirty-seven years of age. What do you care for me to deal with—the whole work in the depot?

3. Give us evidence as you think proper?—At present the men are in the depot usually for two months. During my time the period has sometimes been only six weeks, for two reasons: Increases have been authorised in the strength, and there have been numerous retirements, resignations, and dismissals; and, owing to the inadequate accommodation at Mount Cook, we have not been able to put them there. Of late they are kept in for two months.

4. Are they sent out by you on selection?—The procedure is that when they come to the depot I keep them for three weeks or a month, and I then ask for instructions as to when they are to be posted. When I receive instructions as to when they are to go out I have to cut my coat according to the cloth. I suggest that the term should be three months, which is, apparently, 50 per cent. longer than at present; but there would be, in reality, more than 50 per cent. advantage. Some have done no reading, writing, or study of any kind for fifteen years, and for the first month they are at sea. During the last month I consider the advantages would be twice as great as at present. In addition, it would be possible to send them out on practical duty in charge of constables, and take them to Court. At present I am supposed to do that during the last ten days, but I feel that if I did I would not have time to cover the necessary ground in other respects of their training.

5. What is the maximum number you keep there?—Sixteen.

6. What is the average number you have got?—About eleven. We have now a depot which accommodates sixteen men. If the term were increased to three months it would be possible sometimes to take in as many as twenty men. We could accommodate twenty men, except as regards sleeping-accommodation, which is only provided for eighteen. If we had a gymnasium we could accommodate two more, and that would meet requirements for ten years to come. The men have fatigue duty from 6 a.m. to 6.30, instruction from 9 to 11, at 11 physical drill, from 1.30 to 3.45 instruction in the class-room, at 4.15 physical exercise. In the evening some are allowed leave; four are required to remain on reserve. The leave is allowed if their conduct is good and they are not backward in their work. Sergeant Mathieson looks after the men while I am away. On Thursday evenings they have no leave, as there is a lecture on first aid by the Police Surgeon. I do not live on the premises, but generally arrive about 8.30 a.m.; and on three or four mornings each week I make a full inspection. I go home at 5 p.m., but I have to come back on Thursday evenings, and occasionally on other evenings as well. I have a good deal of work to do otherwise, correcting reports and so forth. While I am absent the men are in charge of Sergeant Mathieson, who lives on the premises. He goes around the barracks, and invariably sees that the men are all in. It is an arrangement which works satisfactorily; he and I work in harmony; and I am of opinion that he is a very suitable man for it. In the matter of instruction, we first deal with the Police Regulations. Every regulation is gone carefully over and explained. In some cases they are out of date, and I would suggest that they be amended.

Mr. Dinnie: There is a proof here.

Witness: We then deal with the Police Offences Act, which is gone through very carefully; then with the Crimes Act. We deal with the procedure under the Justices of the Peace Act, procedure in summary cases, the issue and service of summonses and warrants, indictable offences triable summarily, the Licensing Act, the Gaming Act, Second-hand Dealers Act, the Coroners Act, Juvenile Offenders Act, Industrial Schools Act, &c. Of course, in these there are only a few sections necessary for a junior constable to know. Then, towards the close of the term we deal with the law of evidence, and of course the sections in our own Evidence Act are considered in that. Dealing with the educational standard, I have considered the question not only during the past few days, but ever since I have been there. I think there is one aspect that has been lost sight of. I believe that if you are going to accept a lower standard of education you are necessarily going to accept a lower standard of intelligence. I have often been told that the Fourth Standard will make as good a policeman as the Fifth, provided he is bright and intelligent. The trouble is that the man is generally not bright and intelligent. I do not think that is very extraordinary. I believe this: that where boys have passed the Fourth Standard and no more, in nine cases out of ten it is not because they have not had the same opportunities, but because they have been too dull and stupid to take advantage of their opportunities. It is not always so, of course: there may be a case where a boy has been taken away from school, and has had no chance; but this is the exception rather than the rule; and I find that ever since I have been in the training depot it has been the almost universal rule that the man with the worst education is naturally the most dull, and not only the most dull in the class-room, but on the drill-ground. There have been exceptions to this, but very rarely. The position is this: We have a scarcity of candidates, and the object in reducing the educational standard, I take it, is to have a wider field for selection. Some time ago, with the object of ascertaining whether my views on the question were sound, I called on the Secretary for Education and the Inspector-General, who were very good in placing their experience and information at my disposal. They have not altered my opinion. The Inspector-General says that if we admitted those who had passed the Fourth Standard we should not increase the field of selection by more than from eight to ten. It is not worth it. Although it might admit one suitable man whom we are now excluding, you might get in ten or twenty unsuitable ones, whom it is our object to keep out as much as we can. My opinion is that the educational standard should not be reduced. If it is proposed to reduce it, I think it should be only on this condition: that men when coming to the depot must be further examined on essential points of education so far as the police are concerned, and if unfit should be rejected without being put into training.

7. *The Commissioner.*] Apparently, in New South Wales they require no standard at all: that would, I suppose, be subject to the individual requirements of the person called upon to pass them?—I do not attach much importance to arithmetic, geography, and history; I attach more to ability to express one's-self readily on paper. Dealing with the case of men who have come in during the last five years whose physical development has not been up to previous standard, I take it to be so, because it is seldom I get a squad with a height of 5 ft. 9 in. and a 38 in. normal chest. In regard to height, during three and a half years only three men have come in under 5 ft. 9 in.; one is not now in the service. I speak of men who go through the training depot; but I have no reason to believe any are under height. In regard to intellect, I am of opinion there is not much to complain of. Some of our officers and some of our sergeants expect too much from recruits who come out after two months' training. They are too apt to compare these men with themselves as they are now rather than compare them with what they were when they first joined the Force. I thought when the matter came up some time ago it would be a fair test to put to a squad to ask them to write a report on some ordinary subject. Several suitable subjects were put into a hat, and one drawn out, and they were told to at once write a report. The men had been twenty-eight days in the depot. I have them here sealed for you to look at. I think it is a fair test of whether a man has enough common-sense and intelligence to make a policeman. One report is written by a man who subsequently resigned because he thought himself not qualified to get a certificate. If you choose to compare these reports with some first reports put in by some older men who come and complain of the intellectual standard of the men they are getting I think (although I have not

read them) you will find they will not suffer by the comparison. Since I took charge three and a half years ago 269 men have come into the depot: ten of them resigned voluntarily, and eleven were discharged as unfit. Of the ten voluntary resignations, five can really be classed as unfit, because they resigned on my advice as being unable to pass the examination if they remained. It can fairly be said, then, that of 269 sixteen were discharged as unfit, and 248 have been sworn in. I have looked carefully through the list of these men, and have come to the conclusion that of these, 225 were perfectly suitable men intellectually and educationally, and twenty-three were inferior, and under ordinary circumstances we would have been better without them. I say under ordinary circumstances because you will understand there is a difficulty in keeping the Force up to the authorised strength, and we are unable to pick and choose.

8. Those men who, practically on your advice, resigned on account of proved inability to pass the examination would have come up with a Fifth Standard certificate: how do you account for that?—Sometimes they come with a certificate given recently by a schoolmaster. I do not attach any importance to that, nor consider it worth more than the paper it is written on. I do not say in all cases it is so, but in some cases it is.

9. It strikes one as peculiar that you should have to reject men who had passed an examination of this sort?—I attach no importance to examination certificates at all. My idea is to find out what class of men I have to deal with, so I get them into a room and ask them to write a short essay or letter on some subject they are all familiar with. If a man has an idea at all he can deal with a subject with which he is familiar. In most cases I get excellently written essays. I make them read, and ask them to spell a few words, and I have an idea at once what sort of men I have. I forward this to the Commissioner, and suggest whether they should be discharged or allowed to remain another fortnight, and subsequently a report is made.

10. Would it be safe to modify the first qualification, and leave it to the officer in charge of the training depot to satisfy himself?—No; it would be impracticable; it takes some time to get a squad together. If you have a squad of sixteen, and reject five or six, before you could have them replaced a fortnight would have elapsed, and it would throw the whole thing out of gear. I would leave it as it is, and still reserve the right to reject a man.

11. But it is not a Fifth Standard test according to what you say; if it were, I would say, "Let it stop"?—It has been found to work fairly well. I would not say a man who had not passed the standard should not now go and get a certificate, because sometimes it is of value. I think we ought to have a small gymnasium at the training depot, where the men could exercise in the evening and by day when unable to go on the drill-ground. It could be built at a cost of £300 or £400, and advantage could be taken at the same time, if we are to have an extra period of three months, to provide extra sleeping-accommodation.

12. Would there be any difficulty, if it were found necessary to provide facilities for physical training throughout the Force, in utilising the police ground elsewhere or here for the purpose?—So far as regards our ground, the gymnasium should be there. I am personally of opinion that a physical instructor should be appointed. His first work would be not in the training depot now, but to make a tour of the colony, and spend a month or six weeks in all the centres.

13. But there are no facilities in all the centres except in one?—I see no reason why we should not get a suitable room anywhere, the idea being eventually to supply a gymnasium at each centre. When he has done that work his work would lie with recruits entirely.

14. They are using them now as vehicles for getting rid of superfluous energy?—Yes; there is nothing against it; but if they had instruction in this sort of thing it would save them from injury, and they would be able to handle prisoners much more easily, and it would save prisoners from injury. In regard to the position the instructor occupies in the training depot, I should like to say, though I am making no complaint, when I first came the Commissioner told me I should get the rank of station sergeant, but I should take the ordinary sergeant's rank first. When I had been there three years I asked him to make his promise good. I do not regard it as an absolute promise. He said, "You will have the rank of station sergeant, but must take an ordinary sergeant first."

15. Would you regard that to mean the creation of a fifth station sergeant?—Yes; and there is good reason for having it, because I understand when the rank was made Station Sergeant Gordon was practically appointed a station sergeant to remain at the training depot, but a vacancy occurred in the ranks of Sub-Inspectors, and he got that instead. I do not think it would any more than compensate a man for what he is losing. Take my position. Men junior to me as sergeants are now getting charge of stations, and are better off than I am, and, although I get a special allowance of 1s., it does not make up for the increased house-rent I have to pay. I get 10s. 6d. house-allowance, and pay actually 15s.; the rent of the house is 17s. 6d., but for private reasons I only pay 15s.

16. You think the status of the man in charge of the depot should be advanced?—I do; not necessarily at first; but when a man has been there two or three years, or becomes entitled to a station as a sergeant, he should have the rank of station sergeant. Unless you do that, if a man is losing by staying in the depot, assuming he is capable of doing the work, you cannot expect him to stay willingly. The position, I know, although you may have been told it is an exceedingly soft one—

17. I have not been told so?—It is common to speak of these jobs as staff billets.

18. It has never been suggested as regards yours?—I should like to say the work is exceedingly trying: it is the most trying work I have ever had. I say honestly—I do not care whether I am there or not—I would just as soon go out and do practical police duty; but I believe when a man has been there three years, or is entitled to a station as a sergeant, if he is capable of doing the work, you must make it worth his while.

19. Are you aware there is a proposal to do away with station sergeants?—Yes, to create senior sergeants.

20. How does that affect what you urge on me now?—I base my recommendation on the present position. Assuming that fifteen or twenty senior sergeants were appointed, and the rank of station sergeant is done away with, I say, at least, the instructor at the training depot should be a senior sergeant. On the subject of pay, it seems to me the public are demanding a better Police Force than we have. If that is so, you will have to provide increased pay and improved positions: I have spoken of the physical standard and the intellectual standard. There is another view to take. At present, no doubt, we get a good many applications from men who are not in constant employment—not who belong to the unemployed, but who are in work to-day and out of work to-morrow. I know that is so, because I know of instances where men apply to have their names on the list, and have subsequently got a good steady billet, and apply to have their names taken off the list. We get some of these men; they are not the best men. The best are those who hold good steady billets, but with not much prospect in front of them. We have got to make it worth their while to join the Force, and we cannot do that at 7s. 6d. a day. If we are to induce this class of men, the pay must be increased to 8s. 6d. a day. A suggestion has been made of an increase of 6d.; but I think that is only tinkering with the question, and will not gain the object we want—namely, to induce the best class of men—unless we increase it by 1s.—make it from 8s. 6d. to 10s., with an increment of 6d. every three years. If that were done the 1s. house-allowance would be quite satisfactory. It would mean increasing the pay in the different ranks all round; but if this were done, it would mean an improvement in the general conditions, and additional inducement for a better class of men to join; and even then we shall have by a long way the cheapest Force in Australasia. The pay of sergeants should go from 11s. to 14s., and also of detectives, who should be put on the same footing, without prejudice, however, to any detective who at present is classed as such, and draws 15s. I would put station sergeants and Chief Detectives or senior sergeants and Chief Detectives on the same footing—from 15s. to 17s., with increments of 1s. every three years and 12s. 6d. house-allowance. Sub-Inspectors would have to go up. Every person is agreed he is the most hardly worked and worst-paid man in the service. I think it is wrong when a man has to devote from twenty to thirty of the best years of his life in order to be made a Sub-Inspector, and has got to work in some cases twelve to fourteen hours a day. I would make his pay from £320 to £340, with increments of £10 every two years, and £60 house-allowance. Inspectors in outside districts should get from £350 to £410, with increments of £10, and £60 house-allowance; and in the centres, £420 to £460, with increments of £10, and £70 house-allowance. Probationary constables coming into the depot should have 7s. 6d. a day. At present they get 6s. Perhaps an increase of 1s. 6d. seems a large one to ask for, but amongst these men we have married men, and it is a pity to stop them. The best men we get are married men. We propose to give them three months' training in the depot. You bring a man in and give him 6s. a day, and out of that you deduct 2s. 3d. for messing, and leave him with 3s. 9d. a day to keep a wife and perhaps one or two children in some other part of the colony, and three months later you expect to swear him in free of debt. It is quite impossible. There would not be a great additional cost if you gave them 7s. 6d. a day. In regard to travelling-allowance, a constable should have 6s., and travel second class on trains and steerage on a steamer; but a married constable, travelling with his wife and family, should travel saloon. Station sergeants and sergeants, Chief Detectives and detectives, should get 8s., and travel first class by rail and steamer. On the subject of promotion, of course there will always be a good deal of discontent; but I do not think so much as hitherto. There always has been a great deal of discontent on this subject, and always will be so long as the present system prevails; or, rather, as long as the present lack of system prevails. You cannot promote men by seniority alone; that is rubbish; and the only question is how far down the list you may go before you promote a man. You may be sure the further down the list you go the louder will be the protest from the men you have passed over. And there is no test; therefore there is no complete answer. Therefore, you get discontent, and allegations of political influence, which to some extent are true; and you get a Commission; and you will have them every three or four years, unless you establish some system that will work. When you have a Commission it is quite easy for these men to bring before it any number of witnesses; they can fill the Court with witnesses, all willing to testify to their ability; but when all is done, you are no further than before. The allegations of political influence are to some extent true, and I believe you will have it as long as you give the present loophole for it. And I believe also that it is the lack of system that makes in some cases the determining factor the amount of political "pull" a man has. I think the Department and the Minister are all anxious to run straight in the matter if you give them a chance; but we have got to give them a chance—to arm them against their own friends; establish a system if you can, and make it law. It is easy to do that. You can make it law by embodying it in the Police Regulations. Then, if any man is promoted improperly, in breach of the regulations, any one definitely affected would be able to go to the Supreme Court and ask for redress. That would put it above the Commissioner or the Government to permit political influence to be of any effect. In speaking of promotion, I do not only mean the promotion of constable to sergeant, or sergeant to senior sergeant: there are degrees below that, although they do not appear—such as promoting a man from the street to charge of a station, or to clerical work, or to acting-detective work, or important duties. I think, in the making of all promotions, including these, there should be four dominating factors—first, the passing of an examination; secondly, a man's record as a policeman, as shown by the defaulter's sheet and the record or his merit sheet; thirdly, any special qualifications necessary for the particular vacancy; and fourth and last, seniority. Under our regulations at present, it will be seen by referring to No. 60, seniority and good conduct—which I am afraid means lack of bad conduct—are regarded practically as the only

requirements for promotion. Merit is not mentioned at all; if implied, it comes in purely as an afterthought. Now, it is a common thing to find comparatively young men coming to the top in commercial life and professional life and even church life, for we have the instance the other day of Dr. Lang being made Archbishop of York at the age of forty-four. We should not lag behind nor become fossilised because we belong to a Police Force. An examination was started by the Commissioner three or four years ago, and the effect was excellent. In my knowledge, many constables have derived benefit through devoting themselves to a course of study, and have acquired more information in the course of a few months than they would have in as many years if they had not taken the trouble to go through it. But, unfortunately, it is rapidly developing into a farce, and it is a great pity it should. The men are given to understand, quite properly, that the passing of this examination is to have a beneficial effect upon them if applying for any position of trust. I will refer to a case that was mentioned in Dunedin merely as an illustration. There were two men, Lennon and Skinner, who applied for a position in Mr. O'Brien's office. I believe both were thoroughly competent to fill it, and I do not intend my remarks to be considered disparaging to either of them. Skinner had been under Mr. O'Brien for some years, and he recommended him as a useful man for clerk, and as suitable, being a discreet man. Their seniority was equal, both having been sworn in on the same day. Skinner had passed the examination and the other man had not. Yet the other man got the position. If you are going to do that sort of thing, you induce the belief that the examination is worthless, and the men will not go up for it. I have always strongly advised men going out of the depot to go up for the examination and pass it; but one hardly feels justified in doing so if the men point out that this sort of thing is done. Take the case of Constable Jackson, who complained of not being promoted. He said the answer was given him that he had not passed the examination. I say that ought to be a complete answer to a constable; but it was not, because, as he pointed out, he could mention twenty who had been promoted who had not passed the examination. The examination I suggest should, first of all, be a general one for competence, for which any constable of more than twelve months' service might present himself. That could be conducted as at present—papers set in the Commissioner's office, supervised by the police. No constable should be appointed as mounted man or acting-detective or to clerical work or in charge of a station unless he has passed that examination. Then, there should be a senior examination, for which any constable of six years' service or more should present himself. Papers should be set by a Stipendiary Magistrate, and the examination conducted and supervised by persons appointed by some one unconnected with the Police Force. This would commence the weeding-out process from the bottom, and eventually it would not be necessary to have any further examination. At present, however, as so many have risen without test, it would be advisable to institute a further examination, controlled like the last, for non-commissioned officers, to find out if they are eligible to rise to the position of officers. These views meet with a good deal of opposition, but one expects that. My opinion is that unless we provide some such test as this there will be no means of checking political influence, and no means of stopping the complaints of men about the promotion of their juniors. If I may use myself as an illustration, considering I was promoted over so many men, you have had comparatively few complaints about my promotion. Why? Because I submitted to a test which most other men did not. That is an illustration. If there is a test, you have an answer. This is a matter that has got to be settled for all time; it is not a matter of smoothing things over, and frightening members and others from exerting influence for twelve months. It is useless to say the Commissioner will not allow political influence. It is a matter of common knowledge that the late Commissioner fought the matter for years, and, as the result, he went Home, and now lives in retirement. The Commissioner is as much under the Minister as I am under the Commissioner, and if he will not do as the Government wish, they will tell him he need not stay in the service. It is not fair to blame the Commissioner, even if it does exist. On the subject of promotion to the rank of station sergeant, I do not think any constable should be so promoted unless beyond all doubt he is qualified to rise to higher rank. I am forced to say this because of a position that has arisen. It is extremely bad form for a comparatively young man to appear to be criticizing a man old enough to be his father, but the position makes it necessary to refer to it. Station Sergeant King has apparently been passed over for promotion. I do not know him at all; I have only spoken to him once, and I do not know whether he is a capable man or not; but the impression we have is that he was passed over because he is not qualified for a higher position. It is unfair to him and unfair to those under him. Assuming it is so, and this rank becomes filled, where are those below?

21. The proposal is to have senior sergeants, and to have more of them?—I cannot base my recommendations on proposals. I am dealing with the position as it is. Assuming it is so, and a vacancy occurs in the rank of Sub-Inspector, the Commissioner has to look somewhere—either to the station sergeants or Chief Detectives; he might have to look to the latter for two or three promotions to the rank of Sub-Inspector. I would point out that, as they comprise only fifty of the service, and the uniform branch numbers 750, this would be hardly fair. I attach some importance to this point. A man should not be appointed to the rank of station sergeant unless he is qualified to fill a higher position. On the subject of promotions as between the detective branch and the uniform branch, I should like to say, first, that I am of opinion that detectives should be eligible for the highest rank. I think, until you reached Auckland, the question had hardly been put to you from the uniform branch at all; a good deal more had been put by the detective side, especially by Mr. McGrath. He made what seems to us to be a most outrageous proposal—that the Chief Detective should be on a level with a Sub-Inspector, and eligible for promotion direct to the rank of Inspector. We expected him to be faithful to his old love, having been many years in the detective branch. He said that branch was the right arm of the service. That may be so; but the uniform branch is the backbone of the service, and it comprises 750, whereas the

detective branch numbers only fifty. At the time of Mr. McGrath's promotion as Sub-Inspector I reported on this subject fully, because I considered we ought to know what our position was. Up to then we understood the officers were uniform men, and vacancies should be filled entirely from the uniform branch. We were led to believe that first of all, because no detective had been appointed to the rank of officer since Mr. O'Brien, and secondly, because detectives are paid out of all proportion to uniform men, and thirdly, because our regulations practically say so. It says distinctly in the regulations that the police shall be divided into preventive and detective branches. It would be possible to argue that promotions from detectives to the uniform branch are improper, but we do not take up that situation. If the chance of promotion is to be lessened to us it makes a difference to us, because many have stayed in the uniform branch and foregone the higher pay of the detective branch because they believed they would get greater facility for rising to the rank of officer. I would draw attention to the Commissioner's minute to the Minister of Justice: "If the interests of the public service are to be studied, no definite regulation can be framed in respect to promotion. To have an efficient service we must have the most capable men in the higher ranks, and Chief Detectives cannot be barred from further promotion. For instance, if we have a Chief Detective fitted for promotion to the rank of Sub-Inspector, and have no uniform officer senior to him fitted for that position, then the Chief Detective should be appointed, and *vice versa*. Take Sergeant Dart's own case, for instance. He was appointed a sergeant over many others when he had only six years' service because of his special qualifications, and because I had no one else senior to him suitable for the position he had to occupy; and apparently he was well satisfied with my action in selecting him. Chief Detective McGrath was a specially qualified officer for promotion, and I had no one else in the uniform branch senior to him I could recommend. Besides, he is an officer with twenty-six years' service, whereas Sub-Inspector Hendrey, promoted at the same time, was only three years his senior, and the next promotion may be a uniform officer much junior in service to either. It will therefore be seen that, although the detective branch receive a higher rate of pay, as they do in all Police Forces, to cover out-of-pocket expenses during their investigations, and because of their special qualifications, it would be unjust to bar them in any way from promotion to the higher ranks. This is the only intimation I have had of any dissatisfaction existing." I draw your attention particularly to one point in this minute, where he says, "For instance, if we have a Chief Detective fitted for promotion to the rank of Sub-Inspector, and have no uniform officer senior to him fitted for that position, then the Chief Detective should be appointed, and *vice versa*." That is what he laid down, and what the Minister has approved. I doubt whether they realise what this means. It means this: In looking for your promotion, you have only two places to look—station sergeants and Chief Detectives. There are five Chief Detectives in the colony and four station sergeants. Assuming they are of equal average ability—which is a fair assumption, I think—it means you have five promotions from the detective branch to every four from the uniform branch. Now, as the latter comprises 750, and the other about fifty, if this is fair, I confess I am quite unable to see it; and especially if you remember that Chief Detectives attain the rank with few years of service, while station sergeants in most cases serve from twenty-five to thirty-three years before they get there. A detective down south told you they were disappointed at the attitude taken up by the late Minister, but if this attitude is to be taken up by the present Minister the uniform men will be equally affected, because it will destroy the efficiency of the uniform branch by removing the chief incentive to efficiency—a reasonable chance of promotion. We do not say detectives should be barred altogether, although they have privileges in the way of enormously increased pay. We believe if they have ability, as well as any one else, they should be allowed to rise to the rank of Inspector. But it is only fair that promotion should be as nearly as possible in proportion to the numerical strength of the two branches. During the course of training of men in the depot, I gave them every week a short examination, to show how they are progressing in their work; and before they pass out I set a final examination, and these papers are marked and submitted to the Commissioner, who decides whether they have passed. In the depot the men have also to pass through the St. John's ambulance course in first aid. I have passed it myself, and hold the society's efficiency certificate, and I assist them in this work towards the close of their training. I think I ought to say, in justice to myself, for the past two years and a half there has been only one failure. These examinations are not conducted by me or the Department. I want to touch on the position of the clerical staff, because it has been assumed that the uniform men are almost entirely opposed to them. I believe a period of training in one of the offices—either the Commissioner's or an Inspector's—would be an excellent training, and almost a necessity for a future Inspector; and if you are going to disassociate the clerical staff from the rest of the Force, it would mean that none of the best men would offer for it. That would be a loss. The more clerks we can get to come out of the office after years of training, and mingle with the uniform men, the better for the service. There is an impression that there has been unfair competition between the uniform men and the clerks. I am unable to see that. It will be conceded that if not one of the present district clerks had been promoted to sergeant, or if one were reduced to the rank of constable to-morrow, there would not be a single additional vacancy for a uniform constable for promotion. So I do not think there is any unfair competition so far. But it might arise. A constable as a district clerk obtains promotion to the rank of sergeant in ten years; let us say a constable from the uniform branch gets it in fourteen years; the clerical man has four years' advantage, and, as he requires the more qualifications, it is only fair he should do so; but he should not be allowed to make use of this too much. Take the case of the last man promoted—Cunningham, district clerk at Napier: If he chose to say to-morrow, "I do not want clerical work," and were to apply for a transfer to uniform, that would be unfair. And that is where there might be unfair competition between the clerical and the uniform branch. This could be got over in this way: By laying down that no clerical sergeant shall be transferred to another branch as sergeant unless he has been at least five years a sergeant,

or has at least fifteen years' service. Then there could be no unfair competition at all. One other point in connection with our clerical staff: There may be unfair competition between sergeants in uniform and those already promoted. We doubt whether it would be proper to further promote a clerical sergeant to the rank of station sergeant or higher; but it may not be advisable to lay that down as a rule. My own opinion is if we can get these men as sergeants, and let them after five years come back into uniform, so much the better for the service. But others coming in get ready to replace them. No clerk should have a higher rank than that of sergeant except the Chief Clerk in the Commissioner's Office, who should be an Inspector. I do not say who it should be, but a Chief Clerk must necessarily, in police routine matters, control the clerical portion of the service; if he does not, he has no right to be there; he would be no relief to the Commissioner, who must be frequently away on duties of inspection, and necessarily the routine work falls on the Chief Clerk. A complaint has been made that you have a Sub-Inspector dictating to an Inspector. I would not call it dictating, but it may have that appearance. I say therefore he should have the rank of Inspector.

22. Do you think it necessary he should have police rank at all?—I think so.

23. *Mr. Dinnie.*] As regards a period of probation under your instruction you suggest another month. You do not know that I have made application that they should have another month?—No.

24. Would you suggest they should be trained in shooting?—I do not know anything about it. It seems an excellent thing if the police could become the nucleus of a Defence Force, but I am very ignorant on the subject.

25. *The Commissioner.*] You have given no thought to any particular way it could be carried out in connection with the training? It seems to me of great importance—not as things are, but as they might be?—I would impress upon you the fact that I am so entirely ignorant of military training that my opinion is of no value.

26. All we want is to make the men decent shots?—I would suggest that you should question a witness who you may have before you—Sergeant Gaffney—on this point; he has had some years of Artillery training.

27. *Mr. Dinnie.*] You heard Sergeant Hodgson as regards the conduct of the recruits?—I might explain. You have been shown the system in vogue at Mount Cook. On the occasion to which I understand he refers we had a suspicion of wild conduct on the part of one or two, and took steps to detect it. I came down several nights to be present with Sergeant Rutledge, and we allowed the men additional facilities, so as to have an opportunity of seeing if any were addicted to drink. We did not detect anything. I believe there was something in the suggestion that one man on one occasion took too much, but we did our very best to detect it, and failed. We did everything we could reasonably be expected to do.

28. The supervision is generally strict?—Yes.

29. You have referred to the case of Lennon and Skinner: are you aware that Lennon was scarcely fit for active duty at the time?—I have heard it.

30. And that was the reason?—I do not approve of the reason; it is a dangerous thing to put a premium on cripples.

31. It is not suggested he could not pass the examination?—But he did not; if he could, why did he not do so? If he was laid up as a cripple, there was additional opportunity for him to study. I say every consideration should be shown to a man who receives an injury, but I do not think that consideration should be by way of promotion. I have seen it occur before. I remember a case in which a sergeant was sent in charge of a central station, although junior to others, because he had received some little injury in the execution of his duty. It caused an immense amount of dissatisfaction, and always will. A position not in the way of promotion might have been found.

32. There might have been another reason for it?—I could not say.

33. You say promotion should be by examination, by records, and special qualification?—Yes, and seniority.

34. How are men promoted now?—Not by examination, I understand. So far as the other conditions are concerned, I think they would apply.

35. *The Commissioner.*] You attach considerable importance to the examination?—Yes.

36. *Mr. Dinnie.*] You think every man ought to pass an examination before becoming a sergeant?—Yes.

37. You believe in the clerks all being police officers?—Yes.

38. Do you think a system might be adopted by which they could be sent out after being so long in the clerical branch?—I would say, "induced" to go out. The understanding should be, if they chose to remain, they should hold no higher rank than that of sergeant; but I would induce them to go out.

39. You do not think we should compel them to go out?—No.

40. Inspectors do not care for a change?—The change would come harder if you forced them out.

41. What do you say as regards general dissatisfaction in the service?—I do not know of any, except on the question of promotion; and I regard it as no more than normal.

42. As regards the conduct of the men, what do you think of it as a body?—It is about normal. We have practically of late years more cases of misconduct on the part of constables and of drunkenness, because the supervision by the sectional sergeants is very much more strict. The older men tell extraordinary tales of what went on, and the sergeants were in many cases as bad as the constables. There were no cases of complaints against constables, because the sergeants could not afford to make them.

43. *The Commissioner.*] The logical inference is that the *morale* of the service has improved?—I think so.

44. *Mr. Dinnie.*] It is strict supervision that shows defaulters up?—Yes.
45. You believe in the system of classes at the various centres?—Yes, if properly conducted.
46. As regards influence, you do not know of any cases?—I have no absolute evidence; I do not care to say what I have merely heard.
47. If I say no influence has obtained I am in a position to know?—I have no option but to believe you. On the subject of influence, I understand that on the West Coast Sergeant Dew, in giving evidence, stated it would take a great deal to make him believe Sergeant Dart obtained his promotion except by political influence. I was rather surprised at Sergeant Dew, who I regard as a decent fellow, going out of his way to mention me by name, when he submitted no proof of what he suggests. However, I am on my oath, and I say most emphatically that I used absolutely no influence of any kind to get the rank of sergeant, nor did I even ask for it. I took it that I would get it as a matter of course, and I did.
48. *The Commissioner.*] What do you think should be the maximum age at which men should be admitted to the Force?—Thirty, as at present.
49. Would you be in favour of compelling men, whether they had previous service or not, to go through the depot?—Yes; previous service means that the training at the depot is of additional advantage. Many of these men have been admitted without going through the depot in order to keep pace with requirements. If we made the service sufficiently attractive to induce more recruits, there would be no necessity for that.
50. *Mr. Wright, M.P.*] Have you had any occasion to report probationers' conduct?—Yes.
51. Do you remember the case of McGrath and Shannon? Do you think absolute justice was given effect to in that case?—I say it was. What was done I did. No one knew anything about it.
52. What are your hours of attendance during the week?—I come at 8.30; I lunch from 12 to 1.30; I leave at 5. I come back every Thursday for three hours, and occasionally other evenings. In addition to that, I work at home, correcting reports and examination papers.
53. Who looks after the depot in your absence?—Sergeant Mathieson.
54. Is he instructed to do so?—Yes. When he came to the station I told him what his duty was, and he accepted it as such. I could not instruct him, because he is senior to me.
55. Should he not have instructions from a higher authority?—There is no necessity for it.
56. *Mr. Dinnie.*] As long as it works in that way it is quite satisfactory?—Yes.
57. *The Commissioner.*] It is a kind of mutual arrangement between the two sergeants?—Yes.

HUBERT McCORRIE, Sergeant, examined on oath. (No. 278.)

Witness: I am stationed at Mount Cook. I was enrolled in January, 1896.

1. *The Commissioner.*] And since promotion you have been stationed at Mount Cook?—Yes.
2. How old were you when promoted?—Forty-one.
3. Since then you have been doing sectional duty?—Yes.
4. How do you find the conduct of the men under your supervision generally?—The conduct of the men at Mount Cook is of the best—of the highest order. I do not know much about other stations.
5. What do you think should be the maximum age at which a sergeant should be promoted, having regard to your own experience?—Not over forty-five, and that he should be medically examined too.
6. Do you think it would be of advantage to have a period of probation for the younger constables after coming out of the depot?—I would be in favour of twelve months' probation.
7. You do not think twelve months rather long? You see, they will be three months in the depot; that will give them nine months afterwards?—I do not think it is too long; it takes some time to find a man out at times.
8. And you think it is desirable to have a long period?—Yes.
9. Have you noticed any drinking amongst any of the men?—I have not noticed the sign of drink on one man since I have been at Mount Cook.
10. And you believe that it does not exist?—Yes.
11. Have you any general remarks to make?—I attended a general meeting of the sergeants held in Wellington, and I agree with the resolutions put in yesterday, with a few alterations.
12. *Mr. Dinnie.*] Do you know anything about the inquiries made regarding candidates?—Yes.
13. Are they strictly carried out?—Yes.
14. Would you suggest any stricter method?—I could not.
15. You have heard about the conduct of the men. I suppose you do not know much about the Lambton Quay Station?—As far as I see, their conduct is good.
16. You do not know of any sergeant who is addicted to drink?—I do not.
17. What do you say regarding the efficiency of the Force at the present time?—It is equal to anything since I joined.
18. Do you know of any general dissatisfaction as to the control of the Force?—I do not.
19. Is there any drinking amongst the men as far as you know?—I have not seen a sign of it since I went to Mount Cook; their sobriety is exceptional.
20. Have Mr. Arnold's remarks caused dissatisfaction?—The men at Mount Cook resented them.
21. *Inspector Ellison.*] You served under me for a couple of years at Christchurch?—I did.
22. Had you any complaints as to the way in which I spoke to you?—No.
23. A few days ago I spoke on a matter of duty: did I speak in a proper tone?—You did.

DAVID STEWART, Sergeant, examined on oath. (No. 279.)

1. *The Commissioner.*] You were enrolled in June, 1889?—Yes; I was transferred from the Armed Constabulary.
2. And promoted on the 1st March, 1908?—Yes.
3. Since then, where have you been stationed?—Mount Cook.
4. Doing sectional duty?—Yes.
5. How do you find the men?—Most satisfactory—smart, clean, active, and intelligent.
6. You have no trouble with drinking, or anything of that sort?—No.
7. Do you think that physical training would be an advantage?—No, sir.
8. Why not?—I think one ounce of tact in suppressing a street row is worth all the training I ever saw. I know one or two great gymnasts, and they thought nothing of making an unfortunate prisoner suffer.
9. But if you get into a street row?—You will always get the crowd to consider you if you are right; that is my experience in Wellington.
10. I am glad to hear that Wellington crowds are like that; I have seen the reverse in other parts?—It would probably depend on the character of the constable.
11. You do not see any necessity for a gymnasium?—I do not approve of it.
12. *Mr. Dinnie.*] Do you know of the character of candidates' inquiries?—Yes; I have had to make them.
13. From the time they left school to their application?—Yes.
14. What about the efficiency of the Force at the present time?—I have been in close touch with it for twenty-eight years, and it is higher intelligently, physically, and morally. Why, I remember long ago, when they had whiskers down to their breast, and never arrested a drunken woman because they would get their whiskers pulled.
15. Would you suggest that they should be shaved, clean entirely?—I do not know, sir.
16. You do not know anything of the sergeants drinking?—No.
17. You never heard it suggested?—No.
18. As regards general dissatisfaction, is there any?—It is rather hard on married men here; the house-rent is so exceptionally high.
19. And the pay?—Sixpence a day more would make a big improvement.
20. Keep them quiet?—I think it would.
21. Do you know of any drinking amongst the men?—No.
22. You consider them well behaved?—Exceptionally.
23. *Inspector Ellison.*] How long have you been in Wellington?—Three years and a half.
24. And you have done a good deal of work directly under me. How have I treated you?—Exceptionally well; you rendered me very valuable assistance in quoting the Criminal Code, and in suppressing brothels, bludgers, and others of the criminal class.
25. Some people say I am very uncivil to them?—That was quite uncalled for; I read it in the papers.
26. *The Commissioner.*] From where were you promoted?—From Manners Street Station; I was in charge there for two years.
27. You had nineteen years' service when promoted?—Yes.
28. Had you ever been recommended before that?—I never troubled.

NORMAN DOW ABBOTT, Acting-Detective, further examined. (No. 280.)

1. *The Commissioner.*] I have been requested to ask you a question in connection with Dr. Sharman's discharge of his duties as Police Surgeon in Auckland?—All I can say is that he attended me very satisfactorily.
2. I never questioned his competency; all I wanted to know from you was, was there a lack of general confidence in him on the part of the police there?—I know there was some dissatisfaction, but I did not speak of its nature. I was stationed at Newton, and did not come in contact with him to any great extent.
3. Did he attend you?—Yes, and my wife and three children.
4. Was he attentive?—Extremely attentive.
5. As far as you are concerned?—He gave me every attention.

THOMAS DUNCAN, Commission Agent, examined on oath. (No. 281.)

1. *Inspector Ellison.*] You have known me a good while?—Yes.
2. You have come to me repeatedly on business matters in connection with my duty?—Yes.
3. How were you treated?—Always most courteously and civilly.
4. Did you ever see any rudeness in me, or anything but my natural manner, which may be blunt and bluff?—It has always been cordial and courteous, as far as I was concerned.

WILLIAM MCGILL, Sergeant, examined on oath. (No. 282.)

Witness: I am attached to the Headquarters staff. I was enrolled on the 18th May, 1882; and promoted to be sergeant on the 1st January, 1903.

1. *The Commissioner.*] Where from?—Wellington district office.
2. You had been in the district office?—I had been doing office-work for eighteen years.
3. Were you district clerk?—I was assisting at the time, but I had been district clerk before that. I first commenced duty in 1882. From 1882 to 1888 I did mounted and detective duty, principally in Napier and Gisborne. In 1888 I was transferred to the watch-house, Wellington.

In 1892 I was taken into the office as second clerk. In 1896 Colonel Hume gave me 1s. a day extra, and took me in to the Head Office to assist in the accounts. In 1897 I was transferred as district clerk to New Plymouth. While there I was recommended for promotion by Inspector McGovern. I then came down to Wellington to take charge of the district office, as the present Sub-Inspector Wright had gone to America. In 1900 Commissioner Tunbridge gave me charge of the *Police Gazette*. In 1903 I was promoted to the rank of sergeant. In 1904 Commissioner Dinnie altered the *Gazette* from being fortnightly to weekly, and made a number of alterations, and last year introduced the system of sending out the photos. of prisoners with the *Gazette*, with their finger-print classification and *Gazette* reference. This has doubled the work, and improved the *Gazette* so much that it is one of the best, if not the best, published anywhere. I approached Mr. Dinnie for some consideration for the extra work, but he did not think very favourably of it.

4. Are you getting paid as a sergeant?—Yes.

5. What is that?—Twelve shillings per day.

6. And house-rent?—Ten shillings and sixpence.

7. And what else?—Clerical allowance, 2s. per day.

8. What more did you want?—More house-allowance.

9. To make an exception of you, or was it for the whole of you?—For the whole lot. I interviewed Mr. Dinnie. I also thought if any alteration was made, or any increase of salary given, he would take my case into consideration, as my predecessor held the rank of sergeant-major, and the one previous was a detective, and afterwards became Superintendent. The lodging was costing me about £1 4s. per week.

10. Is the 2s. per day a special allowance?—Yes; the Head Office has always got a special allowance, as it is supposed to be advanced pay for special work. Of course, the Head Office always did get that.

11. I am not questioning that, I am only asking you?—It was mentioned here that the *Gazette* was only four pages. Here are some copies of it [handing in file]. A comparison would be much better with the time when I took it over in 1899.

12. Let me have an average copy at the time you took it over and at the present day?—I will bring the two years. It is a publication which runs from ten and twelve up to twenty pages.

13. What are your particular duties in connection with it?—In England, the criminal reports must be signed by the Inspector or Superintendent before being sent for publication. In my case, they come direct to me from the men in charge of stations—men perhaps with very little experience. I have to go very carefully over them, to see that the proper offence is stated. I have to see that it is correctly published in the *Gazette*, so that the offender may be arrested and brought before the Court if necessary. The index also, from being yearly, is now half-yearly.

14. Do you compile that yourself?—Entirely. Recently, of course, I have had some assistance. The work was increasing to such an extent that I applied for assistance, and I get a man when it is absolutely necessary—one or two days a week, not more. His duty is between the finger-print department, the store, and myself.

15. Take the list of police districts, how often does that appear?—Once a year.

16. The Supreme and District Court sittings?—Once a year. Of course, I make extracts from the *New Zealand Gazette*.

17. At what time have you to be ready for publication?—I take it over to the Government Printer on a Monday, and it comes out on the Wednesday. The proof comes over on Tuesday afternoon, and the reading of that takes time. I check all the returns from the Inspectors' offices.

18. *Mr. Dinnie.*] Do you consider the *Gazette* as good as any other coming from the States?—I think it is more complete. Our indexes compare favourably with any others I have ever seen.

19. You have been about Lambton Quay a good many years?—Twenty-one years.

20. Have you heard of any dissatisfaction?—The men are thoroughly contented, except one or two; they are very satisfied with your administration, and they have reason to be, because you have done more for them than any former Commissioner.

JOHN PATRICK HACKETT MCGUIRE, Sergeant and District Clerk, examined on oath. (No. 283.)

Witness: I am stationed at Wellington, in the district office. I was enrolled on the 15th May, 1894; and promoted on the 1st April, 1906.

1. *The Commissioner.*] Where were you promoted from?—The district office.

2. What experience have you had in a district office?—I have been just on ten years in the district office, Wellington.

3. And are now district clerk?—Since February, 1905.

4. Previous to that you had experience as an assistant clerk?—Yes, in the same office.

5. Is your experience limited to Wellington?—I had two years in Dunedin, and also some experience at Lambton Quay and Mount Cook.

6. Then, you had twelve years' service before promotion?—Just on twelve years.

7. How do the men compare to-day as assistant clerks and the men you have come in contact with?—It is much harder to get the same class of clerks as previously.

8. Do you mean, not so well educated?—Some are better educated, but do not make such good clerks; they are not so reliable. They write a good hand, but their work is slummed; secondly, when you come to look up records, you cannot trace them. If you get a man who writes a good hand, and is fairly intelligent and reliable, you can trace it.

9. How long do they remain there?—They want to get a country station after a year or two. I had one constable there three or four months ago who was successful.

10. The Commissioner has told me that there are very few men who apply for it?—Not many.

11. We have disposed of that?—I notice that there are a lot of constables and sergeants who have a lot to say in regard to the promotion of district clerks interfering with their promotion. If there were another twenty clerks who remained in the district office it would not affect their work.

12. You have got to consider that it is at the option of every man to go out if he chooses. As long as he remains in the office there can be no objection. You would have it a rule that a man should go out after a certain time? We had it advocated this morning that five years after being promoted a man should be compelled to go out?—I do not know that that would be successful.

13. Why not?—The longer a district clerk is in an office the more assistance he is to his Inspector.

14. But the service in the district office ought to be of very great value to a man in the other branches of the service. You are simply promoting a man, locking him up, and there you are. Can you lodge any solid objection as to why he should not go out?—Not if a man desires to go out.

15. It is not a question of his desiring, but, in the interests of the service, that he should give the value of what he learned to the service?—I believe it would be of service.

16. *Mr. Dinnie.*] Supposing they do go out, if we promote men according to seniority and merit, they would stand the same chances as other men?—Quite so.

17. So that after ten years' service they go out and are senior to other men who have not been promoted, and get the first chance of promotion?—Yes.

18. If they had special qualifications they would deserve to go out?—Yes.

19. You know the nature of the inquiries made in respect to candidates?—They are very strict and stringent. It almost becomes monotonous at times the number of times a candidate has been employed—sometimes for only ten or fifteen days; and yet you have to interview every employer.

20. So that we have every information?—That it is possible to get.

21. What have you got to say as regards the conduct of the Lambton Quay men?—My experience is that they are a very well-conducted body of men.

22. As regards general dissatisfaction?—I have not heard of any.

23. Have you heard anything of the "special" men talked about?—Not until the Commission started.

24. And it was mentioned down in Dunedin?—Yes.

25. *Inspector Ellison.*] Were you in the office about a month ago, when Constable Taylor called with some expenses?—Yes.

26. There was a gentleman with him?—Yes.

27. You heard me speak to him?—Yes.

28. Was there anything unduly rough in what I said?—You came along the passage; the constable and this man were standing at the doorway, and you said, "Why did you bring that man here? You heard what the Magistrate said. You had no right to bring him here."

29. Was the manner in which I spoke particularly offensive?—No.

30. Have you noticed anything improper in my behaviour?—No.

31. Have you been fairly treated with other officers?—Yes.

32. You know the clerical work has increased greatly in the last five years?—Doubled.

33. You know that the payment of Coroners' jurors, witnesses in indictable cases, and those others committed for trial all tend to make more work?—In five years our monthly imprest has increased by over £800.

34. And vouchers have to be made out for all these items?—Sometimes as small as 1s.

35. In our case it is different from the other; they can put all the witnesses in one sheet?—Yes.

36. You have to make a separate sheet for each witness?—Yes.

37. *The Commissioner.*] Why?—By order of the Treasury.

38. Where there are half a dozen in one case?—Yes, it is a specially printed voucher.

Inspector Ellison: It makes a great deal of extra work—more than the Supreme Court would have in similar cases.

39. *The Commissioner.*] Then, your payee has to have a separate voucher?—Yes.

40. *Inspector Ellison.*] The same thing applies to witnesses before the Coroner?—Yes.

41. And a covering voucher?—Yes.

42. *The Commissioner.*] You do not get many of these?

Inspector Ellison: About a couple of dozen a month.

43. *The Commissioner.*] There is a great deal of work done for the Machinery Department?—Yes, and Old-age Pensions. I suppose they would average about two hundred a month.

44. What?—Inquiries.

45. What about the Education Department?—They are dropping into the office every day.

46. There are only eighteen hundred in Christchurch, and they have more there than in any part of New Zealand?—I should say, approximately, about two hundred a month.

47. *Inspector Ellison.*] I should say over a hundred a month. They have frequently to go backwards and forwards?—Yes.

48. So that there is a great deal of work done?—A considerable amount. I consider you are one of the busiest Government officials in Wellington when you are in your office.

49. And it is coming in at every hour of the day?—Yes.

50. In other places it comes in mails from Wellington?—Yes.

51. *Constable Taylor.*] When I went to get the witness's expenses, did I not report to Sergeant Mathieson, who rang you up, and told you the occurrence; and did you not say it was a pity you were not there, and that it would not have happened?—I do not remember that.

52. *The Commissioner.*] What would not have happened?

Constable Taylor: The Inspector using those words.

Witness: I remember Sergeant Mathieson ringing up and quoting a circular which he said was used in Invercargill. I told him that Invercargill was an entirely different thing.

53. *Constable Taylor.*] Did you not say it was a pity you were not there at the time?—Not that I remember.

54. *Inspector Ellison.*] Were you there?—I was, of course.

55. *The Commissioner.*] You could not be there and not there?—I was not out of the office.

Constable Taylor: I ask that Sergeant Mathieson be recalled.

56. *The Commissioner.*] We will do that later on. (To witness): How many assistant clerks have you got?—Two, and there is sufficient work for three. I go on duty at 9 a.m., and it is generally 5.30 p.m. before I get away.

57. *Inspector Ellison.*] The clerks have to clean out the office, light the fires, and all that?—Yes.

58. *The Commissioner.*] What correspondence do you open?—All, with the Inspector's permission; and deal with small matters.

59. Memos going to the police and so forth?—Yes. I made application for a station some time back.

60. You would expect to get that without doing any sectional work?—I think so.

61. You have not done any actual police work for how long?—Ten years.

62. You are emphasizing the point that you expect to get straight from the district office to a station?—Yes.

63. You think you are entitled to it by virtue of your service in the district office?—I think the work in the office is very hard work.

64. That is a point, of course, that will have to be considered. I am quite certain that the Commissioner would never have considered the claim of some of those men to go right away in charge of a sub-district. Some have been promoted after only ten years' service?—That is so.

65. How old are you?—Forty-one. There is another matter I would like to refer to, in connection with a remark by Inspector Cullen, in regard to district clerks treating uniform sergeants patronisingly.

66. It was not only said in Auckland but in Dunedin also—passing on the other side of the street?—Such a thing has never obtained here.

67. Of course, it may have obtained in very few instances?—We have always got on very well with them here, and all the other clerks in the office.

68. They do not put on frills?—They do not put on airs here.

69. *Mr. Dinnie.*] You mentioned about overwork. Have you ever applied for assistance?—I think the Inspector applied.

The Commissioner: If you thought your staff was overworked it was your clear duty.

Inspector Ellison: If I had a man competent to do the work, I would put him in temporarily.

The Commissioner: Do you consider that extra assistance is necessary?

Inspector Ellison: Very often; nearly always.

ROBERT DARBY, Station Sergeant, further examined. (No. 284.)

Inspector Ellison.] Were the charge sheets from Wellington South always satisfactory?—No; many had to be returned and spoken about to the sergeant; they were sent down, and fresh ones written out.

Do you know that the watch-house keeper frequently wrote out fresh ones?—Yes, and made a report about it.

And the others were destroyed?—Yes, and others substituted.

Did I send any but one charge sheet back?—No, only one, with a memo. through the Sub-Inspector. I wish to contradict a statement in regard to Constable Beddek. He said I would not report favourably on him from vindictiveness. I want to deny that statement entirely: there was no vindictiveness on my part. I was asked to report on him, and I reported on him as I found him.

AMOS MUGGERIDGE, Sergeant, examined on oath. (No. 285.)

Witness: I was enrolled in 1899, and was promoted sergeant in 1906. I entered the police training depot at Mount Cook Station on the 1st May, 1899; and, after two months' instruction by Sergeant (now Sub-Inspector) O'Donovan, was sworn in as a constable on the 1st July, 1899, and appointed to the Lambton Quay Station, Wellington. I was appointed junior clerk in the Wellington District Office on the 23rd February, 1900, by Inspector Pender, who was then in charge of the district, the appointment being approved by Mr. Tunbridge, then Commissioner of Police. On the 1st September, 1901, I was appointed police storekeeper by Mr. Tunbridge. In connection with this appointment, in July, 1901, Mr. Tunbridge notified the members of the Force, by circular published in the *Police Gazette*, that he had been successful in obtaining the sanction of Cabinet to the free issue of materials for making up police uniforms, also waterproof coats, shakos, and night-duty coats to all sergeants and constables. Previous to the publication of this circular all police clothing was obtained from the Defence Stores in this city, and had to be paid for by the members of the Force. Therefore, the controlling of its own stores by the Police Department was an entirely new departure, and I am the first member of the Force to hold the position of departmental storekeeper. The qualifications required for this position are: Knowledge of book-keeping and correspondence; to be quick and correct at figures; knowledge of clothing, especially cloth, waterproof materials, coatings, principles of manufacture of shakos and helmets, knowledge of

blankets, hosiery, and underclothing, boots, all kinds of shirts, brushware, saddlery, leggings, &c. ; in fact, a general all-round business training is essential to successfully cope with matters that arise from time to time in this branch of the service. I was selected out of 580 members of the Force by Mr. Tunbridge as being suitable for the position. A small store was built at the back of the Lambton Quay Station, and was ready for occupation in October, 1901. I then took over the police stores from the Defence Department. Previous to doing this, in order to be in readiness for the proper working of the store, I had to devise the system of book-keeping, also all the official forms to be used in connection with the issue of clothing and stores. The necessary ledgers and forms were supplied by the Government Printer from drafts submitted by me to Mr. Tunbridge. These have been in force without alteration ever since. The first system of issuing clothing was to headquarter and suburban stations, also stations where more than one constable was stationed, material for one jumper and one pair of trousers and one shako annually, a waterproof coat, and one night-duty coat every two years. Members of the Force in the Auckland and Napier Districts and towns north of Wanganui, in the Wanganui District, were not supplied with night-duty coats. At all stations where only one man was in charge, materials for jumper and trousers, a shako, and waterproof coat were issued every two years. The night-duty coat was not supplied. Mounted men were supplied with Bedford cord for making up into riding-pants, in place of tweed for trousers; also leggings. These men were supplied with a riding-coat in place of the foot waterproof. In 1903 Mr. Dinnie was appointed Commissioner of Police. In 1904 Mr. Dinnie extended the issue of night-duty coats to the Napier and the whole of the Wanganui Districts. From 1901 to 1905 only free-issue articles of clothing and police appointments and miscellaneous stores were kept in the police store. In 1905 Commissioner Dinnie authorised the issue of boots, blankets, underwear, shirts, boot-brushes, socks, quilts, &c., to the members of the Force on payment, at practically cost price. This departure has been much appreciated by the men, and is being increasingly availed of. The work of the store was by this concession practically doubled. In 1906 the work of the store was again doubled, owing to concessions made in the free issue of uniform by Mr. Dinnie. Under this system every member of the Force, wherever stationed, receives material for trousers every nine months and material for jumper every eighteen months; shako annually; waterproof every two years. At all stations in the Dominion where there are two men or more each receives a night-duty coat every three years. White helmets are worn in Auckland and Napier, also Wanganui Districts during summer, and provision was made for these to be issued free. Recruits are provided with material for trousers and jumper, also shako; if to be stationed at Auckland, Wanganui, or Napier, a white helmet, a waterproof, and night-duty coat. After nine months they receive tweed for trousers; after twelve months' service, tweed for jumper; thenceforward they are on the same footing as the older hands in regard to free issue of clothing. It must be borne in mind that the issues of clothing to members of the Force do not become due at the same time; that is, there is not a rush of work for a few weeks in the year and then a slackening off, but a steady and continuous receipt of requisitions for clothing and stores all the year round. The number of requisitions dealt with last year was 2,350. When it is taken into consideration that some of these requisitions necessitate the tying-up and posting of two and sometimes three parcels each, it will give some idea of the work to be performed. 2,520 letters were posted during the same period. A separate ledger account is kept for each man in the service, showing the quantity of clothing issued and becoming due. Care must be taken that the allowance is not overdrawn. A summary of all clothing issued free and on payment is submitted to the Commissioner of Police monthly. Vouchers for all stores purchased are also forwarded to the Commissioner, with schedules attached showing details of expenditure. Ledger accounts are, of course, kept, showing issues and purchases of stores, also issues and purchases of clothing, free issue and on payment. I also have to check all returns of forage issued to horses used for police purposes. I have to see that every article purchased for use at all stations in the Dominion from a broom-handle to a cooking-range are duly taken on charge and accounted for in the various police districts. I have to purchase all articles stocked in the police store. The Department is not tied to any particular firm; and to obtain the best value, and having due regard to the judicious expenditure of public money, it is necessary to know where the various supplies can be obtained to the best advantage. At the present time we have dealings with twelve separate firms, besides stores that are imported from England. On the 1st October, 1906, I was promoted by Mr. Dinnie to the rank of sergeant. My claims to promotion were based on special qualifications for the work in the particular branch of the service in which I was placed. The establishing of a store in 1901 for its own requirements was an entirely new departure by the Police Department, and without solicitation on my part I was appointed storekeeper. In fact, when I was directed to attend at Mr. Tunbridge's office I declined the position unless he could see his way to increase my pay. Mr. Tunbridge immediately offered me an allowance of 1s. per day, and I at once informed him I would be glad of the position on those terms. At this time, also subsequently, Mr. Tunbridge informed me he would do something better for me later on. During Mr. Tunbridge's term of office three entirely new branches of the service were established and open to members of the Force—viz., training depot, Editor *Police Gazette*, also police store; the rank of sergeant was recognised in the first and shortly after appointment in the second. There is not the least doubt in my mind that if he had remained in charge of the Department that the "something better" would have eventuated in the same recognition being given to the storekeeper. I held the position of police storekeeper for five years as a constable (two years under Mr. Tunbridge and three years under Mr. Dinnie). I am directly responsible to the Commissioner of Police for the clothing and equipment of the Police Force of the Dominion. I have to purchase all clothing and stores, and certify to payment of vouchers. I correspond direct with the various Inspectors, and also with all suppliers of stores. During the five years I have been storekeeper not one article has had to be written off as unserviceable or unsaleable. At the annual stocktaking my books

and stock have on every occasion been found correct. Mr. Tunbridge, before leaving New Zealand, expressed his gratification at the manner in which the work of the store had been carried on, especially as regards absence of complaints or friction of any kind in carrying on this branch of the Department. I have never used influence of any kind, or even applied for any of the positions in which I have been placed by the responsible officers of the Department. I have to refer to the evidence of Inspector O'Brien, of Dunedin, given before this Commission about two months ago, in regard to my promotion to the rank of sergeant. The Inspector objected because I had only seven years' service. Now, this Inspector joined the Police Force in 1874, was promoted to rank of sergeant in 1877, after three years' service. Promoted to rank of detective in 1881—two promotions in seven years—whereas he now comes forward to publicly criticize the one promotion I have received in ten years. He said I should not have been promoted before my time, whatever that means; but, judging by this officer's rapid progress in the early stages of his career, the time system then did not enter into his calculations. This is a subsequent development, and I extremely regret that this Inspector should have thought it in keeping with the dignity of his position to publicly criticize the promotion of a man not in his district, whom he has never even seen, and of whose qualifications and duties he is admittedly ignorant. I produce various forms which have to be filled in in connection with the issue of stores. Under my system each member of the Force is practically keeping a day-book.

1. *The Commissioner.*] What was your previous training?—I have had five years' experience in London as a clerk. When I was fifteen I started in a merchant's office. For a few months I was on the journal, three years in the warehouse, twelve months in the correspondence department, and a few months in the Customs department.

2. How long were you in New Zealand before you joined the Force?—I came out in 1895, and had four years' general store experience, and joined the Force in 1899.

3. What was your remuneration in connection with your duties at the time you were promoted to be sergeant?—Nine shillings a day, and 1s. a day house-allowance. I got 7s. a day on joining. When I was promoted I was getting 7s. 6d.

4. What did you receive on your promotion?—4s. a day extra.

5. Was it necessary in connection with the discharge of your duties as storekeeper that you should hold police rank?—Yes.

6. Why? Could not the difficulty have been met by giving increased remuneration without police rank?—What about the pension scheme? All these extra allowances do not count.

7. But that is a mere incident to your position in the police?—In my opinion, it is hardly fair to expect me to put in the rest of my days in the Police Force, and go out on a constable's pension.

8. You were promoted before your time, according to your position in the service. What I want to know is, you were really promoted with a view of improving your status and increasing your pay?—I think to give me a status.

9. Was it necessary to give you police rank for the work you had to perform?—I should say so.

10. Why?—Well, I have to correspond all over New Zealand.

11. Does it give you better facilities to correspond as a sergeant?—It is only reasonable to expect that a man should have some rank when he has to do so.

12. I am not disposed to find fault with the remuneration you receive, because there is a lot of work and responsibility, and you probably do it to the satisfaction of all concerned; but you know your promotion caused dissatisfaction?—I think, entirely under a misapprehension. Those men think that by Mr. Dinne giving me promotion some one in the uniform branch has been deprived of it.

13. Suppose you were sent out on sectional duty to-morrow, you would be senior to a great many men without the service?—That is so.

14. That is what they object to. If you remained in the store there would not be the same ground of complaint. But you could go out at any time?—Yes, I could, and if I had not got promotion I would have come out in any case.

15. Considerable objection has been taken to the quality of the stuff. It has been described as being no better than blue blanket, and it has been submitted to experts who have so described it: how do you account for that?—It all depends on what they mean. The coats supplied are made out of colonial meltou cloth.

16. It is said that waterproofs have tumbled to pieces the first time they were used: can you explain it or deny that it is a fact?—If I went into the whole history of the matter it would not be fair to certain private firms.

17. It is your duty to see that the Government get good value for their money?—So they do. I have just got an allowance on some returned goods.

18. Let me understand the matter without mentioning the name of the firm, and I shall consider whether I shall press for the name?—I bought certain stuff from a firm according to sample, and, so far as I could ascertain, it was according to sample, and other experts failed to detect the reverse.

19. Then, what is the good of samples?—With waterproof materials it is impossible to tell the difference in quality until the coat made of it is actually worn. Two coats of different qualities will weigh the same on the scales, and it is impossible to tell the difference.

20. How long did it take you to ascertain that the stuff was of inferior quality after it was got in?—I found it out about six weeks afterwards, and I went to the firm about it. It was a colonial wholesale firm, and they wrote to London, and insisted on getting full allowance, and that every coat supplied should be taken back and a new one take its place.

21. Whether it had been used or not?—Yes; every coat was exchanged.

22. And the lot you had not served out?—I sent them all back.

23. And did the same firm supply other stuff in place of it?—Yes; they have not finished supplying them yet. We have been getting this stuff from the same firm for seven years, and it has always given the utmost satisfaction until this lot. We have to rely on the manufacturers at Home, and the supply of rubber from the Congo Free State has ceased. According to the newspapers, the British Government have remonstrated with the Belgian authorities for committing atrocities on the Natives—torturing them, and so on, in order to induce them to collect rubber, and the consequence is that rubber has largely increased in price.

24. So that offers inducement to adulterate?—Yes.

25. How did you satisfy them that your objection was sound?—I happened to have a coat I got five years previously, and compared the two qualities.

26. Is there any advantage in importing stuff direct?—Yes; there would be, only that we have no room.

27. Surely that would not be an insuperable objection?—Yes, it would.

28. You only buy it in small quantities?—Under the present system we have to keep a small number of coats. I keep a stock of about a hundred.

29. What would be the saving to the Department if they imported everything they required?—There would be about 5s. on a waterproof coat.

30. But what would be the full advantage to the Department on every line you have to deal with, aggregating the lot—that is, if you imported direct, allowing for extra quality?—The only material would be the material for night-duty coats and waterproofs. You cannot better the colonial-made underclothing, blankets, &c. I should say, about £200 a year. You would save that in actual money, and get a better class of stuff.

31. *Mr. Dinnie.*] You have had to ask for assistance lately?—Yes, I had a man, but that was not sufficient. I should like to say I think the complaints have not been put fairly.

32. *The Commissioner.*] When an Inspector comes and says a thing on oath I am not in a position to say it is not correct. I cannot ever traverse any portion of what he says?—In regard to this line of waterproof coats, I found out myself that the coats were inferior. To see if it was possible for another expert to make a mistake, I took it along to two firms in the city, and asked them to carefully examine it, and give me a quotation for supplying coats of the same material. It was carefully examined by the two firms, one keeping it for a week, and they both said that I was getting a good article for the money, and they could not supply it at the same price.

33. I believe, against this, there is sworn testimony by an Inspector, who took one to an expert in Auckland, who said it was no better than blue blanket?—Experts never agree; but I am referring to the waterproof coat.

34. I am speaking of the overcoats, which an Inspector in Auckland said were no better than blue blanket?—He meant what we term the night-duty coat. What I am speaking about as having submitted to experts is what we term the waterproof coat.

35. Well, take the Inspector's statement as regards the overcoats, how do you account for it?—Those coats were called in, and I received an allowance on them.

36. That is another line you were at fault in if that is the case?—Those are the only two cases that have happened in eight years. The night-duty coats are separate altogether.

37. But they are all under your control, and you are responsible to the Department for carrying out your duty in such a way that the Department shall get the best value for the money. Every inferior article you send out causes dissatisfaction?—All these coats were exchanged in the same way as the waterproofs.

38. But how did they get in, that is the question?—The explanation in regard to the night-duty coat is this: there were two dozen altogether. If you recollect, 1907 was a very dry season, and the firm which was supplying the coats was short of water. That was the excuse given to me.

39. Then, you have the excuse of a dry season on the one hand and a shortage of rubber on the other. I should avoid those firms in future if I were you?—I should like to say this was the best material that could be got. I had probationers sent to me to fit out, and I thought it better to give them those coats than to let them go without coats. The instructions with regard to the issue of clothing are that a night-duty coat must last three years, but it can be renewed on the recommendation of an Inspector; and I thought, rather than let those men go without, it was better to give them these coats. They were all called in, and we received allowance for them afterwards.

The Commissioner: I think you made a mistake, as it gives cause to people to find fault with the manner in which you do your work.

FRIDAY, 17TH SEPTEMBER, 1909.

Sir EDWARD OSBORNE-GIBBES, Bart., Secretary of Education, examined on oath. (No. 286.)

1. *Mr. Dinnie.*] Our Department does a great deal of work for your Department—the constables and sergeants?—The Police Department does a great deal of very valuable work in connection with the Education Department, and does it exceedingly well, and, on the whole, very willingly. We occasionally get an irritable remark; but that is human nature, and no importance is to be attached to it. There is an impression in the Department that the police do not take quite as seriously as is desirable the apprehension of absconders from industrial schools. It is a very important matter, because if the schools get the reputation of being unable to hold the boys

and girls sent to them, there is a fear that Magistrates may prefer to send them to gaol rather than to the schools. The Commissioner, however, has always expressed himself as very willing to check any laxity in this direction where a case can be brought under his notice. I shall be glad to give some information as to the nature of the work done by the police for the Education Department. I suppose there is no country in the world which does so much as New Zealand in compelling people to pay towards the support of children sent to industrial schools. I believe I am correct in saying that New Zealand collects absolutely a larger sum than New South Wales, Victoria, and South Australia put together, although it has less than a quarter of the number of children maintained in industrial schools. This question was looked into some months ago, and, from the published returns of the States I have named, it was ascertained that they had altogether 6,763 children in industrial schools, and collected altogether £4,449; while here, with 1,545 children, we collect £5,604, an absolutely larger sum than those three States put together. It is impossible to estimate the far-reaching effect of a system that compels every person whose wickedness, or negligence, or incapacity causes the State to take the control of his child, to pay for the maintenance of that child to the utmost farthing. It must have a very great effect, for instance, as a check towards juvenile delinquency. The parents under such circumstances are bound to see that their children go straight, if it is possible at all. What I want to point out is the essential error of regarding the Education Department as more than the merest agent in this matter. The essence of the proceedings is the vindication of the authority of the Court that makes the order for payment: the Education Department is merely a book-keeper. It is quite natural that the feeling of irritation should be attached to the Education Department for worrying everybody; but that is the position. The Court makes an order that a certain person pays a certain amount, and it is not the business of the Education Department any more than the police to see that that is carried out. The employment of collectors by the Education Department would alter the whole aspect of the case, and the result would certainly be that such a system would be far more costly and very much less efficient. This total of between £5,000 and £6,000 is collected day by day in quite small sums, and it is of the utmost importance that they shall be small sums. Directly a man or woman of the class against whom such orders are usually made, who is not in a position to pay any large sum, but can pay a few shillings a week, is allowed to let it accumulate for two or three weeks, it becomes impossible to collect it. If the Education Department undertook to collect it, it would have to have an army of collectors—such an army as would be in a position to apply to those people with the frequency of the police. In its capacity as book-keeper the Department does everything it can to lighten the labours of the police. In the majority of cases it enters into direct correspondence with the person who has been ordered to pay. These are two forms made use of that are sent out directly an order is made, calling attention to the fact that an order has been made, that the party will be expected to pay, and that as long as he pays regularly he will not be worried. After a little time, if there is any disinclination to pay, a second notice is sent, and the result is that in many cases people are induced to pay into Court without the police being troubled at all. There is another consideration—that in recent years the Department has done a great deal to take away from the police work which they formerly were accustomed to do. Some years ago, before the organization of the Education Department in regard to industrial schools was as perfect as it is now, the police were required to report on all applications of inmates of industrial schools where employers were concerned, or parents seeking to get their children back. They were also required to report upon children licensed out, but that work is now done by the officers of the Education Department, and that in itself constitutes a very substantial relief. I think there is only one other point I wish to touch upon, and that is in regard to the inquiries made in respect to past inmates of the schools. In 1901, which was immediately after the system was taken up systematically, the report on industrial schools contained this paragraph: “For some years the Department has had in hand a ‘Register of Past Inmates,’ in which has been entered from time to time any information that could be obtained respecting the character of previous inmates of industrial schools. Inquiries made in connection with application for payments of earnings have, for instance, supplied a large proportion of the information that has been recorded. To make the record complete, a confidential circular has been sent to the police, and the Department is now able to furnish an interim report of the results. Information has been obtained with regard to 1,111 persons out of 3,529 discharged from industrial schools between the 1st January, 1883, and the 31st December, 1896. Of these 1,111 persons, 174 are accounted for as follows: 60 have left the colony, 59 are dead, 3 are in lunatic asylums, 52 cannot be traced. Of the remainder (937), 828 are of good character, 6 are of fair character, 103 of bad character. Thus, 89 per cent. have certainly done well, or fairly, and only 11 per cent. are certainly bad; and if to the former is added a proportion of the 174 above named (the 52 that cannot be traced would be known to the police if they were bad), the Department is entitled to claim that not more than 10 per cent. of industrial-school children have failed to do well. It is to be remembered that this inquiry has been made long after the persons concerned have been free from Government control—for as long as ten years in some cases.” The exigencies of departmental work have prevented for some years the prosecution of that work to the extent to which it was proposed to carry it out. It has been taken up again recently, and it is hoped that such information will be obtained as will enable that Department to prepare a paper showing the results of industrial-school operations for the past quarter of a century, and it must be evident that an investigation of such a kind would be exceedingly valuable. Owing to circumstances, there has been, unfortunately, a large number of these inquiries recently sent out, and I have no doubt that the police have found the work rather difficult to tackle, on account of its size, and coming in on them at the one time; but it is a work that is now finished, and in the future it will not recur to anything like the extent to which it has lately been subject.

The Commissioner: You are probably aware that this matter was first raised when Mr. Hogben was giving evidence. I particularly stated in the clearest way that I regarded it as the bounden duty of the police to carry out orders of the Court, but I distinguish between the collection of money due under orders of the Court and the following-up of inmates who had left these schools, as well as the work under the Infant Life Protection Act; therefore your statement does not quite follow that. Nobody questions the duty of the police in collecting maintenance moneys on orders of the Court. You follow me?

Witness: Yes.

The Commissioner: The Police Department raises the point with regard to the extra work involved in connection with inquiries made in regard to ex-inmates. Personally, I regard them as of the highest possible value; but they say it has caused an unnecessary amount of work for them, for which they receive no consideration whatever; and also under the Infant Life Protection Act.

Witness: With regard to inquiries regarding ex-inmates, there is certainly no one but the police to do it, and for one reason: that in a very great majority of cases the police have the information. I happened to be in the country a month or two ago when a complaint appeared in the Wellington papers which surprised me exceedingly, because it was evident to me that the information had been given to the newspapers by some member of the Police Force, and it was in the direction of a very sarcastic comment upon this system which has been initiated by the Education Department. It appeared to me to be a most remarkable thing. I happened to be in the country, and went to see the local constable, and asked him whether he had any forms. He stated that he had one, and I asked him how he regarded it. He said it was a very ordinary thing, which did not give him any trouble. I said, "What did you do?" He said, "I did not know the man myself, but knew where he had been, and I asked one or two people who knew him what sort of fellow he was; I got the information necessary without any trouble. I ascertained at once that he was a man of decent character, and reported accordingly." That is precisely the line of inquiry the Department wishes pursued. In some cases the individual is known to the police. In that case it is a very simple matter for the police to report, "This man has been in gaol so many times." It is all in their records. There are cases in which an inquiry has been sent from place to place, but I do not think there is a great deal of work involved in that. Of course, I admit it is a work that the Education Department has no right to apply to the police to do, but we ask them to do it as one department asks another in similar cases.

2. *The Commissioner.*] What other department would you ask to do work of that kind? Departments stand on their dignity in doing work for other departments outside their own?—I am constantly asking the Lands Department to apply to their officers for information about applications for school-buildings. The applications come to the Government from Education Boards for grants for school-buildings, and I have to apply to the Lands officers in every case. It is work that I could not call upon the Lands Department to do, but they do it willingly in every case. There are many other instances. If the officers of one department are better acquainted with the circumstances of a particular matter than your own people, you have no hesitation in asking them.

3. It is used as an argument for increasing the Force in various places; they say that so many men are required for inquiries. You have not touched on the Infant Life Protection Act: what are the duties in connection with that? It is now vested in your Department?—The amount we have asked them to do in connection with that is exceedingly small. For instance, a woman may take her child to a foster-home, and leave it there. There is not much description given as to where she really leaves it. In a few weeks or months she is not to be found, and I send a memo., "Can the police find So-and-so?" We have then to start inquiries as to who she was, and where the child was taken. We have not had a great many of those—perhaps two or three dozen in the year. I think two or three dozen is rather on the outside limit.

Inspector Ellison: I mean, from here and other places; they come through my hands. For instance, I may get a memo. from the matron of the Home in Tinakori Road, and I may have to send it to Dunedin, Christchurch, Greymouth, and other places to trace the parent. In a great many cases we find the people, and get the money.

4. *Mr. Dinnie.*] On the whole, do the police carry out their duties satisfactorily?—Exceedingly so.

5. Would there be any objection to a charge being made on your Department for services rendered?

The Commissioner: You had better reply as Mr. Hogben did—that that is a matter for the Minister.

Witness: I hold that it is only in connection with past inmates and the administration of the Infant Life Protection Act that that would be applicable.

6. *Inspector Ellison.*] Do you think it is really desirable the police should inquire about former inmates of industrial schools who are not known to be misbehaving themselves or members of the criminal class?—It all depends on how it is done. The constable I spoke to in the country evidently did it with great tact and discretion, and the individual concerned had not the least idea of it. Unfortunately, cases occur in which the same tact and discretion are not exercised. I am sorry to say that there is a case in Christchurch at the present time in which a girl was employed, and the constable went to the girl's employer, a hotelkeeper. He called his housekeeper, and they said she was a very good girl. He told them that the inquiry was very confidential, and that they must not say a word about it. However, the girl and her mistress fell out next day, and the mistress made remarks.

The Commissioner: A man like that should be marked as unsuitable for future inquiries.

7. *Inspector Ellison.*] At any rate, the constable you mentioned carried to the man from whom he made inquiries information about his neighbour that he did not possess before—that he had been an inmate of an industrial school?—Yes.

8. And in many other cases that must occur?—Yes.

9. These inquiries pass through the hands of a great many police—from the Inspector to the sergeant, the sergeant to the constable, and one constable to another, and each one knows that the subject of the inquiry has been an inmate of an industrial school. A great many men leave the service who have this information in their possession, and it often transpires that one man's wife or relation may have gained the information from conversations that arose. Is it not a fact that a great deal of information gets divulged in casual ways about these people? I know, as a matter of fact, that it does, but I want to know is it not probable that it does occur?—Every official necessarily has a knowledge of circumstances he does not want to speak about. The police must have a vast amount of information about private members of the community that the members of the community know nothing about. The police are in possession of an enormous amount of knowledge that would certainly form a very sensational subject for discussion, but they do not talk about these things. Why should they talk about the mere incident that such a person has once been in an industrial school?

10. Would it not be very desirable to assume that in the case of those regarding whom the police have no knowledge—who have not come under their notice—that they are doing well? The slur will always be thrown up against a person who is known to have been in an industrial school. My point is that it would be better to assume that those we do not know are doing well?—How are we to find out?

11. If no unfavourable report comes against them?—No; because we do not know; the police might have an unfavourable report.

12. The only thing to be gained is to find out the percentage doing badly?—We must ask.

13. But is not that the result arrived at?—You complain of the fact of our asking.

14. I say that the fact of the police making inquiries is objectionable. It is not nice to hunt up a man in good work, or women who have become the mothers of families. I do not think it is a reasonable or nice sort of thing, and it is objectionable to the people inquired about, no matter how much decorum or tact is observed. My contention is that it would be much better to let such people drop out of sight altogether, because there is a slur cast upon them?—I think it is quite likely that the terms of the application to the police might be put in a different form. Care has been taken to indicate that we do not want elaborate inquiries. In the case of the mother of a family, there is no necessity to make inquiry.

15. We have got to find out to identify her?—If once you know she is married, and the mother of a family, it should end there.

16. But you must find out first?—You admit that it is of importance to have it?

17. *The Commissioner.*] It is of the highest importance to know?—Of course, we never had the matter brought before us until now.

Inspector Ellison: I admit what has been said in regard to orders of the Court, but a great deal more economical way could be devised.

The Commissioner: What you say is that when names are sent to you you wish it to be assumed they are leading reputable lives unless you have records against them?

Inspector Ellison: Yes; and about orders of the Court, in the Police Department a better method might be devised.

ROBERT JOSEPH COLLINS, Secretary to the Treasury and Paymaster-General, examined on oath. (No. 287.)

1. *Mr. Dinnie.*] What do you say with regard to the police accounts submitted to your Department? Are they in proper form?—In proper form, well kept, and, I may say, promptly rendered; they give us very little trouble in the Treasury, and, in fact, I may say the police accounts have always been well kept, back to the time of Mr. Goldfinch and Mr. Tasker, and that is saying a good deal for the present accountants; they are as well kept as any department's in the service.

2. *The Commissioner.*] I have a sort of dim and shadowy idea that the police might be made the nucleus of an addition to the defences of the Dominion. In these days of outcry for compulsory training one has to consider these matters. With regard to the use of the rifle, do you think it would be of value if every constable, as part of his training, were taught the use of the rifle?—Decidedly; but it is not a matter for me to enter into—the defence of the country.

3. But you are one who has always taken a very keen interest in these matters, and I wanted to know if you saw any difficulty?—No difficulty whatever, and it would be very useful.

4. My own idea is very dim and visionary, but if there is anything in it it might be worked out departmentally. They would not form part of the Defence Forces, but a nucleus if necessary?—It would be very valuable.

5. *Mr. Dinnie.*] You think that a little military training would do the men good—set them up?—Improve their bearing, discipline, and physique.

MICHAEL FLEMING, Constable, examined on oath. (No. 288.)

1. *Inspector Ellison.*] You are a constable, stationed at Lambton Quay, and employed in the police office at present?—Yes.

2. You heard the occurrence when I spoke to Constable Taylor about the witness's expenses last month?—Yes.

3. Did I speak in an offensive, overbearing manner?—I thought you spoke as you would speak to anybody.

4. Just as an order or instruction would be given?—Just the same.

5. I am accustomed to speak plainly and distinctly when I give instructions or orders?—Yes.

6. Did Constable Taylor come back up the passage, as asserted by Mr. Morris?—No, he went straight out, and did not come back again.

GEORGE NASH, Dairyman, examined on oath. (No. 289.)

1. *Inspector Ellison.*] You are a member of some of the Wellington local bodies?—I have been a member of the Hospital Trustees for seven years, and am still a member.
2. You have had to call upon me on some occasions?—On several occasions.
3. How were you treated?—With the utmost civility and courtesy.
4. Did you ever hear anybody say I treated people differently?—Never.

ARTHUR EDMUND ANDREWS, Acting-detective, examined on oath. (No. 290.)

Witness: I am stationed at Wellington, and am doing plain-clothes duty. I joined on the 1st June, 1902.

1. *Mr. Dinnie.*] You applied for clerical work in February, 1905?—I do not remember the exact date, but I know that I did apply.
2. You then had three years' service?—Yes.
3. In March, 1905, there was a vacancy in Auckland, and you were sent there?—Yes.
4. On the 1st September, 1906, you applied for the usual clerical allowance, and were recommended by your Inspector, and that allowance was granted to you?—Yes.
5. On the 29th January, 1907, I fined you 10s. for submitting a disrespectful report in respect to a sergeant?—That is so.
6. In consequence of that, you applied for a transfer from the office; that was dated the 1st February, 1907, and on the 26th of the same month you were transferred to ordinary duty at Napier?—That is so.
7. Since then you have applied for detective work, and have been appointed to it?—That is so.
8. During the whole of your time in Auckland, did you communicate with any officer, Inspector, sergeant, or constable in my Department?—None whatever.
9. The suggestion is that you communicated with Sub-Inspector Wright?—I have never written to him or had any conversation with him in my life on police matters or private matters.
10. How often have you spoken?—When brought into contact with him, when stationed in Wellington.
11. Not before?—Not before, nor since.

CHARLES ROBERT BROBERG, Chief Detective, examined on oath. (No. 291.)

1. *The Commissioner.*] Give me an outline of your police service?—I joined the police in Dunedin in January, 1895, after twelve months' service in the Permanent Artillery. In December, 1899, I was promoted to the rank of detective in Wellington; and in February of this year I was promoted to the position of Chief Detective, in succession to Mr. McGrath, who had been promoted Sub-Inspector. I have a staff at present of four detectives and four acting-detectives. Detective Cassells is at present out of the Dominion, and he would make nine. I notice that in the evidence given before you at Auckland Detective McMahon referred to my case, alleging that he had been passed over by me. He stated there that he was three years my senior. In explanation of that, I would like to say that he was two years and three months my senior in the service, and two years and a few days my senior as detective; but at the time I was promoted to the position of Chief Detective I was receiving a higher rate of pay—2s. a day—than he was receiving. I also received a special advance of six years, which, I contend, really placed me in the position of being four years his senior. Probably you are aware that the position of Chief Detective is one in which it is specially laid down that it can be attained only by merit and general fitness. In that respect, it is the only position in the service in which such a condition is laid down. So far as my merit compares with Detective McMahon's, I would refer you to our merit sheets. He has one, so have I [produced]. I also notice that—at Rotorua, I think—Constable Willcocks alleged unfair treatment in connection with the apportionment of the reward in the Ellis case; that may affect me to some small extent.

The Commissioner: I do not see how it can affect you; it is a matter entirely for the Commissioner. It is impossible to stop evidence of that kind; but I did not attach any importance to it.

Witness: I do not think he was unfairly treated. I was in charge of the case for ten months, until after the man was convicted.

Mr. Dinnie: He seemed to complain more that the other constable got as much as he got.

The Commissioner: So that you are under a misapprehension.

Witness: I would like to speak with regard to the condition of the Force to-day generally as compared with fifteen years ago. I think the Force to-day compares more than favourably with its then condition. The sergeants now are much younger, much better, and more able than the sergeants of fifteen years ago to do their duty. They have a better knowledge of their work, and all seem inclined, as far as I can see, to impart what knowledge they have to the men under them. I know that fifteen years ago half of the sergeants could not tell you anything, and the other half would be annoyed if you dared to ask them. As far as the sergeants are concerned, they get on very well with the detective branch; there is no disagreement of any sort between the two branches. Various views and suggestions have been put before you regarding the two branches. It is not a personal matter, but a matter of policy. I think the constables of to-day compare very well with those in the Force when I joined. I agree with Sergeant Dart that some of the officers who have attained high positions are inclined to misjudge by comparing with those of to-day. I think that from an intellectual point of view, and from the moral standard, the men compare very favourably to-day. On the ground of physique, there are some men who, while they fulfil the requirements as far as inches are concerned, may not have the appearance of the men joining in

former years. They were men who came from the Artillery, and had gone through a very rigid course of setting-up drill, and had a much more commanding appearance than the men of to-day. There is no doubt that the men joining are greatly benefited by the course of education they receive at the training depot. I think, however, it would be beneficial if they had more physical drill, and more instruction as far as wrestling is concerned.

2. *The Commissioner.*] You have a different opinion from that given by a sergeant yesterday; he did not believe in it at all?—I will agree to differ from the sergeant.

3. Quite so. He is the only man I have heard say it?—I think the pay of a constable is altogether insufficient. I would suggest that when he becomes a permanent member of the Force his pay should be 8s. 6d. per day, and that he should get a rise of 6d. every three years.

4. You would keep him on probation?—If he is three months under the sergeant who is now instructor, and gets some physical training, I consider he is fit to do police duty in three months.

5. You would have no further period of probation?—I do not think he wants any further period, if the sergeants are as strict as the Wellington sergeants.

6. But sergeants are not alike?—I have no reason to believe they are less strict elsewhere.

7. It is not a question of what you have reason to believe: it is what we know?—Even if the pay was risen to 8s. 6d. a day, I do not think the position would be rushed. No doubt there would be many more applicants, and we could then make further improvement as far as the candidates are concerned. Not only would more come, but once they got appointed they would respect their position, and submit more readily to discipline. Now there are some who do not value their position as constables. I do not agree with Sergeant Dart so far as the standard of education is concerned. I think many good men could be selected from candidates who, having the other necessary qualifications, have only passed the Fourth Standard. I do not say they should be taken indiscriminately, but if the best candidates were picked, although they had only passed the Fourth Standard, they might be good constables. I think the first thing is to see if he is a man of brains and common-sense. I am not in favour of reducing the height, as I consider that the appearance of a constable on the beat is half the battle. Men inclined to break the law will purposely come in contact with a little man where they would avoid a big one. There has been some talk of examination before attaining the rank of sergeant or detective. I am not in favour of that; I think it should be left to the Inspector to judge whether a man is fit for the rank.

8. You differ from Sergeant Dart on that point?—I differ entirely there. If you are going to make them compete, give them something to compete for, and the salary of either sergeant or detective is insufficient to compete for by examination. A man passes an examination and he gets 10s. per day. The man who empties my dust-box gets 10s. per day, and has no responsibility compared with a policeman. On the question of house-allowance, at present the Chief Detective gets 14s.; detectives and sergeants, 10s. 6d.; acting-detectives and constables, 7s. Detectives and acting-detectives pay rent, averaging £1 1s., and I assure you they do not live in mansions. A number of them have to live at a distance from the station, rather far away, simply because they cannot get respectable houses any cheaper. I submit that the allowance in Wellington is altogether insufficient. A man is being penalised by being stationed here. There is no station at which there is more work; yet, from a pecuniary point of view, the men are worse off than in Dunedin or Christchurch.

9. Do you know that we have it on sworn evidence that the highest rents paid in New Zealand are at Napier? It came as a surprise to me, but there it is?—I am surprised to hear it. I do not know what Detective Hill pays there, but I know that there are acting-detectives in my office paying £1 per week.

10. The average in Napier is 19s. One sergeant pays £1 for five rooms; Detective Hill pays 18s.; another pays £1 5s. for six rooms, and so on. Well, that is as bad as Wellington, is it not?—Detective Hill pays 18s. in Napier, and gets a very good house for that; my men have to live in back lanes, and pay £1; that is the difference in the position. I think the house-allowance should be increased all round. I do not agree with Sergeant Dart when he said that if the men got 1s. a day rise it would meet the requirements. Sergeant Dart lives at Kilbirnie, and pays 15s. per week; he could scarcely ask for a rise, seeing that he gets 10s. 6d. My acting-detectives get 7s., and pay £1; so that they are 13s. out of pocket. So far as travelling-allowance is concerned, all ranks in the detective office, from myself to the junior acting-detective, get 8s. per day. In the uniform branch all ranks, from sergeants to constables, get 6s. I would ask you to compare that with the allowance in the Post and Telegraph Department. Some sergeants seem to think that if they get the same allowance as the detectives get they would be satisfied. Any officer in the Post and Telegraph Department, according to a circular recently advertised, having a salary under £400 a year receives 10s. per day travelling-allowance. A warder in the gaol, whose salary is practically the same as that of a junior constable, receives 12s. 6d. I think, if the Department can do that, they can afford to pay a sergeant of police more than 6s. per day and a detective more than 8s. A detective travelling is not only under the expense of paying for board and lodging, but many incidental expenses come his way; and I never met one yet who could make any money, or even keep square, on his travelling-allowance. In answer to those sergeants who found fault with the detectives getting more house-allowance, I suggest that the reason in the first instance was that the Department knew that detectives were liable to incidental expenses to which sergeants were not liable. When you were in Christchurch I noticed in the evidence that the qualifications of some acting-detectives were brought under your notice. I know two of the men—Ward and Gibson—and can only indorse the opinions expressed about them. They are very capable, hard-working men; but on account of the prominence they received, I think it possible that other men—mine in particular—might suffer through not being brought under notice.

11. Those men were referred to elsewhere as being exceptionally good men?—I admit that; but I wish to point out that I have men here who are equally as good. For instance, Constable

Hammond, who appeared before you and submitted reasons why he should get special consideration on account of long service and temporary duty in the detective office on different occasions, I really think his is a case in which some special consideration should be made. He has all the necessary qualifications for a good detective and a good officer. I have another man of less than eight years' service—Andrews—and I say, without fear of any contradiction, he is one of the best men that has entered the branch for many years. He is an exceptional man, and certainly should receive special consideration.

12. What experience have you had of Acting-detectives Ward and Gibson?—Personally, I have not come in contact with them so far as actual work is concerned.

The Commissioner: Then, we will pass from that. It does not lie in you to speak of their qualifications.

Witness: Suggestions have been made about the district clerks. I do not agree with those who hold the view that those who have received promotion through occupying very responsible positions should be in any way retarded. I think they should be allowed to qualify for higher positions with the other sergeants, who, having done ordinary duty, have been some years longer in attaining the rank. If you will permit me, I should like to mention the question of billiards, and explain the position. We have a table at the barracks, which was put in at the expense of the men themselves. Every member of the Force holding a subordinate position, and I at times, play billiards there. Very often I take my lunch in town, and Sub-Inspector Wright takes his lunch in town, and during the lunch-hour we often play fifty up together. I have also seen him play with Sergeant McGill, but I have never seen him play with constables, or mix with them. I understand that in Auckland delegates from the rank of sergeant submitted to you certain suggestions. As a delegate appointed by the Wellington detectives, I should like to submit certain suggestions in answer to theirs: I appear as a delegate on behalf of the Wellington detectives. I beg to submit the following remarks and suggestions, which have been approved by the Wellington detectives as representing their views on the respective subjects, for the information of the Royal Commissioner. The detectives recognise that the Royal Commissioner fully and thoroughly understands and appreciates the nature of the duties which devolve on the respective branches of the Police Force of this Dominion. The attention of the detectives has been called to resolutions and suggestions connected therewith which were advocated before the Royal Commission by the Auckland sergeants, and it is desired that the following particulars be furnished you in respect thereto: It is quite correct, as stated by the Auckland sergeants, that there are at present sixteen commissioned officers in the New Zealand Police Force. It is desired to direct attention to the fact that Mr. O'Brien and Mr. McGrath are the only members of the detective branch of the service promoted to commissioned rank during the past twenty-three years—that is, since the coming into operation of "The Police Force Act, 1886"; and during that period we have had thirty-one commissioned officers. It will be apparent that the uniformed branch has provided 93 per cent. of those officers. If the past seven months be excluded from the period of twenty-three years—that is, to take the period antecedent to the very recent promotion of Mr. McGrath—the number of detectives promoted to commissioned rank is reduced to one in twenty-two years and a half, which means that prior to February last 96 $\frac{2}{3}$ per cent. of our commissioned officers were drawn from the uniformed branch, and only 3 $\frac{1}{3}$ per cent. of them from the detective branch. Nine members of the Force who were constables when Mr. McGrath was a detective of full rank in 1885 were promoted to commissioned rank (three attaining Inspector's rank), while he still remained non-commissioned in the detective branch. The three junior Chief Detectives were promoted to detective rank when two of the present Sub-Inspectors were constables. It is submitted that this clearly demonstrates that so far the detectives have been travelling the circumference of the circle, while the members of the uniform branch have travelled the diameter, and reached the goal—quite the reverse of the suggestion made by the Auckland sergeants. The Auckland sergeants' request that a senior sergeant in the uniform branch should be held to be of superior rank to that of the Chief Detective is, in the opinion of the Wellington detectives, preposterous, untenable, and unarguable. It practically means that seniority alone should dominate the service, and that any of the sixty-eight sergeants and 116 constables now holding subordinate rank to the junior Chief Detective, but being his senior in length of service only, would, on their attaining the rank of senior sergeant in the uniform branch, forthwith become his superior in rank, with a consequent right to direct and instruct him; and, further, a priority of claim to promotion to commissioned rank, notwithstanding the fact that the position of Chief Detective is at present the only one in the Force for the filling of which the qualifications of ability and general fitness are strictly and definitely required by Police Regulations (*vide* Regulation No. 236, of the 16th June, 1904), and that the Chief Detective is directly responsible to the Inspector for the control of the detective staff, and for the proper investigation of all serious matters, and the due detection of offenders where his staff is employed. Every member of the uniform branch has had the opportunity of becoming a member of the detective branch of the service, and, consequently, of competing for the position of Chief Detective. Apparently, it is now asked that those who have worked their way to a Chief Detectiveship should "mark time" until those in the rear ranks march past them. With reference to the status of the members of the Force holding the rank of detective: In addition to the provisions contained in Regulations 224 and 228 (in which "officer" means "a commissioned officer"), departmental decisions and acts in the past have established the ruling and principle that the rank of detective is at least equivalent to, if it is not really higher than, that of the rank of sergeant in the uniform branch; in fact, for a detective to be returned to uniform with the rank of sergeant has been considered degradation and punishment for him. The following are cases in point: Second-class Detective Richard Doolan was reduced to second-class sergeant in 1889; Second-class Detective Patrick Quinn was reduced to second-class sergeant in 1890; Second-class Detective Thomas Neil was reduced to second-class sergeant in 1890; Fourth-class Detective

James W. Ede was reduced to third-class sergeant in 1894. Two of our present detectives (Livingstone and Siddells) were transferred from the rank of sergeant to that of detective on their own application, but not with seniority, or as a reduction or punishment. The Auckland sergeants now ask to be considered superior to them in rank, and that without having regard to seniority or other qualification. In the case of Detective Livingstone, who has thirty-two years' service (of which nineteen years has been spent in the detective branch), and who has served successfully in both branches of the Force, their request means that seventy-five sergeants junior to him in service (many of them very considerably so) should be held to be his superior in rank, solely because they belong to the uniform branch; in fact, under such conditions as are proposed by them, a country constable would, immediately on promotion to the rank of sergeant, become the master of a detective who may have held that rank long before the newly appointed sergeant joined the Police Force. With a view to removing any misconception or feeling which may exist respecting the relative positions of the sergeant in charge and the detective in out-stations, it is submitted that all detectives of full rank now stationed at such places should be brought in to the offices under the control of the present Inspectors, Sub-Inspectors, or Chief Detectives, and be replaced by acting-detectives (to be selected from those holding such positions in the city detective offices) of proved intelligence, ability, and general fitness who are inferior in rank to the sergeant in charge. This only involves the transfer of one detective from New Plymouth, one from Gisborne, one from Hastings, one from Lyttelton, and two from the suburban station of Newton (Auckland), and the efficiency of the service would be fully maintained in consequence. Referring to the question of pay: In comparing the pay, the Auckland sergeants appear to have altogether overlooked the fact that detectives are under considerable expense in the execution of their duties, and receive no consideration for clothing, consequently their pay is reduced to practically the same as, if not actually less than, that of the sergeants. Unquestionably a successful detective is called upon to spend money freely, to mix with people of all social positions under circumstances which tend to the expenditure of money, to interview people at places where it becomes incumbent upon him to at least spend as much as those he is interviewing do while he is in their company, to frequently purchase information necessary to secure the detection of offenders, and to be on duty from 9 a.m. till at least midnight. A sergeant is under no obligation to place himself in such circumstances, has no demands on his salary, is supplied with the clothing he requires when on duty, and only works eight hours per day. In house-accommodation the sergeants have all the best of it. Many of them live rent-free, and have perquisites as well; while the detectives have to pay a rental much in advance of their allowance, and receive no perquisites. Each of the Chief Detectives in the centres receives much less consideration in house-allowance than the station sergeant. In Auckland and Christchurch the station sergeants are provided with free and up-to-date houses, while the Chief Detectives receive only 14s. per week, which only partially pays their rent. In Wellington the station sergeant receives £50 per year, and the Chief Detective £36. In Dunedin the station sergeant receives £40, and the Chief Detective £36. It is submitted that the house-allowances in both branches should be equalised. With a view to the betterment of the service, the following is submitted: (1.) The evidence given before the Royal Commission by Inspectors Gillies and O'Brien, Sub-Inspector McGrath, and Chief Detectives Herbert and Bishop, respecting the position of Chief Detectives, and their suggestions that the Chief Detectives should be appointed Sub-Inspectors in the detective branch is agreed with, strongly supported, and further urged before the Royal Commissioner by the detectives in the Wellington District. In Tasmania the Chief Detectives at Hobart and Launceston are commissioned officers holding the rank of Inspector. In Melbourne there is a Superintendent and an Inspector controlling the detectives there. In Sydney they have a Superintendent, an Inspector, and a Sub-Inspector in the detective branch. In Brisbane, Adelaide, and Perth a Sub-Inspector is in charge of the detective office. And it is submitted that the New Zealand Chief Detectives should be placed on at least the same footing as those holding similar positions in the smaller Australian States. Each of the present four junior Chief Detectives and many of the present detectives are thoroughly disciplined men, having undergone at least a year's military training under Imperial military officers in the New Zealand Permanent Militia subsequent to service in the New Zealand Volunteer Forces, in addition to having served for some time in the uniform branch of the Police Force before their appointment to the detective branch of the service. (2.) That those at present holding the rank of detective be classified according to merit and general fitness as detective senior sergeants and detective sergeants. (3.) That the acting-detectives be designated or appointed detective constables, and retain their plain-clothes allowance of 1s. per day. (4.) That all detective senior sergeants and detective sergeants be stationed under an Inspector or a Sub-Inspector of either branch. (5.) That detective constables be stationed under a member of the Force who is their superior in rank in either branch, as the requirements of the service may demand. (6.) That detective constables eligible for promotion to detective sergeants, if stationed in a country or suburban station, be brought into one of the centres under a Detective Sub-Inspector for a reasonable period of further city duty prior to being promoted. (7.) That the pay and allowances of Sub-Inspectors be the same in both branches. (8.) That in the absence of the Inspector in charge of the district, the senior Sub-Inspector be in charge of both branches of the service. (9.) That the Sub-Inspectors of both branches be eligible for promotion to the rank of an Inspector of Police. (10.) That all promotions in the service be determined by ability and general fitness. (11.) That the ranks in both branches be equal. (12.) That promotions in either branch be from subordinates in the branch concerned. (13.) That the travelling-allowance for detective senior sergeants, detective sergeants, and detective constables be 10s. per day, the minimum allowance granted to Civil servants under the Civil Service Regulations. I should now like to reply to certain suggestions and remarks made by Sergeant Dart. I would first point out that we are personal friends, and it is not a question of any personal feeling, but simply his policy against that of the detectives.

13. Did you read the memo. in connection with Sub-Inspector McGrath's promotion?—I did not, but I heard his evidence. He admitted he thought that detectives who had reached the position of Chief Detective were eligible for promotion as Sub-Inspector. I am junior Chief Detective in the Dominion, and will have to refer to my own case to further our argument, but I am really endeavouring to further the interests of the whole branch. Sergeant Dart gives the strength of the two branches as 750 in the preventive branch and fifty in the detective. He contends that detectives should only be promoted in proportion to their numerical strength. If you consider what that really means you will see the importance of the position so far as the detectives are concerned. It means that there should be only one promotion from the detective branch to the position of Sub-Inspector to every fifteen from the preventive branch. It means that whilst one man should be promoted from the detective branch, fifteen should be promoted from the preventive branch. I can quite understand his putting forward such a suggestion. It is really in his own personal interests, or those in his position, and nobody else. I submit a man in the Police Force requires every bit as much merit to reach the position of Chief Detective as a man does to be qualified as instructor in the training depot—that is, as far as practical police education is concerned. So far as practical police experience is concerned, I should like to point out I do not understand Sergeant Dart's position altogether. For the purpose of furthering the promotion of the men holding the position of instructor to the Department, he claims to belong to the preventive branch. How he got there I do not know. He was promoted to the rank of sergeant in 1906. He holds a staff position. It is a very good one, and he draws 1s. a day plain-clothes allowance. He really, I submit, is as far away from the preventive branch as I am. When his promotion was gazetted it was mentioned in the *Police Gazette* that he was specially promoted to the training depot. I contend that while he wants to use this special promotion of school-teacher to the depot, he has very little practical experience of police duty. No doubt he has very full theoretical knowledge, but he has very little practical, and he wants to use this promotion as a short cut to a Sub-Inspectorship, and have a 15-to-1 chance as compared with the right of a detective to reach that position. He says he is entitled to the position of station sergeant by virtue of being in charge of the training depot. He says fifteen station sergeants should be promoted for every one detective who is promoted to the position of Sub-Inspector. Therefore I can understand his saying he belongs to the preventive branch. Ten years ago, when I was a detective, Sergeant Dart was a probationary constable. I required some men for special work, and Dart was sent to the office, and placed under me, and took instructions from me. After two years as mounted constable he was promoted to a clerkship, and after six years and a half was appointed to his present position. I admit the importance of the position, and he is probably the best man in the Force to fill it. I say that without any hesitation; but I contend that during the ten years which has elapsed since he was a probationary constable and I was a detective I have a very good record. I have been a successful detective, and yet what he says is that he should be promoted to station sergeant and have a 15-to-1 chance as compared with me. As far as my record is concerned, I refer you to my merit sheet. If Sergeant Dart's argument succeeds, and in future a man holding the position of drill-instructor and school-teacher to the Department is to be allowed to use his position as a short cut to that of Sub-Inspector, it will be a position very much sought after, and there will be a lot of discontent as to who is to get it.

14. It does not do to ask too little in these days?—I admire Sergeant Dart for asking for plenty. I am sorry he is not present; but here I am going to say I should like to point out that Sergeant Dart is not satisfied with placing obstacles in the way of Chief Detectives or detectives, but he says clerks—men who occupy responsible positions in the service—should have obstacles placed in their way—that they should be held in the office for five years, and not be allowed to go and compete with other men as sergeants. That would suit his own case to a T. It would remove a lot of superior well-educated men who have an excellent knowledge of police work as obstacles from him; they would not reach the positions of station sergeants or senior sergeants, and he would have no one to compete with. He makes provision for Chief Detectives to be kept out of the road and for district clerks to be kept out of the road—clerks selected on account of merit, just as Sergeant Dart is. Sergeant Dart suggests there would be discontent if they were promoted. I undertake to say that if Sergeant Dart were promoted to the position of Sub-Inspector, if he gets the position of station sergeant because he is drill instructor, there will be no end of discontent. I have mentioned two branches of the service he endeavours to obstruct. The next one is that of station sergeants. He says before they attain the rank of Sub-Inspector station sergeants should be submitted to a severe examination. What does this mean? It means that a lot of good men who have spent years in the service, as against theoretical experience, would have no more chance of passing this severe examination as compared with Sergeant Dart than I would have of flying to the moon. He knows very well, if the examination were of a severe character, those men would have no chance of passing it. As far as general police work is concerned, and general efficiency, those men might be all that is required, and would make as good Inspectors as we have in the service; and I do not think any one can find fault with them. But if those station sergeants or senior sergeants had to submit to an examination of that sort, they would have a very poor chance of competing with a man with a college education. Those are three branches he has endeavoured to remove from his path, so as to have a nice clean track to walk along to the position of Sub-Inspector. But he is not satisfied with that. He has the distinction of being the first man before the Commission to advocate a reduction of pay. At present detectives receive up to 15s. He says they should only receive 14s., and supports his suggestion by saying sergeants should get the same. Perhaps he thinks, if the detectives were reduced, sergeants would have a chance of getting more. He does not suggest station sergeants should be reduced. Station sergeants should go up to 17s. 6d.; because he admitted he expected the rank of station sergeant very soon; so that one could not expect him to advocate a reduction in his own pay. He asks that detectives, who have to work

hard, and keep up a reputation, and do their duty to the Department, should suffer. I am not surprised that he appeared before the Commission as a free lance, and a dissenter from the general suggestions and general opinions of the sergeants: he wanted to spring something fresh, and to push his own barrow along. In the course of his remarks on the detective branch he spoke of Mr. McGrath, and said that he, in speaking of the detective branch as the right hand of the service, no doubt had a weakness for his old love. We are all very pleased to see that Mr. McGrath, although he has reached superior rank in the uniform branch, does not forget us, and is satisfied as regards the ability of the men he left behind. I am sure it is gratifying to the detectives here to know that he has not somersaulted, and not embraced any new love to assist him to quick promotion. I submit, when men enter the police, all start off scratch. If a man has extra ability in the direction of being qualified as district clerk, detective, or for any other position, he should not, after serving years faithfully and well and working hard in his branch, be retarded in any way. I think if a district clerk serves ten years he is entitled to promotion, and should not suffer in any way because he gets promotion a few years sooner than those doing street duty. I think ten years' experience in a district office should fully qualify him for promotion as sergeant. Every man has an opportunity to work himself up when he joins the Force. If he says, "I am going to push on," he will push on, and it is no good him taking things easy, and starting to squeal when he sees other men promoted. The same thing applies to detectives. If a man has the necessary qualifications and ability to be a successful detective, he should not have to mark time while others are given the opportunity to catch up to him. One other thing I wish to say: Sergeant Dart yesterday said he thought a station sergeant should get as much pay as a Chief Detective. We are very good friends, and I would be only too pleased if he got a rise to-morrow; but, apart from the question of salary, I submit he does not hold a superior position to a Chief Detective. When the Inspector and Sub-Inspector are away he is really in charge of the station, and, so far as the routine work goes, he runs the show, but so far as the detective branch is concerned he does not hold a superior position in comparison with the officer in charge.

15. Was the appointment of Quartermain the cause of any dissatisfaction among the men doing plain-clothes duty?—No.

16. It has been voiced in other places?—It is not much voiced here. Every one recognises here that he has a very responsible position, and particularly in Wellington we know the value of it. There is no general discontent.

17. *Mr. Dinnie.*] Have you a satisfactory staff of men under you?—Yes; I think they will compare with any in the Dominion.

18. Do they work amicably together with the uniform branch?—Yes.

19. There is no trouble at all?—None whatever.

20. Have you found the finger-print branch has been of great assistance to you?—Undoubtedly. If a detective goes to them, they are always ready to impart any information.

21. They have helped in the detection and identification of criminals?—Yes. The importance of the finger-print branch is not at all known to the outside public.

22. You have been some years at Lambton Quay?—Twelve years.

23. You know there is some little dissatisfaction amongst a few there?—Yes, I think there is; but I think there is less dissatisfaction now than at any period during the last fifteen years.

24. There is no general dissatisfaction as regards the present control of the service?—No.

25. Do you know anything about inquiries as regards candidates for enrolment?—Not a great deal. I have not had many through my hands. What few I had were most thorough.

26. In regard to the term of probation, do you think, in addition to three months on the drill-ground, they ought to have three months before their appointment as constables, so as to try them in practical work and ordinary police duties before their appointment, so that they may be more easily dispensed with if unsuitable?—No. I think Sergeant Dart is capable of ascertaining whether a man should be made a constable or not.

27. You know that false information reaches the Press occasionally?—Yes.

28. As regards the general conduct of the men?—It is very good indeed. You could not find a better class of men in any Force in the world.

29. Is the efficiency and discipline as good as heretofore?—Yes; we are under a very strict Inspector. Nobody could find fault with the Wellington police.

30. Have you any reason to complain about the Inspector in regard to the manner in which he treats you?—He has always treated me with the greatest courtesy.

31. Are the sergeants a good class of men?—They are better to-day than they have ever been.

32. Did Mr. Arnold's remarks in respect to the conduct of the men at Lambton Quay Station cause trouble?—The men are indignant about it, and feel that the remarks were not justifiable.

33. Is it generally believed that my son had six months' leave on full pay?—I never heard it; I saw it in print. I never heard any member of the Force suggest it afterwards.

34. Have you heard of any sergeant at Wellington being under the influence of liquor?—No.

35. What is your opinion as regards the question of promotion?—That is the bone of contention, no doubt.

36. If a district clerk gets promoted in the course of ten years, and prefers to go out and compete with ordinary sergeants, provided that seniority and service is considered, would that make any difference to his chance?—All clerks I have ever known have had what I may call "beat" experience before they went into the office. If a man goes into an office, and keeps his nose at the grindstone for ten years, he earns his promotion, and he should have the same chance of further promotion as the man who reaches the position of sergeant through ordinary channels in twelve or fourteen years.

37. Do you believe in physical drill?—I do.

38. Do you think a gymnasium and instructor would be useful?—Yes.

39. You do not believe in examinations?—I do to a certain extent; but if you are going to make men pass severe examinations, you should give them something to compete for.

40. Should they not be able to pass certain examinations before promotion to the rank of sergeant?—It depends on what you call examinations. No doubt all the men could pass some examination, but I think a constable who has been continually under the eyes of an Inspector for fourteen years has passed quite a sufficient examination.

41. The Inspector knows his qualifications?—Yes.

42. Should he not be able to pass an examination which is not too severe, such as knowing how to make a proper report?—No. I say the Inspector is competent to judge whether a man has the necessary qualifications to make a good sergeant, and there should be no further examination unless you are going to make the position something worth competing for. If you start their wages at 12s. 6d. the men would study to pass.

43. *The Commissioner.*] That would not apply to the same extent to examination before a man could get commissioned rank. Do you not think it advisable that a man should be compelled to pass some examination before promotion to commissioned rank?—It all depends on the sort of examination. If it can be easily passed by all constables it would be no examination at all. If it is an examination which could only be passed by educated men, what about your practical men?

44. *Mr. Dinnie.*] I suggest a practical examination in law and police duties?—I do not think any man who is qualified as a Sub-Inspector would object to an examination of that sort.

45. *Inspector Ellison.*] As regards promotion, do you not think the qualifications of a man in regard to ability to control, advise, and direct constables under him is one of the principal points in qualifying for promotion from constable to sergeant?—Yes, certainly.

46. And that could not be set forth in any examination?—No.

47. It could not be disclosed by examination-papers, but must rest on the knowledge of his superiors?—Yes.

48. *Acting-Detective Abbott.*] You have known me for some years, when I was in charge of Levin, and had an opportunity of judging my work: what can you say in regard to my present position—it has been suggested I was unduly promoted?—I think Constable Abbott is in every way qualified to hold the position he is in. There is no doubt about that at all. He was generally recognised as a good sergeant, and I recognise him as a good acting-detective.

49. *The Commissioner.*] His actual qualifications were never called in question; but the attitude has been taken up in Auckland that, having voluntarily left the Force, and having chosen to go back, he is put into a position without subsequent service that other men with longer service would be very glad to get?—I think, if the Department think fit to reinstate a constable, and he has fifteen or sixteen years' service, and they think he is fit to go into the detective office, they have the right to put him there without question.

50. You know there is a regulation that gives the Commissioner power to select any constable and give him a position as acting-detective?—Yes.

51. *Acting-Detective Hammond.*] You knew that twelve years ago I was doing a considerable amount of work in the detective office?—Yes.

52. Do you think, owing to the discord which was then apparent between the Commissioner and Inspector Pender, that a recommendation from him would receive the consideration it deserved?—I knew there was friction, and a recommendation at that time from Inspector Pender would probably not have a good effect.

53. *Mr. Dinnie.*] You do not suggest that if the Commissioner thought this man qualified for the position he would keep him back?—The man was highly recommended by the sergeant in charge and the Inspector, and they should be better judges than Commissioner Tunbridge.

54. *Acting-Detective Hammond.*] You recognise that at that time I was doing good work?—Yes.

55. I have given satisfaction since I have been with you?—Yes; I am very well satisfied with you.

WILLIAM BERNARD McILVENEY, Chief Detective, examined on oath. (No. 292.)

Witness: I am attached to the Headquarters staff. I was enrolled on transfer from the Permanent Militia in 1893. I joined at Dunedin, and was transferred to Invercargill in 1894. I was placed in the office of the late Inspector McDonnell, and did clerical work there; also performed my share of uniform duties till 1897, when I took charge of the detective office in Southland. I was promoted to detective in 1899, and transferred to Wellington. On arrival here I was elected by Commissioner Tunbridge to perform special duties in other districts; and during the seven months I was attached to the Wellington office. I did duty on the West Coast and Nelson in connection with murder cases and other serious matters. On my own application, I exchanged stations with Detective Boddan, who was then in Dunedin, on the ground of ill health. Then I was asked to return to Invercargill, and did so in 1900. Almost immediately I was taken away on special duty to the West Coast and Nelson, and from then till the arrival of Mr. Dinnie I was travelling up and down on special work without extra remuneration or consideration of any sort. That was still followed by the present Commissioner. I was applied for from the Auckland District in 1905, and after some time there was again applied for by the late Secretary to the Post Office to take up an investigation of Post Office matters in the Auckland District. I returned to Invercargill, and was applied for by the late Inspector of Napier to investigate a murder case. I returned again to Invercargill, and was sent to get up evidence in the Tapanui murder case. From that time till I was promoted to my present rank, in 1907, I was more or less engaged on special work.

1. *The Commissioner.*] You are the first detective who has been appointed to this rank?—Yes. I am the first at Headquarters staff. My work consists in investigating matters sent to our Depart-

ment, in some instances from Cabinet, in other instances from different Ministers of the Crown; also petitions to Parliament which require investigation on account of alleged criminal acts; also investigations from the Post and Telegraph Department, of which Department I am a former member, having served three years in it. Then, I have duties in connection with the Railway and Education Departments, many of which require a knowledge of accountancy as well as departmental methods. I have also generally to assist the police in any part of the Dominion in the investigation of serious crimes of any nature, and, of course, such other duties as may from time to time arise, and in regard to which the Commissioner thinks I should make inquiries.

2. You are solely under the Commissioner's direction?—Yes; but I never entered a district of an Inspector of Police without acquainting him of my duties, and informing him of the result of my inquiries, and at times obtained some assistance from him to enable me to better and more speedily cope with my duties. I wish to say that I have received the utmost consideration and the greatest assistance from every Inspector in New Zealand, as well as from every Chief Detective.

3. There has been no friction of any sort?—No, not the slightest.

4. What is your present pay?—16s. a day.

5. Have you any special allowance?—None of any sort. I never asked for any. I am entitled to 14s. a week house-allowance.

6. *Mr. Dinnie.*] How long were you at Invercargill?—Thirteen years altogether.

7. Under Mr. Mitchell?—I was under him until I took up my present position in 1907—five years.

8. Do you remember not long since a number of letters appeared in the paper in respect to my position?—I remember hearing of them. I have an idea I saw one, but am not certain.

9. *The Commissioner.*] In what paper?—I rather think, the *Otago Daily Times*.

10. *Mr. Dinnie.*] Did it come to your knowledge that there was any agitation down there in the direction of supplanting me?—Yes.

11. Might that have been the reason for the transfer of Sergeant Mathieson?—I presume the reason would be known only to you.

12. *The Commissioner.*] You have no reason to identify Sergeant Mathieson with the agitation to supplant the Commissioner?—I was absent at the time; it was only hearsay.

13. *Mr. Dinnie.*] You have had no letter from any one relating to this matter?—Not that an agitation was going on, but that there would be one.

14. Has Constable Greene ever made any statement to you as to visiting Inspector McDonnell?—They were very great friends, and he has told me he has been out to see him.

15. Has he even mentioned anything in respect to a letter for the Press?—He has mentioned to me that he conveyed some data for another member of the Force to Mr. McDonnell. Shortly after, these letters appeared in the Press.

16. *Sergeant Mathieson.*] Do you identify me with those agitators at Invercargill?—I said it was only hearsay.

17. Of course you know nothing?—I was not there.

18. How long have you known me?—Since 1893.

19. Have you known me as an agitator of any description?—No; I have known you as a very good constable and sergeant.

20. Did you ever hear me express myself antagonistic to Mr. Dinnie?—No; I think you were present when he was antagonistically referred to by others.

21. You have no reason to suppose I was antagonistic to him?—I know you had wishes that he should be supplanted.

22. You have heard others express themselves antagonistic to the Commissioner?—Yes; when I came to Wellington I came here with an opinion that I was going to have a very warm time of it. I had been spoken to of Sub-Inspector Wright. He had enemies down there, and, in consequence of what they stated, when I was leaving Invercargill I expressed myself to Inspector Mitchell in these terms: "Good-by; I am leaving paradise to go into hell." I have now been two and a half years in this office, and I say there is not the slightest vestige of foundation for the remarks that have been made against this Sub-Inspector; he never interfered with me in any way, and I cannot speak too highly of him.

23. Do you know I was passed over in regard to promotion?—Yes; and I think I might say I know why. I had spoken of you in a very favourable way from time to time to the Inspector at Invercargill, and, while he acknowledged your general ability and your fittedness for the position of sergeant, he seemed to have a doubt whether he should recommend you, and I know from himself that for a considerable time he did not. I also know from himself that Mr. Dinnie, on seeing you and speaking to you, was so struck with your general manner and appearance and of your file, that he asked Inspector Mitchell why he had not recommended you. Inspector Mitchell informed him that for some reason of his own he had not so far recommended you, but was pleased to inform the Commissioner then that he was now prepared to recommend you. I believe he did so after that, and he told me then that Mr. Dinnie went away with a favourable impression.

24. Did a conversation take place at that time between myself and Mr. Dinnie?—I was not there.

25. But you are aware of it from hearsay?—I would not like to swear to it. I may have heard something.

26. *Mr. Dinnie.*] I do not deny the conversation. You have been on leave, I think?—Yes; I just returned this morning.

27. I have not seen you in respect to this matter?—No. I wish to say another thing that occurred to me. I have heard some remarks about a "special" man. Although I have travelled the length and breadth of New Zealand for some years, I never heard of any "special" man till it was mentioned in Dunedin. I do not believe there is any truth in it.

28. *Chief Detective Broberg.*] Do you consider an allowance of 8s. sufficient to pay a detective's board and lodging when travelling, and covering incidental expenses?—Personally I find it is not so.

29. *Mr. Dinnie.*] You have not found hell quite so hot as you expected?—No. I came here with an absolutely erroneous impression.

30. *The Commissioner.*] Who was going to supplant the Commissioner?—The suggestion was that he should be replaced by Inspector Mitchell, of Invercargill.

31. That would be rather a big jump?—Well, I must say he is a very able man, but he is a junior Inspector.

32. You heard about the complaint of a man in Invercargill that proper police proceedings were not taken in reference to the marriage of his daughter?—I saw something of it.

33. I promised this man I would ask you about the matter?—I think, from my recollection, I saw Mr. Stuck, and told him to attend at my office. I took a statement from him as fully as I could, and it was read to him, and signed by him as correct. Inquiries were made from the other witnesses to the marriage, and, lest there should be any suggestion of religious feeling, I took Sergeant Mathieson with me when I went to see one of them. I made every inquiry I could into the matter.

34. And found no grounds for prosecution?—Absolutely none.

35. *Mr. Dinnie.*] What do you think as regards the clerical staff at Headquarters? Should they be Civil servants?—No. I feel very strongly on this subject. I should feel it very keenly if I were instructed by any civilian. If the present staff were to go away, you could not get a civilian to fill my place, and I would not feel disposed to accept instructions from a person not a member of the Force.

36. Is it not necessary for an Accountant or Chief Clerk to have a knowledge of police business?—Yes.

37. *Chief Detective Broberg.*] You are familiar with the resolutions passed by the Wellington detectives, as submitted by me, in reply to the suggestion of the Auckland sergeants: do you approve of our suggestions, and support them?—I do.

WILLIAM MCNEELY, Sergeant, examined on oath. (No. 293.)

Witness: I am at present stationed at Headquarters. I look after the accounts.

1. *The Commissioner.*] Would it be correct to term you "accountant in the Commissioner's office"?—No; Sub-Inspector Wright holds the position of Chief Clerk and Accountant.

2. How long have you been there?—On two occasions; the last time about five and a half years.

3. When were you promoted?—On the 1st April, 1906.

4. You have been over three years sergeant?—Yes.

5. And entered the Force in 1897?—Yes.

6. Therefore you had nine years' service when promoted?—Yes.

7. What are your particular duties?—Generally in connection with the accounts—checking them and preparing them for payment by the Treasury, or for passing by the Audit Department.

8. What is your remuneration?—11s. per day, and 2s. special allowance.

9. In addition, I suppose you have house-allowance?—Yes, 1s. 6d. per day sergeant's allowance.

10. What house-rent do you pay?—I live in a house of my own, but it is equal to £1 per week.

11. Is there anything of a general nature you wish to mention?—No; only to voice the general opinion of the Force, that the pay is too low. I think 6d. a day rise should be given to the constables.

12. You are better off than some?—It is not for myself I am speaking, but married constables joining at 7s. 6d. per day are very badly off.

13. What is the average rent a married man would have to pay?—At least, £1 per week.

14. What sort of house do you value at £1? Your own house?—It is only a four-roomed house, between one and two miles from the office, on one-eighth of an acre section on the top of a hill.

15. How long have you been getting this 2s. per day extra?—I got 1s. in 1899, the usual allowance granted to district clerks; and an extra 1s. on the 1st November, 1904.

16. How long have you been in the Headquarters office?—Five and a half years on this occasion, and eighteen months on the former occasion. It is eleven years ago since I came into Commissioner Tunbridge's office.

17. Is your time fully occupied?—More than fully.

18. Are you short-handed?—Yes; I think the office could very well do with one man extra.

19. Who are in the office besides yourself?—Sub-Inspector Wright, Sergeant Gaffney, and Constable Nelson.

20. Of course, the other sergeant's work is confined strictly to the *Gazette*?—I think about twenty-five years ago there were four men doing the work, and the police vote has increased about £70,000 since then.

21. *Mr. Dinnie.*] The Force has increased about 160 in the last six years?—Yes.

22. Any one coming to see me must come through your office?—Yes. If they are to see you, the Chief Clerk takes them in.

MICHAEL GAFFNEY, Sergeant, examined on oath. (No. 294.)

Witness: I am at present stationed at Headquarters. I was enrolled in December, 1897. I had served twelve months in the Artillery. I was promoted in 1907.

1. *The Commissioner.*] How long have you been in the Commissioner's office?—I will be attached to the present staff five years in October next.

2. What were you doing previously?—I joined and served in Auckland, and entered the clerical staff about December, 1898. I served as assistant clerk until June, 1904. I was then promoted district clerk, and transferred to Napier, and from there transferred to Wellington in October, 1904.

3. Then, your police experience has been mainly clerical?—I did twelve months as watch-house keeper, mounted and plain-clothes constable.

4. What remuneration do you receive at the present time?—10s. 6d. as sergeant, and 2s. clerical allowance.

5. And the ordinary house-allowance?—I am a single man.

6. What are your duties in the office?—Principally with the records—typing and any general work that may be required, such as looking up files—record clerk.

7. Were you a typist before you went there?—I learned it before I went there.

8. How do you find the work?—Much heavier than in the district office, especially within the last six months.

9. Then, you are short-handed. What hours do you work?—About nine hours a day on an average, because I work two or three nights a week.

10. What hours do you work?—From 9 to 5, then go back two or three evenings a week from one and a half to two hours. I have been doing that especially for the past two months.

11. You have been mentioned to me as a man having some experience of a rifle?—Yes; I had two years in the Permanent Force, and during that time I passed the examination for a non-commissioned officer. I had three years' Volunteer service before that.

12. I mean for shooting purposes, not merely an ornamental appendage to drill. I am speaking of the police as possibly forming the nucleus of an addition to our Defence Forces, and for that purpose it would be essential that every constable should have a reasonable knowledge of the rifle—such a knowledge which, without making a man an expert shot, would enable him to hit a haystack?—No doubt the training would be very beneficial to them.

13. And you see no difficulty about it?—It could not be done without a three months' course under the most elementary conditions.

14. Three months of what?—Two hours' instruction a day.

15. At the butts?—The rifle practice at the butts might take years to make a man a good shot.

16. You do not want to make every man a good shot?—Three months' instruction would be necessary in the care and use of the rifle.

17. And a great deal of the drill that a man does now could be done with the rifle?—Yes.

18. So that could be got over?—He would first require foot drill before the rifle would be issued to him, and then he would require a longer time with the rifle.

19. Irregular corps do not require very much actual drill-work, and yet they are very useful with the rifle. I want to evolve some scheme by which a man, without adding too much to the drudgery of his ordinary course, may become fairly proficient with the rifle?—It would not be too much. The ordinary rifle course of rifle clubs might be encouraged.

20. *Mr. Dinnie.*] You have to do with inquiries respecting candidates in the service?—Yes.

21. Give an idea of how they are conducted?—The applicant applies for a form, which is received and noted. The form is sent to the man. When he sends in the application, a further form is attached as to the nature and mode of the inquiries to be made. The form is first examined to see that all questions are carefully answered, so that the whole time from leaving school is accounted for, and the name and address of the employer given, so that the officer making the inquiries may see and know who he is to call upon. It involves a lot of work. I remember one man had twenty-one previous occupations, and we had to inquire as to whether his time was correctly accounted for. Forms have to be sent all over the Dominion, and if the man has been employed outside New Zealand, the facts as stated in his form are printed in the form of a letter and sent to the local police, so that his whole time is accounted for.

22. You know there are a few who come with certificates from other forces?—Previous-service men.

23. The regulation provides that we can take them up to forty without going through the probation class?—Yes. There was evidence given here by Constable Gallagher with reference to the question of late leave. It was misunderstood. I think what was intended was the Imperial Army regulation dealing with late leave, which provides that all good-conduct men with over twelve months' service, and who have been six months clear of the defaulter list, should get permanent late leave. That encourages men to be of good conduct.

JOHN WILLETTS, Constable, further examined. (No. 295.)

1. *Sergeant Mathieson.*] Do you recollect a conversation regarding your transfer to Wellington South? Tell the Commissioner how you came there?—I was stationed at Lambton Quay, and I lived in a house of my own at Berhampore, four miles away. I think I did duty for seven or eight months at the Quay, and found it very hard to get down there in time, because I had to be there at a quarter to 5 in the morning when on day duty. That meant leaving home at 3.30 a.m., which was very difficult on a wet winter's morning. After six months there I asked for a transfer to Wellington South, not that I did not like Lambton Quay, but I could not get a house down at this end of the town.

2. *Mr. Dinnie.*] Who did you ask?—I put in an application in writing to the Inspector, and I saw the Inspector personally about it. He told me that I might as well let the matter drop, that I would not get it; anyhow, that there were senior men waiting for those places, and that I did not have a chance. Some time later on I heard that there was a vacancy likely to occur within a few days—that there was a man being transferred from Wellington South—so, to the best of my knowledge, I applied again; I believe I put in two applications, but would not swear to it. Talking to the other men about it, I mentioned that I would never get there if I relied upon Inspector Ellison to send me there, and they advised me to see Sub-Inspector Wright personally. I saw him, and stated my case, telling him plainly how I was situated, and asked him to use his influence with Mr. Dinnie to get me there. He said, Yes, and as soon as the vacancy occurred I got it. In extenuation, I might state that when I mentioned this matter to the sergeant I had no idea that it would be brought up, but seeing that it is I had no option but to tell the exact truth.

3. Did you bind him in confidence when you made it?—No.

4. Do you know what was done with your application?—It would be minuted in the ordinary way, and sent back to me.

5. Was it minuted?—As far as I recollect, it was.

6. In what way?—I could not say now.

7. But you ought to be able to say?—The application would be in existence. Surely I can refresh my memory by seeing it? Might I ask for the papers to be here?

8. *The Commissioner.*] Whom did you see in reference to the transfer?—Mr. Wright personally.

Mr. Dinnie: Inspector Ellison will prove that he recommended the application.

The Commissioner: Why are not these things done through the Inspector? He says he went to see your Chief Clerk?

Mr. Dinnie: That did not affect his transfer. I cannot prevent him from seeing anybody he likes. I am going to prove otherwise.

ARTHUR HOBBS WRIGHT, Sub-Inspector, examined on oath. (No. 296.)

Witness: I am Sub-Inspector of Police, employed as Chief Clerk and Accountant on the Headquarters staff. I joined the police on the 2nd August, 1882, and after three months' duty at the depot was transferred as constable to Invercargill for office and other work. What I am going to state now is not with the view of blowing my own trumpet, but to show that my service and experience entitles me to the rank I hold, and that I did not receive it simply because I was a clerk. During the time I was stationed at Invercargill I frequently had to perform ordinary uniform duty in addition to clerical work, also detective work, for which I was specially rewarded, and promised promotion. Shortly after I went there I was placed in charge of the station during the absence of the sergeant, although much junior to other men on the station, and on all occasions subsequently for eight years was similarly placed in charge; the reason for this is set forth in record A.C. 90/293, which I put in. I was recommended for promotion by Inspector Buckley in 1884, again by the same officer in 1887, then by Inspector Moore in 1889, and again in 1890. In that year I passed the police examination controlled by Mr. Stratford, S.M., obtaining 179 marks out of a possible 200, was granted the only first-class certificate ever issued, and was specially promoted. In 1891, when the Invercargill District was abolished, I was transferred to Dunedin as second clerk, where I remained until 1893, when I was appointed district clerk at Wellington, and again promoted by Colonel Hume. While in the office at Wellington, before the appointment of Sub-Inspectors (in 1899), I always acted for the Inspector when absent—on one occasion for six months—ane generally gave directions on police matters. On the 1st January, 1898, I was promoted to the rank of sergeant by Commissioner Tunbridge. In 1897 and 1898 I was rewarded by both Commissioners Hume and Tunbridge for special ability in connection with two important murder cases, and produce my record sheet. In the same year I was selected to proceed to South America to effect the extradition of an offender, whom I brought back to New Zealand *via* London. At that time I was offered the position of Chief Detective at Wellington by Commissioner Tunbridge, with the view to speedy promotion to rank of Sub-Inspector; the offer was confirmed by the Minister, but on my return from South America it was decided that my appointment might cause jealousy, and it was dropped. Subsequently I was offered charge of Invercargill District, but for family reasons did not accept. In 1905 I was transferred to the Commissioner's staff, still holding the rank of sergeant, as second to Mr. Tasker, who was Chief Clerk. The latter dying in November, 1905, I took over his duties, and on the 1st January, 1906, was promoted to my present rank. Had I been in the uniform branch I was next on the list for promotion in any case, being next to Sub-Inspector O'Donovan, who was promoted to sergeant on the same day as myself, but reached the rank of Sub-Inspector three years and a half before I did. There has been no short cut to promotion for me; it took me sixteen years to reach the rank of sergeant, and twenty-three and a half years that of Sub-Inspector. As the question of the Headquarters staff being members of the Civil service has been referred to during the Commission, I should like to give evidence on the point. One reason has been assigned that their promotion with less service than others who only perform ordinary police duty creates a feeling of dissatisfaction in the Force. If such a feeling exists—and I question whether it does to any extent—it is entirely unwarranted; the promotion of members of the staff does not retard that of others in the slightest degree; in fact, it increases their chance of promotion, by removing from the ranks intelligent men who would undoubtedly compete strongly with them for promotion if they continued ordinary duty. There are many reasons why members of the staff should be selected from the Force; one is that they are invariably selected from the district offices, where they have attained a practical acquaintance with police returns, accounts, correspondence, and methods generally, and so are in a better position to check

the work that is sent in to the Head Office. Their character, conduct, and ability have been proved for years before being appointed to the staff; consequently, their work is satisfactory, and they are not likely to be removed from office for misconduct, which in itself is a matter of importance in a department where the records are of an essentially confidential nature; they are men who, having been tried, can be implicitly trusted. It is an inducement to members of the Force in district offices to perform their duties satisfactorily so that they may hope to be selected for the Commissioner's office, and an inducement generally to candidates for the Force of superior education to seek appointment with the view of ultimately getting on the staff. If the best positions in the clerical portion of the service be taken away from the Department and given to the Civil service it naturally follows that the attractiveness of the service to good men is lessened. The experience of this and other Forces has proved that the work of the Department can be as well, if not better, performed by police officers than by Civil servants. In this Force prior to 1888 Civil servants were employed as district clerks at Dunedin and Christchurch, when they were replaced by sergeants. One of the strongest reasons is that of discipline; it cannot be expected that a Commissioner can exercise the same control over Civil servants as he can over his own men. When Civil servants were employed in the Head Office a few years ago it was a standing source of dissatisfaction to members of the clerical staff in the Force, who maintained that they had a right for consideration for such positions. The previous Commissioner, Mr. Tunbridge, had already initiated the system of employing police on his staff, and the change was completed as opportunity offered, and the system has worked well. It has been stated by two Inspectors that a Sub-Inspector should not be in a position to instruct them, but no remedy has been suggested. When the Commissioner is away it naturally follows that some one must act for him. One Inspector suggested that a Chief Inspector should act for him; but what would happen when he also was absent? Suppose the Inspector at Wellington was authorised to act for the Commissioner, he is not the senior Inspector in the Dominion; and the same objection would arise—viz., that a junior would be instructing a senior. It must be remembered that any instructions issued are issued under the name and authority of the Commissioner, who accepts the responsibility therefor. The practice of a clerk signing for the head of a department obtains in all branches of the Government service, and I have never heard of any objection except in the Police Force. I think one Inspector said he should not object to a Civil servant acting for the Commissioner, but it is well known in the Force that when the late Chief Clerk used to so act his action was strongly resented in some quarters, so much so that in one instance the Inspector declined to allow him to speak to him on police matters, and practically ordered him out of his office. As regards the Sub-Inspector in the Commissioner's office competing with other Sub-Inspectors, I cannot see on what grounds such a course would be unfair; he has his place in the seniority list, and it would be time enough to complain if it was attempted to put him over the heads of his seniors. I have spent the best part of my life in the service, have devoted my best efforts to its welfare, and should look upon it as grossly unfair if I could not compete for promotion with others. I cannot better illustrate the importance of a trained police officer holding the position of Chief Clerk than by quoting an actual occurrence a short time ago: A warrant was received for execution in Australia; the warrant had been drawn up by a solicitor, was signed by a Magistrate, and had passed through the hands of a Chief Detective and an Inspector; on examining it I found that it did not disclose any offence, and sent it back to the district, pointing out the omission; a fresh warrant was issued, sent to Australia, and executed. Had a clerk without any police training been in charge of the office the warrant would have gone on as it was, and the extradition proceedings would have failed, and the Department would have been put to considerable expense and discredit. I could quote similar instances, but one is sufficient to illustrate my point. Again, cablegrams are constantly arriving in connection with extradition cases where it is absolutely necessary that the officer dealing with them should have had an extensive police training, or trouble would follow. In connection with accounts, it is equally important that the Chief Clerk should know exactly what is police duty and what is not, so as to check the expenditure, and see that it is properly charged. For the past two years I have, under instructions from the Commissioner, prepared a redraft of the regulations, which are necessarily full of technical matters that could not have been dealt with without a thorough knowledge of police duty. They should have been redrafted years ago, but there was no one to do it with the exception of the Commissioner, who could not devote the necessary time to it. As regards district clerks and their assistants, I should like to say that they are selected owing to their superior education and ability, and were they not so selected it would be to their benefit financially. There are only nine district clerks in the Dominion, and they cannot get their promotion in less than ten years, which is only about three years before they would expect to get it if confined to uniform duty. But as against this small advantage, what do the uniform men get? In five or six years they get charge of stations where they get free houses and other emoluments amounting to £100 a year and upwards; they remain quietly there saving money, until, by length of service, their turn for promotion comes, by which time many of them are in good circumstances; whilst the clerk has had to live in town and pay rent at a salary that does little more than keep him out of debt. I have no hesitation in saying that there is not a clerk in the Force who is as well off as a constable in charge of a country station. The promotion of clerks is not so rapid now as it was thirty years ago, as the following instances will show: Inspector Ellison was promoted to sergeant in seven years, Inspector Wilson was promoted to sergeant in eight years, Sergeant Bulford was promoted to sergeant in four years, and Sergeant Fraser was promoted to sergeant in seven years. The Police Commission of 1898 were unanimously of the opinion that the clerks were underpaid for their responsible duties, and recommended a special allowance of 1s. per day in addition to the pay of their rank. There were then two of the district clerks sergeants. It is a difficult matter to keep good clerks in the office. Quite recently one clerk with about six years' service applied for charge of a station, and got it; and another application is now under consideration.

The evidence of Inspector Mitchell that the position of a district clerk is absolutely a clerical one is hardly fair; he has to act for the Inspector continually; he may get the sergeant in charge to sign the memos, that he puts on correspondence, but he has to know what to put on, as the sergeant has enough work of his own to do without doing district work. The clerks are selected just the same as detectives, owing to their education and ability; but while the clerk has to wait ten years for promotion the detective gets his in seven or eight years. I only mention this to show that the clerks are not exceptionally well treated. A suggestion has been made that a special grade should be established for clerks, but I do not see where they would come in when they reached the top of their grade. Would they be expected to go back to uniform duty as constables, or what, if they wanted promotion? As regards the work done by clerks, they certainly get Sundays and some public holidays off, but have to make up a lot of time by working overtime, and seldom take annual leave. I have only had four weeks in twenty-seven years. In addition, their work is of trying nature, with no diversion such as relieving duty, escorts, attending Courts, &c. As regards the "useful" man, Inspector Cullen apparently insinuated that there was some connection between the supposed "useful" man, Acting-detective Abbott, and myself. I absolutely deny any such insinuation, and there were no grounds whatever for making the suggestion. I knew Constable Abbott when he was in Wellington as mounted man, but only as such; he was never in any way intimate with me, and I never had one word from him, either directly or indirectly, from the time he left Wellington until he returned here some six months after he had left the service in Auckland. I ask that he be called. While on this subject I may state at once that I know my position too well to allow any member of the Force to influence me in any way. I was never a tale-bearer, and the insinuation is entirely unwarranted. Respecting the present condition of the service, I have no hesitation in stating that it was never in a more efficient state. The men are well conducted, sober, and energetic, as proved by the orderly state of the country and the improved criminal statistics. The best men are selected from the candidates offering; a large number who would have been selected without question a few years ago are now rejected owing to the stringent inquiries made. Political, Masonic, social, or any other influence has no effect so far as I know, the best men for the positions vacant being invariably selected. Raising the standard to the Fifth has tapped a different class of the community, and I am not sure that the Fourth Standard is not sufficient, with a preference to those holding higher certificates; but before trying this I think an all-round increase of 6d. per day and a reduction in the time of increments to three years should be tried. Owing to the large number rejected of late years, the selection has been somewhat restricted, and almost every batch of probationers taken on has exhausted the list. The conditions outside have been so good that it has made the recruits less amenable to discipline; hence the large number of resignations. The Force has been so largely augmented of late that the utmost difficulty has been experienced in getting sufficient men through the depot to fill vacancies and provide for the increases; the term of probation had therefore to be reduced, and a number of previous-service men had to be tried, some of whom turned out well and others indifferently. A mistaken idea has arisen among some of the uniform men in respect to detectives being allowed to travel first-class by rail. This privilege was not granted with the view of raising the status of a detective above that of a uniform man. First-class passes were simply issued to enable detectives to travel in any part of a train when engaged on special duty. It arose from a railway guard objecting to a detective travelling first class when he was shepherding a criminal who was travelling first class. Dissatisfaction with promotions always has and will exist; the trouble is largely caused by men who should have been promoted years ago, but, being in charge of good stations, they did not accept or seek promotion when they could have got it; but now, since the Provident Fund Act is in force, they realise that their pensions would be so much larger if they got the rank. I know that the Commissioner takes great pains to select the best men for promotion, and every representation receives his careful consideration. The ups and downs in the seniority roll have been there from the commencement of the Force, and more regard to seniority has been paid during recent years than ever before. One difficulty is that a senior constable may be in a district where the Inspector will not recommend him, and is consequently passed over, and is transferred to another district, where he is recommended and promoted. This, of course, puts him below those who were previously recommended and promoted. I have served under six Commissioners, and am satisfied that at no time has the Force been better administered than it is now. He has done more to improve the condition of pay of the men than any previous Commissioner. Constable Green's evidence the other day was so manifestly vindictive towards myself, and, not being given in the interest of the service, it would be better that I should treat it with the contempt it deserves; the only thing I will say, for your Worship's information, is, that there was just enough truth in it to save the constable from a charge of perjury. It is true that I have occasionally had a game of billiards with the Chief Detective or a senior sergeant on the staff, but to insinuate that I in any way associate with the uniform men is a wilful falsehood. It must be remembered that I have been connected with the Wellington Station for sixteen years, and have always taken a keen interest in encouraging any scheme for the amusement or improvement of the men. I started the first library there in 1893, and was treasurer for twelve years. I know who to speak to, and can do so without in any way lowering my position. The evidence was simply put forward for want of something of any consequence that could be brought forward.

1. *The Commissioner.*] Why cannot the Commissioner be expected to exercise the same control over Civil servants as over his own men?—Because they are not in the Department.
2. What has that got to do with it?—I have seen it.
3. So have I. I am a very old Civil servant, and I know all about it. In regard to a late Chief Clerk being ordered by an Inspector out of his office, where was that?—Not in Wellington.
4. Is the man still in the service?—Do you want me to mention it?
5. Certainly I do, because I consider it a very gross breach of discipline?—Inspector Cullen.

6. In regard to what you say about this extradition warrant, what you point out is that a clerk should have a knowledge of law, not police duty?—The two run together.

7. Not necessarily?—Then you will have to have a lawyer as Chief Clerk.

8. Possibly. In reference to this matter of promotion, what are all the Inspectors for if they do not see that the claims of the best men are recognised?—It used to be the rule to ask these men if they would take promotion.

9. You do not think that that is in the best interests of the service?—I do not know. If a man has no go in him, it might be as well.

10. The advancement perhaps is neutralised by losing £100 a year or so. That is all the more reason why they should not be allowed to do as they like. I take strong exception to that?—And there was no pension; that is the cause of the alteration.

11. In regard to a senior constable being passed over in one district and recommended for promotion in the next, that is, of course, due to the inequality of view of the Inspectors?—We had a case quite recently of a constable of long service in a district; the Inspector would not recommend him—had no time for him; he was transferred to another district, and strongly recommended.

12. Was he a good man?—He was, as far as I know.

13. Was he promoted?—It was the case of Constable Hodgson. Inspector Cullen would not recommend him, but Inspector Ellison did.

14. I was going to ask Inspector Ellison why he recommended him?—I only illustrate what I have stated.

15. That is through the personal view of the Inspector in charge, which is unavoidable?—It is unavoidable.

16. Is there anything in your statement you wish to supplement? How long do you consider it has been necessary to revise these regulations?—The regulations were never any good when first made.

17. For how long has it been necessary to adopt new regulations?—Ever since they were made, in 1886.

18. Do you know why it has not been done?—Of course, there was no one to tackle them.

19. Who has tackled them recently?—I have.

20. Why not before?—I was not in the office.

21. How long have you been there?—Only three years. It has taken me two years' overtime.

22. Do you not represent that it is necessary to get further assistance?—The work has to be done, and I have to do it.

23. It seems to me that this is such an important matter that it should not be delayed?—It has remained in abeyance for twenty years, and it is a very difficult matter that will take a great deal of time.

24. If it were not so important, I should find more excuse for it?—The Force has been a long time without it, but it will be an improvement, I believe. The regulations will be up to date. At any rate, some of the old regulations are ridiculous and unwarrantable.

The Commissioner: That is so.

25. *Mr. Dinnie.*] They have been amended from time to time?—In respect to candidates, leave of absence, and so forth.

26. *The Commissioner.*] Is your staff overworked?—Well, they are well worked; I would not say overworked. I think Sergeant Gaffney does more overtime than anybody else. Of course, there are times when the work does not come in so strong. We all have to work overtime at times, especially when Commissions are sitting.

27. Do you think it is consistent with your position as a commissioned officer to be frequenting the barracks? You have not to regard yourself merely as Chief Clerk. Do you think it consistent with the fullest demands of discipline that it should be so?—I have never seen anything wrong in it, because I never associated with any one but a senior sergeant. I see more objection now than I ever did before, because it is made use of.

28. Exactly?—I maintain that there has been no harm done whatever.

29. It is only as a matter of discipline—as to whether it is the right thing to do?—I understand that in the army, officers encourage their men in all kinds of sports.

30. With regard to Constable Willetts, is it a typical case? Are men in the habit of interviewing you?—They come to the office to see the Commissioner, and I take them in.

31. Ordinarily, do constables interview the Commissioner?—It refers more particularly to country constables. I have no recollection of Constable Willetts.

32. He clearly wishes me to understand that he went there, interviewed you, discussed his transfer, and asked your good offices. That, to my mind, would be objectionable. I do not say it is true, but if it were true, it would be objectionable. I am inclined to think that it would not be the right thing to discuss it?—If the constable came to me I would say, "Put in an application."

33. You have no recollection of it?—I have no recollection. I am certain I never made him any promises. He is of a peculiar disposition, and comes up to you and speaks to you. He was up in the office repeatedly, and used to make representations.

JOHN WILLETTS, Constable, further examined. (No. 297.)

1. *The Commissioner.*] What did you actually say to Sub-Inspector Wright?—I could not say exactly; I was on duty when I spoke to him.

2. Did you ask for the Commissioner?—No; it occurred when I was on duty on the Glasgow Wharf, on the arrival of the Day's Bay boat.

3. What business had you to stick him up?—I wanted to further my own ends, and thought it was the right thing to do.

The Commissioner (to Sub-Inspector Wright): You see what it comes to. He sticks you up, and talks of the matter afterwards.

Sub-Inspector Wright: I have no recollection of where it occurred.

The Commissioner: Where did it occur?

Sub-Inspector Wright: I do not deny that he spoke to me, but I do deny that it had the slightest effect.

4. *The Commissioner* (to witness).] What did the Sub-Inspector say?—He said, "Very well." I said, "I hope you will excuse me. I want to get away from Lambton Quay. I would thank you to use your influence to get me away from Lambton Quay to Wellington South, or out of Wellington altogether."

Sub-Inspector Wright: I did not use my influence.

ARTHUR HOBBS WRIGHT, Sub-Inspector, further examined. (No. 298.)

1. *The Commissioner*.] You actually deny the truth of what he said?—I do not deny it.

2. To my mind, it is a matter of discipline—that a junior constable should stick you up. Apparently you had no influence to use, or did not use it?—I took no notice of it.

3. May I take it that you are not in the habit of allowing constables to discuss matters with you?—He had no right to do it. As a matter of fact, Inspector Ellison will tell you that he recommended the transfer. I do not like to insult a man if he comes and asks me.

4. Surely it would not be an insult if you said, "This is no time to discuss these matters. Put your application in"?—I did not discuss the matter with him; he told me what he wanted.

5. I would rather it had not come up, but there you are?—It seems to me that you have got to be very careful in this country as to what you do.

6. In regard to the papers about Dr. Sharman in Auckland, what is your knowledge of them? I have been promising witnesses all through the Auckland sittings that when I got here I would examine the papers?—They went to Cabinet. Cabinet referred them to the Premier, and there they are.

7. The present prospect of getting hold of them is remote?—You cannot get them until the Premier comes back.

8. I have stopped several witnesses in the belief that I could get hold of them?—I tried to get them.

9. *Mr. Wright, M.P.*] What position did you hold under Mr. Tunbridge?—He promoted me to the rank of sergeant. Am I compelled to answer questions by Mr. Wright?

The Commissioner: I have already stated that I would give members of Parliament the status to examine witnesses within certain limits, taking their position as trustees of the public interest into account. All matters affecting the Police Force in my report are bound to be brought before Parliament, and if any member of Parliament takes sufficient interest in the proceedings to help me by asking questions, so long as they are not of a personal nature, he is at liberty to do so.

Witness: The other day it appeared as if he were holding a brief for a particular party.

The Commissioner: I have spoken to Mr. Wright, who assures me that he is seeking information for the public.

10. *Mr. Wright, M.P.* (to witness).] Were you ordered to be transferred to Wanganui as district clerk to the local office?—There was an order issued to that effect, which was cancelled.

11. *The Commissioner*.] How long ago is that?—Ten years ago.

Mr. Wright, M.P.: It is since the last Commission.

The Commissioner: It would not have any bearing upon my mind at all. Everybody admits that the Force to-day is in a good position so far as general discipline is concerned, and it would be impossible to bring little matters of that sort against the Force at the present time.

Mr. Wright, M.P.: It has nothing to do with the present Commissioner, but apparently there was influence outside.

The Commissioner: The man who allowed himself to be exercised by that is no longer in New Zealand. There is not the slightest doubt about influence being used; the only thing is the extent to which it is effectual. I have had constables stand up and admit that they have used it. One admitted that he went to three members of Parliament, but there was sufficient shown on the papers to satisfy me that they had no effect, and the man is worse off to-day than before he used that influence. If members of Parliament would hold themselves aloof from constables I think they would get on much better.

12. *Mr. Wright, M.P.* (to witness).] During Mr. Dinnie's absence, have you to instruct men of superior rank to yourself?—In a sense, I have.

The Commissioner: He is practically Acting-Commissioner. The Commissioner, when absent, delegates his authority to him for what it is worth, in the same way as the Under-Secretary of a Department is represented by his Chief Clerk.

13. *Mr. Wright, M.P.*: Is it true that a hogshead of beer was presented to the Force at Christmas-time?—I could not tell you; I never saw it; I do not know anything about the station at all.

14. Do you know anything about the recent burglary at the Carterton Railway-station?—I saw there was such a case.

15. Was a detective sent there to investigate?—I have nothing to do with that.

16. Was the Commissioner's office, during Mr. Tunbridge's time, run with three men only—two civilians and a constable?—No, never.

17. How many were in it?—There were four men in the office twenty-five years ago, and there are four now; and the work has doubled.

SAMUEL PERCIVAL NORWOOD, Sub-Inspector, examined on oath. (No. 299.)

Witness: I am stationed at Wellington. I was enrolled in 1882, and promoted sergeant in 1900; and made station sergeant six years later, and Sub-Inspector in 1907.

1. *The Commissioner.*] Have you any general statement to make?—There is one matter I should like to mention—the difference in pay of the Sub-Inspector and the Chief Detective. As it stands at present the Chief Detective's maximum pay is £300, and the minimum pay of the Sub-Inspector is £260, and the result is if a Chief Detective is promoted to the rank of Sub-Inspector he drops down £40. It seems a peculiar position for a superior officer to get £40 less than his subordinate.

2. What is your position?—I get £280, and £60 a year house-allowance. At present I am trying to get a house, and have not yet been successful.

3. What do you expect to have to pay?—At least £1 10s.

4. What is the quality of the men under you at present?—When I came to Wellington I expected to see a very disorderly lot of men—I heard a lot about them—but, to my surprise, they compare very favourably with any I have served with. I have been in each centre, and Wellington compares very favourably with any of them.

5. Is discipline well maintained?—Yes, fairly so. There is this fact: the men here are all very young men; in Dunedin they are men with two or three years' service; but, taking them all round, they are a very good class of men here. They want teaching their duties; they are taught theory in the depot, and want practical work.

6. There is nothing that would prevent an active sergeant and a qualified Sub-Inspector keeping adequate control?—No.

7. Is there any drinking in the barracks?—No.

8. You have seen what was said in Auckland: there is nothing of that sort here?—No; only on one occasion have I seen a bottle with liquor in it—a very small bottle that had whisky in it; but there were three or four suffering from influenza.

9. You saw in Auckland one witness said he had to resort to searching the men?—There is nothing of that sort here.

10. Would you be in favour of making all the men undergo probation after the training depot?—It would be a very good idea. I have been in the training depot myself. After two months there I think they should have at least ten months on the street before they are finally taken on. Some men after they are taken on think they are all right for life, and do not put the energy into the work they should.

11. What do you think of the proposal to extend the training period in the depot to three months?—My experience is that two should be sufficient.

12. Would you give them physical training?—It is a good idea. I have found it useful myself in several instances.

13. Would it be an advantage to the Force to have a man specially appointed as physical instructor?—He would have plenty of work for a year or two.

14. Do the men complain to you at all about not getting time off on Sundays, &c.?—No.

15. You are well satisfied with your position as compared with Dunedin?—There is more work to do here.

16. You have no trouble with the station sergeant owing to the work not being defined?—No; I always work in harmony with them; we have divided the work fairly; I have never heard Sergeants King or Darby complain on that score.

17. Do you think they are necessary officers?—Yes, without doubt. Take to-day, for instance. I have been in Court since 10 o'clock till nearly 4, and there must be some one in the station to attend to complaints, &c.

18. It is not the practice here, is it, to require the men to go home from the station in uniform?—Latterly they have been leaving it off, since I have been here.

19. You know it is the practice in Dunedin?—Yes; it is a hard-and-fast rule there; here it is not carried out so severely.

Inspector Ellison: There never was a rule to that effect here.

20. *The Commissioner.*] From your Dunedin experience, do you still consider it necessary that that rule should be observed?—No, I think it is a farce.

21. You know the men resent it?—Yes; I think a man should be allowed to go in what clothes he likes.

22. You know the circumstances that led to it?—Yes; I do not think there is any fear of that sort of thing.

23. Are you present at disciplinary inquiries made by the Inspector?—I have been at one or two.

24. Would there be any advantage if the law were altered to allow Inspectors to take evidence on oath?—No, I do not think so; the present system seems satisfactory; I never heard of any complaints.

25. Do you think any value attaches to the power of administering the oath?—I think a constable would speak the truth without being sworn.

26. You know very often you have complete contradiction in evidence. Every man does not speak the truth. Would it be of any value from that point of view?—It would have to be tried; I do not see any cause for it.

27. Is there any trouble here with the night-duty lamps?—I have not heard of any complaints; I have heard it mentioned in Dunedin. No doubt they are cumbersome, and very heating in summer, and make the uniform in a mess.

28. Do you think it would be desirable to have a gymnasium in each centre?—Yes.

29. You attach value to it for training purposes, and as an outlet for spirits, &c.?—Yes; I have often thought it was desirable in Dunedin, as the men used to get at it in the bedrooms, and break things.

30. *Mr. Dinnie.*] As regards inquiries into the character of candidates for employment, you have correspondence through your hands?—A great number of files.

31. Can you speak as regards the strictness?—Sometimes I have thought they are rather too strict. If a man has been employed as a rabbitier on a run, a man has been sent out to see how he conducted himself during the short period he was employed as such. I have always thought the inquiries most exacting.

32. Would you suggest three months' probation after the depot?—I would suggest that a man should be up to twelve months on probation.

33. When would you have them sworn in?—As probationers. If they do not suit at the end of twelve months, let them go.

34. Do you know anything of influence?—It is talked of.

35. You do not know of any instance in which it has obtained?—No.

36. Do you approve of the present system of promotion—recommendation by the Inspector?—I think he is the proper person to know the qualifications of the men.

37. *The Commissioner.*] You have a concrete case mentioned by Sub-Inspector Wright, in which an Inspector refuses to recommend a man: the man comes into another district, and another Inspector recommends him. He has not altered in two months?—Yes; that wants some explaining.

38. *Mr. Dinnie.*] The Commissioner of Police, who has been over him for some years, should have some knowledge of a man?—Yes, certainly.

39. Are the sergeants under you performing their duties satisfactorily?—Yes.

40. They are a good class of men?—Yes.

41. Is there any general dissatisfaction in the service as to the control?—I never heard of any. A few dissatisfied men will always have grievances.

42. And they cause a deal of trouble?—They do, indeed.

43. Is the conduct of the men generally fair here?—Yes; they are a very good class of men.

44. *The Commissioner.*] At what age should you cease to promote men as sergeants to do sectional duty?—I was promoted at thirty-eight, after eighteen years in the district office. I found the sectional duty very hard. I think a man should be promoted up to forty-five; after that it becomes too hard work. It takes an active young man to look after the men on beat duty.

45. You believe in putting a sergeant in a city first?—Yes.

46. *Chief Detective Broberg.*] In regard to the pay of Chief Detectives and Sub-Inspectors, do you think the Chief Detective is overpaid?—No.

47. *Sergeant Mathieson.*] My station was immediately under your supervision: had you any fault to find with me during your time?—No.

48. Have you had many cases from my district?—Yes; the South Wellington police are pretty active.

49. Have you found my charge sheets all right?—Yes.

50. Have any been returned since you have been here?—No.

51. Will you examine this charge sheet [produced]: is it properly made out?—I see no defect in it.

The Commissioner. It was returned by the Court orderly, through the station sergeant, as being not properly made out, because in place of giving the charge in specific detail they wanted the whole lot of boxes of pills grouped together.

52. *Inspector Ellison.*] Do you think I ever saw that charge sheet?—No, I am sure you did not.

53. *Sergeant Mathieson.*] Did you ever hear the Clerk of the Court refer to the charge sheets coming from Wellington South?—No.

SATURDAY, 18TH SEPTEMBER, 1909.

MICHAEL GREENE, Constable, further examined. (No. 300.)

1. *The Commissioner.*] You wish to say something?—It has been stated by Chief Detective McIlveney that I have been in the habit of carrying letters to ex-Inspector McDonnell for publication in the Press. I say I never did. Another matter, regarding Sergeant Kelly. He stated I was in the habit of writing letters to the Press relative to the police, and also informing the reporters about matters relative to the police for publication. I say I never did so, and would be pleased to have any of them called to say if I did.

JOHN WILLIAM MARTIN DART, Sergeant, further examined. (No. 301.)

Witness. In reply to what the Chief Detective stated yesterday, I should like to say a word or two, principally to explain why I suggested a detective's pay should be from 11s. to 14s. I was not looking at any particular rank; I was trying to formulate a scheme for the whole of the ranks. I agreed that sergeants and detectives should be equal, and was unable to come to the conclusion that either should go above 14s. I said that, however, without prejudice to any already appointed. If I had said it should go above 14s. it would have been bringing the pay of the higher ranks too far up. That is the reason I did it, and I had to remember when the pay of the detective

is laid down at from 10s. to 15s. it was on the distinct understanding that it was because the higher uniform ranks were not open to them. We were led to this conclusion in this way. You will not find any other rank in the service where the difference between the minimum and the maximum pay is no less than 50 per cent., as in the case of the detective. The Chief Detective has spoken about me trying to get a short cut to a Sub-Inspectorship. I submit that is unfair. Almost in the same breath he suggests that Chief Detectives should be made Sub-Inspectors. He is asking for himself something more than I am asking—a short cut to no less than the rank of Inspector. He has said I am a free lance, and have an axe to grind. He appears to be disinterested, but I prefer to be honest in the matter rather than claim a merit I do not possess. All the arguments I brought forward except the suggestion that the instructor should get the rank of station sergeant are as much in the interest of the uniform branch as in my own. He comes forward in the interests of every one but himself, in a spirit of disinterested philanthropy. It is all very well to ask us to believe that. His own suggestion to be put on the list to compete for the next Inspectorship proves that. Although in one part of his evidence Sergeant Dart appears in every other line, there is not a single word of refutation of the arguments I brought forward on behalf of the uniform branch in connection with the proportion of promotions. He adopted the tactics an unscrupulous lawyer always adopts before an inexperienced Justice of the Peace, and attempted to cloud the issue by making no reference to the real issue, but besmirching the opposite party from head to foot. He is a very good fellow, a capable officer, and we are very good friends. I am quite contented if you take the arguments brought forward all over New Zealand, especially at Auckland, on behalf of the uniform branch, and put against them the arguments of the detective branch. If that is done, I have no fear of justice not being done.

SAMUEL PERCIVAL NORWOOD, Sub-Inspector, further examined. (No. 302.)

Witness: I wish to revert to a matter Sergeant Mathieson brought up. He complained that Station Sergeant Darby returned a charge sheet, and he put in what he told me was the original sheet. I thought it strange that Sergeant Darby should take on himself to return a charge sheet when he had nothing to do with Wellington South. I find the sheet Sergeant Mathieson put in is not the original sheet, as he stated. I produce the original here. The one he put in is dated the 11th. This is the original one, in the sergeant's own handwriting, dated the 6th. After this sheet was put in the Clerk of the Court complained that all the boxes of pills could be lumped together, instead of enumerating all the variety of pills. I think that is reasonable. Mr. Holmes requested the Court orderly to tell Constable Taylor to put in the total number of boxes, and not to mind enumerating the different kinds. That was done. The station sergeant had nothing to do with it, nor returned it to Sergeant Mathieson.

The Commissioner: How did it get into your possession, Sergeant Mathieson?

Sergeant Mathieson: It was sent by myself through Constable Taylor to the station sergeant. He informed me the station sergeant and the Court orderly returned it, asking that the boxes be lumped together. I was going on the statement of the constable.

Witness: There is the same mistake in each sheet, the year 1909 being omitted from each charge sheet.

Sergeant Mathieson: The charge sheet I put in dated the 11th is the one on remand; it is an original; it is a matter of system.

JOHN WYBRANT ELLISON, Inspector, further examined. (No. 303.)

Witness: I am Inspector, in charge of the Wellington District. I was enrolled in 1872. I was promoted sergeant in 1879. There was a reduction in the Police Force, and several sergeants, including myself, had to take reduced rank for about two years, owing to the finances of the country and the 10-per-cent. reduction. It was about two years before I was restored to my original rank. I was appointed Inspector in 1899, in charge of the Grey and Westland. I am now second in seniority. I wish to say I quite acknowledge the great benefit the Government has conferred on the Police Force during the past ten or eleven years. It has been gradually improving since Mr. Tunbridge came out to take charge of it. When he took charge his strength of hand was at once apparent. He raised the service from a dissatisfied and disorganized condition to what it has been since. Through the mistakes and mismanagement arising out of experiments as regards the appointment of previous Commissioners who lacked the knowledge for their position disorganization was caused. The pay of constables had been cut down to £10 per month, and out of that they were compelled to have a life insurance of £200, provide all uniform, and had no house-allowance. Vacancies in the rank of sergeant were left unfilled for years, and constables were without hope. Gradually the position improved so as to keep pace with the conditions of the country and the increased cost of living (for which the older members of the service must feel some satisfaction). The young ones did not know the old conditions. Still, although the pay has been raised a little and house-allowance provided, I do not think the Police Force can be made an attractive service for young men of education, ability, and energy. It is true we get such men occasionally for a time, and others in the service improve themselves up to such a standard. The reasons for the Police Force not being attractive are, amongst others: Unpleasant duties to be done, handling and dealing with dead bodies, handling dirty and diseased men and women, night duty in all weathers, Sunday work, being nearly always on duty on public holidays when others are out on pleasure, and no overtime for this sort of work as other men working on holidays get. No matter how decent and respectable a police officer may live, there are numbers of people who look on him as an inferior on account of being a "bobby." He is also debarred from many forms of improving his position which men in civil life may avail themselves of.

There are people belonging to a section of the community who are continually insinuating that because a man is a policeman every action that does not coincide with their own narrow view is actuated by corrupt motives. One form of this is the innuendoes and daily sneers constantly heard about sly-grog selling. Some people think the police should be able to get every sly-grog seller in the country into gaol by instinct without trouble, and do not hesitate to suggest that the reason why such does not occur is that the police do not try, do not care, or are corrupt. Nothing is too bad for such people to suggest, and the meanest of such people are capable of making very degraded remarks. As a matter of fact, it is well known that sly-grog selling is often difficult to prove and seldom very easy. The detection of it is liable sometimes to make a man feel mean in his own estimation. He must frequently tell lies, or wilfully mislead and deceive as to his calling, business, and reasons for being in a certain place; and, although a police constable may refrain from using any mean or false pretext to induce a person who is an unlicensed vendor to sell him drink as evidence, still the officer must often tell lies. In ordinary criminal cases a man can by conversation, observation, and tact obtain the information he is in search of without having recourse to low subterfuge and falsehood, but evidence of actual sale of liquor must be produced in these cases to be successful. Sly-grog sellers sometimes question the would-be purchaser, "Are you acting straight, upon your honour? Are you connected with the police? Are you going to give me away?" If you are really straightforward you fail in your object, and if he tells a falsehood a man must feel a certain amount of meanness. As to the present condition of the Force, there is at present a very fine lot of constables in Wellington. There are a few who could be well done without, but the number is at present small. A great many indifferent men have left the Force after short service within the past few years. The last lot of recruits were very promising young men. We have had occasionally some very indifferent men, and on some occasions there seemed to be more carelessness and neglect as to their work than there is at present. The improvement is probably due to the difficulty there has been of late of getting work, there having been less work in the country; but when times improve again men will soon tire of irksome duties, and want a change. I never heard of any such disorder as Mr. Arnold suggests, and I can only assume that his information was obtained from some perverted, evil-minded mischief-maker. In regard to recruits, candidates should be personally interviewed by a competent officer, who should test them as to writing a plain, simple report, showing legible, plain writing, and after conversation he would be able to form an opinion on their intelligence and manner. I also recognise that some men who are good-looking, well recommended, active, and respectable in demeanour occasionally turn out to be indolent or intemperate, and the best judge may be disappointed. But occasionally men have come into the service who I do not think would have been passed if interviewed by a reasonably good judge, and tested as to intelligence, &c. I think a qualified officer should see each recruit, and test him. This would take time, and could not be done by the Inspectors in the centres, who are already overworked with clerical duties. The present Inspector in a centre has not a moment to spare. As to recruits in the depot, I think a great deal more drill should be given, and not quite so much cram. A great deal of the legal instruction is soon forgotten, but at first some of the recruits come with overexalted ideas of their own knowledge, and feel surprised when sergeants instruct them. They should be only instructed in filling in a report, filling a public service voucher, and stating under what statute small offences which daily occur come. That would be quite enough groundwork to start on. A gymnasium would be a decided advantage, and instructions in how to catch hold of a resisting man and handcuff him. Many of the recruits have no idea of how to do so. As regards wrestling and physical drill, they are all right in their place. There was one young man here who got instructions in wrestling, with the result that he practised rough treatment on more than one prisoner, one elderly weak man having been badly bruised, for which the constable was punished, and he ultimately left the service. Although the service is greatly improved, the practice of keeping the recruits always in Wellington and transferring men from town as soon as they are useful has been a mistake. We very seldom have men of matured service available for duty here. The city is usually manned by recruits and short-service men, except when men are sent here who have given dissatisfaction in other places.

1. *The Commissioner.*] What would you do with the recruits?—I believe in a fair proportion being here, but not the whole of them.

1A. I was assured they were never left in one centre?—I think recruits could be trained by sending them in small proportion to such places as Napier, Palmerston, Wanganui, and other towns of that description. I know some of the best men have got their first training in such towns.

1B. They would get more individual oversight?—Yes, and instruction in details. I do not say it would be any better or worse than going on beat in a city, but it would be equally good. They have to do a variety of work in such places, and have the means of becoming acquainted with many phases of police work that do not arise to a man walking up and down on a beat. The recruits when they begin to learn a bit go away, and there is often trouble through their ignorance in regard to regulating traffic on the streets and speaking abruptly to people in shifting them from corners or when stopping to talk in the street. Sometimes when I come on the street myself a young constable will see me, and gets very energetic perhaps over some two or three ladies who are talking together. He comes on duty with a certain amount of nervousness, and I have had a great many complaints of trivial unpleasantness of this kind.

1C. Have you any papers showing the service of the men you have had for the last two or three years?—I can produce them quite easily. On some occasions the preponderance of recruits has been so great that I have been apprehensive of some serious trouble arising, as we were short-handed also. Had it not been for the energy and ability of the detective staff on such occasions serious trouble might have arisen. Men who have completed their course

in the training school could finish it in the large boroughs just as well as in the city. The practice has been to send men for the smaller districts from those in Wellington, leaving nothing except short-service men here. Besides this, such frequent changes are not in the public interest. Men seldom get to know the citizens or the places, and if spoken to by a stranger are lost. I consider it requires two years for a man to become fairly useful, having a knowledge of traffic and other by-laws. In regard to transfers, they cause an immense lot of work, and a general feeling of unrest, and an Inspector has the greatest difficulty in knowing all about the men. There is a really good detective staff in Wellington, and it has been most successful since I came here. The late Chief Detective was an excellent man, and has fully justified his appointment. As regards promotions, ability, integrity, and general attention to duty should be the principal factors, coupled as far as possible with seniority. In regard to district clerks, a good clerk who has filled that position satisfactorily is one of the best men in the service, and is qualified for any position.

2. Touching promotion, it would be convenient for you to express some opinion as to Sergeant Dart's suggestion that an examination should be an important test?—As was mentioned yesterday, it depends upon the examination. I think an examination for the rank of sergeant beyond ability to write a concise and intelligent report, and to explain the nature of putting evidence before the Court, is quite unnecessary. I do not think anything is required beyond that.

3. But in regard to promotion beyond that rank?—I do not think an examination would prove any more. In the Irish Constabulary I know many were studying for examinations, but they were outside the service, and the examinations blocked all promotion in the service. All appointments to the rank of Sub-Inspector were made from persons outside the service. It was done through the Civil Service only. It was a grievous bone of contention in the service. I think a man should not be promoted unless he can write a concise and plain report that can be easily read. A great deal of time is wasted when mistakes are liable to arise through men writing reports in an unintelligible manner. A mistake of one or two words often alters the sense of the whole thing. Some sergeants write in such a manner that it is very hard to decipher. As to pay: after having heard all the opinions, my opinion is that a rise of pay is most advisable if men are to be encouraged. I think there should be a rise of 6d., as well as an equivalent amount to the contribution now being paid to the Provident Fund, and that the Provident Fund should be amended so that any contributions from such increase should be devoted to pensions alone, and not be repayable to any officer except as pension, in order that a strong Pension Fund may be built up giving every man the right to retire on pension after twenty-five years, the rise to be given for the benefit of the service, and specially earmarked. My reason for this is that the Pension Fund is not financial. I know there are heavy strains on it.

The Commissioner: I do not want to touch too much on that point.

Witness: There are many men who arrive at twenty-five years' service who should be out of the Force, on account of their physical inefficiency and otherwise. It is against reasonable humanity to expect officers to force men to have to resign or retire and leave twenty-five years of accumulations when they are within a few years of a pension. There are many cases I have known where a certain amount of delay has occurred before men were able to retire after they had ceased to be physically fit. Men do not care to go before a doctor and say, "I am not fit to do anything." They are fairly healthy, but still have not sufficient energy for the service. After twenty-five years' service I would compel them to go out on pension. Or a man might be twenty-five years in the service, and commit some trifling indiscretion that would not warrant his dismissal, but it might give trouble; he should have the opportunity of going out on pension, or of being otherwise dealt with. As to clerks, a good deal has been said. A good district clerk, who has filled that position in one of the centres for a few years satisfactorily, is one of the best men in the service, and the hardest worked in some places. I was one, and if I were young again I would not take it for any one, if the pay were double what it now is. I think it would be a good thing to make a trial of taking lads of sixteen or seventeen as typewriters and clerks, and give them the option of being appointed to the service when sufficiently developed. We have few men competent to go into the office as a clerk; there are not many who are educated enough to write a good plain hand and do ordinary clerical work, form work, &c. There are very few who could reply to a letter if told to, who could be classed as simple correspondents.

4. Your idea is to be gradually training a class of clerks?—It would be worth a trial in one or two district offices as typewriters. I had one man in the office on trial for three months, and he was getting on, but he got full up of the work, and applied for another job.

5. You do not use a typewriter at all?—Occasionally, but we have not an expert typewriter. I have a sergeant and two constables in the office. There is a difficulty in getting competent clerical men. I had two sent me as clerks who were not clerks at all. One was a man named Shirley.

6. You did not accept him?—No; he was sent from Auckland; he was an able man in his way, but he was not a clerk.

7. Do you not recommend men for clerical positions?—I have, but not those two. I saw a letter from some one in Queensland about him, and soon afterwards he was put into the office.

8. Without regard to his qualifications?—Yes; he was a good writer, but absolutely careless, useless, and unreliable in clerical work.

9. Were there other men in your opinion more efficient for the purpose for which you required him?—Yes; one at least. In regard to the cost of the work done for the Education Department, that may be a departmental matter, but it would require some strong recommendation to get it done.

10. If you were called upon to do a great deal of work which could be otherwise dealt with, it must affect your efficiency as being short of so many constables?—In each centre one man of ability and tact and a good writer should be told off to attend to all the work in connection with industrial schools.

11. Why should it not be done through the Education Department?—That is purely police work, making inquiries about persons who desire to have children committed; that is fairly police duty. They come to me, and I personally interview most of them, and get the details of the relatives or any person who is liable for the maintenance of the children before I make any move. I have authority from the Charitable Aid Board to act in every case I hold to be *bonâ fide*, and bring it before the Board. That is different from any other place. In all cases I hold it better to have the children where you find they are likely to be brought up under unfavourable conditions sent to a receiving home; it is better to step in and let the State provide for them.

12. The difficulty is the State charges the local rates for the cost, and the guardians of the local rates object to be charged with this unless they have a voice in the control of the children?—As long as the Charitable Aid Board provides for the children in a reasonable manner we could raise no objection. But the Board here does not take on work of this kind. In every case inquiries are made, and the children committed. In five or six cases recently here children have been committed because the parent left them in the foster home and then disappeared. A constable or sergeant, I would suggest, should make all such inquiries, and bring cases before the Court, and look after the persons liable for maintenance, and generally enforce the orders. He should receive communications as to arrears, &c., direct from the Education Department; there is no necessity for it to come through the Inspector, causing an amount of extra work; at present they go through five or six hands before they reach their destination. This should be done by a constable or a sergeant, whichever is decided upon by the Department; but it would save a great amount of time.

13. He would be an inquiry officer—not necessarily for industrial schools alone?—He would be fully occupied with that alone. If he were able to do any more, he could make inquiries under old-age pensions or the machinery business. We have an enormous number of railway inquiries which are clerical work, but I do not see how else they could be attended to. I understand the Railway Department will not pay for any lost goods until the matter has been reported to the police and a police report has been supplied as being unable to find them. These are frequently formal. There are numerous communications about lost luggage, &c.; nobody is able to tell when it was seen, or whether it was put on a truck; we can only go to the Railway servants, who have already inquired.

14. What about the boilers?—The boilers are inspected by an officer of the Machinery Department. Certificates are issued and sent to the post-offices, and a form is sent to the police notifying us that the certificates are issued. The police have to go and see the person, and see if they are covered, and watch the machine working, and take proceedings if necessary. It has been done by the police for many years. We get a good many of them, and it all helps to swell the clerical work; but it is scarcely police work. It makes a good deal of writing; each form has to go sometimes two or three times, and all have to go through the hands of the Inspector. The railway work could only otherwise be done by the Railway having a special constable. Most of the cases occur through negligence or mistakes in transmission. Of course, where there has been a theft, it is proper to come to the police. Another thing would be an advantage to the police: to take detectives or other smart men from other places and put them into the finger-print department for a month or two. The finger-print department is an important branch of the service, and I think instruction and knowledge on this point cannot be too widely disseminated amongst the police. They should have opportunity of learning the classification, and so on. The finger-printing and examining is very easy, but there is a good deal to learn in the classification. In regard to Constable Taylor's statement, I positively declare it to be a fabrication in many points. I did not receive him when he first came in in the manner he states; I had no reason to do so. I knew nothing about him. He did not come straight to me as he states; he was brought in either by the then Sub-Inspector or station sergeant—probably the latter—I do not remember which. He came at 9.45 on the 30th April. He stated that he did not report to the Sub-Inspector or station sergeant, but walked direct to me. I produce his route-sheet. His route shows that he reported himself to Sub-Inspector O'Donovan, and spoke to the latter. I told him, as I have told many other men who come here on transfer, that if he did his work all right and honestly he would get on well enough, but that I expected him to be steady, truthful, and attentive, or words to that effect. I am confident that Constable Taylor is only the figurehead of another person or two. He is, as it were, the monkey on the stick, and the string is pulled by another. Referring to Sergeant Mathieson's allegations, I may say that I never heard why he was sent here; I was absent on leave when the notification of his transfer arrived. I had expected that a single sergeant was to be sent to Newtown, as there was accommodation provided for one in the training depot, and three constables were required for duty at Newtown, instead of taking one away and replacing him by a sergeant. I may state that I have never had any communication, directly or indirectly, with the Commissioner beyond the notification that he was sent here. As far as I knew, Sergeant Mathieson had come at his own request, and I never had a thought of giving him any worry or inconvenience, and had no reason to do so. He sent me some long reports, covering numerous sheets, in straggling writing, rather difficult to decipher. I had to send some of them back for amendment, as they were not up to the standard I was accustomed to receive from sergeants in charge of stations. The sergeant apparently expected that he was not to do any active duty, but to refer matters to the two constables under him. Because I thought differently he appears to have become annoyed, and treasured up his animosity. From what I knew of him years ago, I am not at all surprised at this.

15. Do you leave it at that?—I knew him years ago.

16. I do not want to force your hand, you know?—I knew years ago, when he was in Auckland, that he was looked upon by the Inspector, sergeant-major, and another sergeant there—Gamble, Pratt, and Inspector Brougham—as a mischief-maker. That was the reputation I had

heard of him generally. Inspector Brougham was a competent officer—as straight a man as ever was in the Police Force, and a good judge of character. In regard to Mr. Watson's evidence, I desire to say that he gave a distorted and erroneous account of the two conversations I had with him. Before going on to that, I might say that I understood from the remarks and the gossip of the place that Sergeant Mathieson was a man who was always running after persons who were supposed to have some influence, and could be got at. That was the reputation I knew of him. I was in hopes that when he came here there would be none of that; but I am afraid I am disappointed. He seems to have sought consolation from some supposed influential new acquaintances. In regard to Mr. Watson's evidence, the facts are that on Saturday, the 14th August, he came to my office and said he wanted me to do something about a lady who was insane or mentally troubled. I said I had not heard anything of it, but would inquire. "But," he said, "I want you personally to do it, because I am a Mason." He evidently had heard or assumed that I was a Mason. I said, "There is no necessity to mention that; you can trust me to do a straight duty without any influence or pressure. I will go and attend to it." I had heard nothing of it, and I went at once to the station sergeant to inquire about the case. As soon as I reached the station sergeant's office Dr. Ewart came behind me, and told me the condition of the lady. He said he thought it would be dangerous to leave her where she was—that she should be examined forthwith. I said, "I understand her husband is away. I would not bring her to the station; it would not be a humane thing to do." He said he would not advise me to; that it was not a fit place for her; and that it would be well if we could get somebody to look after her until she was examined. I told the station sergeant to ring up Sergeant Mathieson, and try if he could get some one to look after her. He turned to do so. I went to my office, and Dr. Ewart left. There was a report furnished afterwards in the usual manner, which I produce. [Report handed in.] I did not get the report, nor hear any more of the case. I knew it was in hands for attention. I was leaving the station, and was in the middle of Lambton Quay, about to get on a tram-car, at a little after 1 o'clock on the same day, when Mr. Watson came along, and called aloud, "Hey!" I turned around, and he said, "What has been done with that lady's case?" I said, "I do not know; the station sergeant is there, and he will tell you; but come with me, and we will see." I was going to dinner at the time, and as we walked to the station, less than fifty yards away, I said, "You know the police require to eat as well as other people," in a sort of joking way. I did not mean to give any offence, nor was it possible. The station sergeant explained what had been done. I saw no more of Mr. Watson, and thought no more of him until last Saturday night, when he came to my office. I did not recognise him, as I had never seen him until he came to me about the lady. He came in in a very excited manner, as I was sitting at work, a little after 9 o'clock. I said, "Will you take a seat?" He said, "No; I am not going to sit down. I have come to let you know that I am going to the Commission about that case of Mrs. So-and-so." I let him go on for a good while, because I did not recognise him as the same person. As soon as he made some more remarks I said, "You are talking about a lady who was insane, and who wanted to be committed to the asylum while her husband was away?" "Yes," he said, "I am not satisfied, and I may go on Monday to the Police Commission." I wrote this down at the time. After he gave his name he got more excited, and said he would settle me, and make me sit up. He spoke about the "square." I do not know whether he thought I wanted to square him or another meaning. He said that he came as a brother, and that it all depended. I could not recollect why he should talk that way to me, and asked him what he wanted. Again he repeated, "I'll go to the Commission. I will make you sit up. I am higher in the service than you. You would not take the responsibility. I will take this case to the highest in the land; in fact, it is gone to the highest now, and I do not know what it will end in. I have not quite made up my mind. I think I will go to the Commission. Your dinner! I will go to the Commission." I replied, "You can go before the Commission if you desire. I do not desire to prevent you. You are not required to come here bullying if you want to go to the Commission." He was very excited, and went out, and I bade him good-night. That is a true statement of what took place. I took it down, because his demeanour made me think he was either crotchety, or prompted by some bad motive. I could not understand what it was, or why. His conduct was disgraceful in comparison with what I have received from any other person in Wellington. I do not wish to say any more.

17. You said something just now about certain constables—that the general body were very satisfactory, but that there were one or two that the service would be very much better without. Have you made any recommendation with regard to these?—I could not make a recommendation. I mentioned that there was one man transferred recently, but it would be hardly possible to "shoot" him out of the service.

18. Is it only one or two?—There is another man who was transferred to Wellington also at my request, because I did not consider his conduct satisfactory at Blenheim; but I could not formulate any charge on which he could be dismissed.

19. You are only speaking in a general way?—Yes. I could not formulate any charge; but I have got that opinion of a few of them—not many. If I was able to formulate a charge to deal with them, I would not be backward two minutes in doing it.

20. I misunderstood you?—I never screened or covered any man who would not do his work. I tell them, "You take the responsibility of what you do. Do not expect me to save you."

21. In inquiries made by you, do you think you should have power to administer an oath—that it would be an advantage?—I do. I got a draft copy of the new regulations, and that is one of the things I wrote on the margin.

22. I expect it would require statutory authority?—Well, the regulations would be statutory if made under the Act.

23. I am rather doubtful about that?—I think it decidedly should be given.

24. About the standard of education of recruits?—I am not bound exactly to say that a man, because he has not passed a certain standard, should be rejected, but there are many who have passed that standard and forget all about it. It is a certain benefit to have a test, but if a man is able to write a plain hand that is easily deciphered, although it might not be correct spelling, still, if he was able to convey his ideas in a fairly concise manner, I do not think he should be rejected. Some of the best men in the service could barely spell their own names when they joined. Some are not good writers, but have a form of plain writing which wants development.

25. Do you know what Inspector Cullen suggested with regard to applications being first made to local Inspectors with regard to men?—No; but I think somebody should see them.

26. He suggested that that should be done, and inquiries made afterwards?—I think there should be an officer of some rank appointed in the service—one or two as Superintendents to look after matters of that kind—and then there would be always one available to take the Commissioner's place if he were away.

27. Are you in favour of a lengthened period of probation after leaving the depot, assuming that the time in the depot is to be extended to three months?—I think it would be a decided advantage to have the right to turn a man away after twelve or six months if he did not give satisfaction.

28. Let him be reported on and dealt with according to his probable efficiency in the future?—Of course, a man would have to be sworn in, and go for twelve months, but they can be discharged at any time; the Act gives that power, whether they are sworn in or not; it does not make them one bit harder to discharge.

29. With regard to time off for attending Court, it seems to me that it might be a matter of considerable hardship in many cases that a man should have his night's rest destroyed, and might affect his efficiency as a constable both before and after the event. Would it not be possible to make some provision whereby he should not be required to attend except specially called upon? In the great majority of cases the person charged pleads guilty?—That is so.

30. And I understand the constable has to attend on any charge, whether it is going to be proceeded with or not?—If it is known that the charge is not to be proceeded with, he is not. In some cases, where he has a lot of witnesses to look after, he would have to attend, if the witnesses were summoned and we could not notify them in time; but if we knew a case was to be remanded, I am surprised to know that he would have to attend.

31. Supposing a constable arrested a man on some serious charge, would he have to attend?—On the following morning he would; the Magistrate might wish to ask him a question.

32. Would it not be possible and better perhaps, in all cases where men have pleaded "Not guilty" to minor charges, to ask for a remand; and in a case of drunkenness, when a man is really on bail, to estreat his recognizances?—I have never known that to be done.

33. But it could be done; it would save a lot of worry to the constable. Of course, it could only be done by laying down certain procedure in the Courts. I have had a long experience, and there seems to me no difficulty. It seems to get over the difficulty of men overlooking offences and neglecting their work, because some require more sleep than others?—In the case of drunks in custody?

34. Get them remanded?—On bail, until the following day.

35. They would have the pleasure of taking out another twenty-four hours in the lock-up or of getting bail. I think that could be done?—Yes.

36. In regard to station sergeants, have they justified their appointment?—Yes. The station sergeant does a great deal of work; in fact, it is surprising where all the work comes from—all the correspondence; it has increased in the last eight or ten years.

37. There is a tremendous lot of circumlocution?—I cut it down in this way: all formal things that have to go to Newtown, Mount Cook, Island Bay—such as old-age pensions, formal reports, memos about fires, and suchlike—go direct from my office in most instances; anything it is necessary the Sub-Inspector should know I send to him. I frequently send them out, "Note this, and send to the Sub-Inspector." I know he is overworked frequently with regard to correspondence, and that is the method I take to try and reduce it.

38. With regard to drinking, has your attention been drawn to any drinking in barracks, or the introduction of any liquor?—It was never brought under my notice. The Sub-Inspector told me there was somebody on the sick list, and there was an empty bottle of soda found.

39. That is easily accounted for?—Yes.

39A. You saw what Inspector Cullen said in Auckland?—I did, and was surprised. I knew of one or two men being slightly under the influence coming off duty. Many policemen have been punished for being under the influence whom witnesses would swear were absolutely sober. The position is that a man is considered not reliable for doing his duty if he shows symptoms of drinking.

40. You said you thought the system adopted in the depot is too much cramming and too little practical knowledge?—Too much instruction in law—getting sections off by heart. I think it was Sergeant Dale who mentioned that some of them come out with the idea that they know more than the sergeant, and are surprised when told to do something. It is surprising how soon they forget these lessons. I believe in physical drill, and teaching the rifle is a very good idea, but we would require at least 20 per cent. more men to relieve for that purpose.

41. You could only get these by recognising that the system would be of such advantage in forming the nucleus of a Defence Force as to justify the extra expense?—It would be necessary to have it compulsory.

42. Has your attention been drawn to inferior material for uniforms?—Only a few coats, which we returned to the storekeeper. I examine the coats when I go to an out-station. There is no complaint made here.

43. There are a number of men in the Force with very long service and good records as constables, but who, for reasons, have not been selected for promotion: some have been overlooked, and others have been considered as not suitable for promotion. These men labour under a sense of grievance?—I know two or three as well qualified as any in the country.

44. Probably the opportunity for promoting them has passed. You would not be an advocate of promoting men up in years, and probably not able to perform the arduous duties of sectional sergeant?—There are two or three—I do not know their ages—who are physically strong, and could do the duties. If they were healthy and strong, I would promote them, and give them an out-station.

45. I have in my mind's eye a man fifty-three years of age—Constable Leahy, at Oxford—who has been recommended on two or three occasions?—He is an excellent man.

46. What would you do with a man like that—who has a claim, but for some reason appears to have been overlooked? He is only typical of a certain class, not with the same exact claims, but who might have been treated otherwise. What would you do with men like that?—I would promote him, and if he did his sectional duty for six months, I would give him the same opportunity of getting a station as another sergeant. Two wrongs do not make a right.

47. You know he has a claim?—Yes. There is another man in the Auckland District, Constable Donovan, a most deserving man.

48. There are two or three who have been suggested to me, not as good as Constable Leahy, but who might be treated as senior constables, with some additions to their pay, and probably a chevron?—The object is to be able to draw their retiring-allowance at a sergeant's rate.

49. But against that you have to consider the efficiency of the Force?—But I believe they would be as efficient as any other sergeant. I know men ten years junior to the men you have mentioned who would not be able to do their duty any better. I think it is a question of the individual. At the same time, many have grumbled whom no officer could promote conscientiously.

50. But there are exceptions, and the difficulty is to deal with them?—That is true.

51. You do not think much of the senior-constable business?—No. I think if a man was worthy of promotion I would give it to him, no matter at what age, if he was competent for it. At the same time, I refer that to these exceptions—that it should be the rule not to promote a man after he has passed a certain age.

52. It must be applied to get rid of anomalies of that sort, which you must guard against occurring in the future?—Quite so.

53. What about this man recommended by you for promotion to be sergeant whom Inspector Cullen would not recommend?—I will show you my recommendation. I may say at the same time that there are sergeants in the Auckland District whom I would not recommend.

54. I am not raising any personal question between you and Inspector Cullen. I see you state in your report, "This man has only been four months in the district. He is doing his work very well so far, and appears to be above the average of most of the men in this city"?—There is the other report some months afterwards.

55. This is dated the 1st April, 1909: "Constable Hodgson has discharged his duties in a really satisfactory manner since he came to this district twelve months ago. There is no constable in this district better suited for the position of sergeant. I consider him a reliable, hardworking, capable man"?—The reports he submitted here, and his work so far, were above the average.

56. The Commissioner says, "Noted for consideration. I note that Constable Hodgson has not passed the annual police examination. Energetic constables should show their qualifications in this direction. The twenty-three men junior to Hodgson were better qualified for promotion." Did he pass the examination, or what?—That is the end, as far as I know, until he was promoted.

57. Your recommendation is dated the 1st April, 1909, and the Commissioner's minute the 2nd April, and he was promoted on the 1st July, three months later?—There are very few men in the Wellington District who come within the category of having over ten years' service and fifty years of age.

58. Do you limit your recommendations to those?—To men over ten years' service, and not exceeding fifty years of age.

59. You do not want me to infer that that was an element in your recommendation of this man?—He was one of those I could recommend.

60. That is not the point. You recommended him on his merits, not because you had not anybody else?—On his merits and the competence he showed, and because I was satisfied he was fully equal to other men who have been promoted. I furnished notes regarding each man who came within the requirements.

61. Would you give a man, considering the true interests of the service, the right of refusing promotion?—If there were no detriment to the service, I would.

62. You qualify it by saying, "If there was no detriment to the service." Surely if you select a man as being specially qualified—and you have no right to select him unless he is—and you give him the right to refuse, is not that a loss to the service?—It might not, because the next man might be a better man.

63. I quite admit that, but it is the exception to the rule?—He should go to where he is promoted.

64. It is right enough if the service does not suffer?—I do not remember having heard of a case of a man refusing promotion in which the service has suffered.

65. I am only dealing with principles?—I think a man should go where he is sent on transfer or promotion. I know that many men object to go, and I would prefer to let them leave, or not relax the rule except where there was some actual hardship, where it was not desirable to send a man; but I would want more than some of the reasons that are given now. I think there are too many transfers given to men who want to serve in particular places; I think they have no right;

they joined to serve in any part of the country. Some, with only two or three months' service, want to go to where they will be near relatives or sweethearts.

66. We cordially agree on that point. Are the overcoats at night compulsory?—The men parade with them, but in warm weather they are allowed to take them off.

67. It was complained that they were compulsory?—I never made them compulsory. I think it would be a hardship to make a man in a state of perspiration carry a heavy overcoat.

68. Have you considered the merits of helmets as against shakos?—The samples of helmets I have seen were not very good. I think they are about equal to the shakos. I have no decided preference.

69. About clerks in the district office, if a vacancy occurs, what do you do?—I have a man on trial. The Commissioner asked me to select a man; he is giving satisfaction so far. I like to have a clerk whom I know, and a man who is willing.

70. You know the position is not sought after?—I know that. I have two good men in the office. I think it is very hard to get a good clerk in the Police Force.

71. Would your proposal to have civilian clerks for a commencement get over that difficulty?—I think it should be given a trial.

72. What would you pay them?—Say, a young fellow of seventeen, I would pay him at the same rate as in the Civil Service.

73. You would have to give him a Civil Service status, and the option of coming into the police?—I would; and make him clean out the office the same as the others. A Civil servant will not do it; but he would have to clean out the office and light the fires the same as the present clerks have to do.

74. There might be difficulty in getting a boy to do that?—No; you would get plenty of them outside the Civil Service; but I would give the same wages as in the Civil Service. I think it would be worth trying.

75. You know that in some instances there has been an objection—whether sufficiently based or not I am not prepared to say—with regard to the Headquarters staff. Have you any opinion about it?—Until this Commission arose the thing was never brought under my notice specially, but I have heard a great deal about it since. I think it would be desirable that the Headquarters staff should not be in amongst the constables at mess, and be living in the barracks. Constables are liable to be asking questions, although I have no reason to believe that the men in the office now would abuse it; still, on principle, I think they should not be there.

76. We speak entirely on principle, without regard to individuals. Do you think it is an advantage to have the Headquarters staff members of the Force?—There are advantages, and I do not know of any disadvantage, unless, as we see now, it causes some jealousy in the service. I know it used to be under Mr. Fox, who was a competent man, had been in the service himself, and I never heard any grumbling in his time. Of course, there are anomalies, as you can see in the way it has been brought up before the Commission in one or two places. I have never had any friction, but the anomalies are there.

77. Do you approve of commissioned officers mixing with their subordinates in the barracks?—I think, from what has arisen here, harm can be made of it. When that billiard-table was put there I went in with the Chief Detective, and played two or three games. I did so for the purpose of seeing how the men conducted themselves. I played a game of billiards, I think, about six months ago with the Magistrate, and, I think, two or three other games with the Chief Detective and one of the clerks in the Commissioner's office; but I never spoke to a constable in the room; listened to what was going on, to hear if there was any slang. I had to go in once over a noise made in it by two men who are out of the service, and who appeared to be wrestling; my office is underneath. I told them that if they did not refrain from making a noise they would not be allowed into the billiard-room; they had only been trying body-holds. It was at the time that wrestling instruction was being given by Constable Skinner, and they were all gripping and holding.

78. Have you represented the state of the barracks strongly to the Commissioner?—I have written several times about the want of accommodation—being overcrowded. The Commissioner has mentioned to me several times that he was very anxious, and doing his utmost to get increased accommodation provided.

79. What is the difficulty—money or site?—There is a site, but there is a great deal of expense for foundations; they have to go down 14 ft. or 15 ft.

80. But you consider that increased accommodation is absolutely essential?—I do consider it essential, and that nothing could be done with the cells, except to pull the whole lot down and get them renewed.

81. If I am satisfied, I should strengthen your hands very much?—The cell-accommodation is very bad there. There was a garret built on the top of the present station some five or six years ago. I never knew what it was to be, and I do not know what architect ordered it, but the garret is such a place as you would not like to put people to sleep in. I do not care to say anything hard about it.

82. It was suggested that all detectives in small localities should be called in to Headquarters, and acting-detectives sent out?—Some of the acting-detectives are quite qualified to do the work. Acting-detectives have good opportunities of improving themselves under the Chief Detective.

83. That struck me—that it would be better to leave them in the centres?—There is one out in a small station, and I do not think he would be an acquisition to Wellington; he is a man getting up in years. Detective Boddam, of New Plymouth, is a very good man.

84. Something was said about changing the batons. I was referred to a man who was supposed to have a very good sample of a new one. Speaking for myself, I would prefer to get a knock on the head from the old one. Have you seen it [producing sample]?—No, sir. Of course, batons

are more used for a "push" or for defending a man, than for knocking a man out. I think this is a dangerous one; it is loaded.

85. Yet men came before me and said they would like to use that?—I would not like to get a knock on the head from it.

86. What is your opinion of this baton [produced]?—I would not like to hit a man with it; the batons in use are more used for pushing; it is very seldom a man has to be struck.

87. *Mr. Dinnie.*] As to the necessity for additional accommodation, we have talked it over several times?—Repeatedly, and you always admitted it.

88. We have gone to expenditure in erecting barracks at Newtown recently?—Yes, the training school barracks, and a small expenditure on the station.

89. As regards the dissatisfaction about the clerical staff at Headquarters, do you know there was dissatisfaction when the Civil servants were there—Evans and Tasker?—There was dissatisfaction with Tasker on account of his manner in writing memos and of doing his work.

90. *The Commissioner.*] On account of his personal demeanour?—Yes.

91. Not with the fact of his being a civilian?—Not at all.

92. *Mr. Dinnie.*] Had you not occasion to keep observation on one of the men who was addicted to drink?—There was a man in the office who was on the drink several times.

93. As regards promotions, this is the circular sent out, is it not: "Please furnish as soon as possible recommendations respecting members of the Force in your district as under: (1.) Constables under fifty years of age with over ten years' service fit for rank of sergeant. (2.) Married constables fit for charge of stations, showing whether fit to act as Clerks of Court, and whether fit for stations where mounted work has to be performed. (3.) Constables with over four years' service fit for plain-clothes work. (4.) Constables fit for clerical work. (5.) Constables fit for mounted duties in cities. Please make separate returns under each heading, and express your views freely as to the qualifications of each constable recommended"?—That is the circular.

94. When you recommended Constable Hodgson you recommended at the same time twelve others, did you not?—Here is a copy of my letter. I did not recommend them all. I mentioned the names of all who came within the category.

95. What is the good of putting the names in when a memo. like that is sent out?—It is my duty, when asked for the fullest remarks on the men.

Mr. Dinnie.] But the memo. asks for recommendation.

96. *The Commissioner.*] You really dealt with every man who came within ten years' service?—Yes. I was asked to express my views in the fullest manner.

97. *Mr. Dinnie.*] In regard to Constable Shirley, who was placed in your office, do you know he was a bank clerk before he joined the service?—He must have been a failure, then.

98. Was he not an excellent writer?—He wrote a good hand.

99. He joined the service in 1902, and in 1905 applied for clerical work?—Yes; he did fairly well for a few months; then he got lazy and indolent; he did very well till he got the clerical work.

100. You say you saw a letter that was the cause of his coming in: is this the letter, addressed to Mr. Seddon, to the effect that the writer's son was in the Police Force in Wellington, that he was an ex-grammar-school boy, and that he was a good lad, with an adventurous spirit, and suggesting Mr. Seddon's influence on his behalf? That was referred to the Minister of Justice without any remark by R. J. Seddon. On this I put a minute that I had already noted this constable's qualifications, and had him assisting in my office—that he was well qualified for office-work, and would not be lost sight of. A reply was sent to the effect that his welfare would be duly considered, and his qualifications had been already noted. That is what you refer to?—Yes.

101. He was three years in the service before he was dismissed?—He may have been.

102. As regards Constable Willetts, it is alleged by Sergeant Mathieson that he saw Sub-Inspector Wright, and through him got his transfer to Newtown?—I heard him say so. I recommended Constable Willetts for Wellington South without any one speaking to me. He had spoken to me two or three times, and I said there were one or two other men to be provided for in front of him. When a chance came I gave it him near where he was living. He came to me in a talkative sort of manner, and I told him I could not give him a show then because other men were in front of him, but when the opportunity arose there was no reason against giving him a chance. Nobody spoke to me about it.

103. It was entirely on your recommendation I promoted him?—Yes.

104. I think Constable McKay, at Auckland, said that he was dealt with and punished on a charge that he had no opportunity of defending?—Yes, I heard that he did so, and I have seen the matter explained since, and according to the memo. in that it was a clerical error, the way the clerk entered the charge in the defaulter sheet. The man was charged with committing a breach of the peace, and I suggested to prosecute him and the other man in Court. The evidence was rather conflicting. You requested the complainant to lay the information, and he refused to do so; and your note, which I have seen, shows that you fined him 5s. for failing to report the occurrence; the clerk entered it for breach of the peace.

105. *The Commissioner.*] Of course, that explanation is satisfactory as far as it goes, but it seems to raise a rather important question, as to the correctness of the entries. Who wrote it in?—It was my clerk who wrote it in, and no doubt I looked over it.

106. How about checking it, because, however small it may be, this man has a grievance?—He saw it himself; I showed it to him, and read it to him, and explained it. The error was probably in reading the Commissioner's memo.

107. What check is there on these? That is what I want to know, because the Commissioner's memo. should not be a sufficient excuse for a wrong entry?—It is a technical clerical error. There is no doubt that the charge against him first was for committing a breach of the peace.

108. But he was not dealt with on that, and yet he is shown as having been dealt with. Do you check these entries yourself?—I have no doubt that I looked at it; I usually do, but my memory does not serve me.

109. But this serves as a permanent record against the man. It may be only a very small matter?—I could not speak from my recollection of it.

110. However, the matter has been cleared up now, and I will ask the Secretary to the Commission to notify the constable that it has been set right?—It was for failing to report a breach of the peace in which he was concerned himself.

111. *Mr. Dinnie.*] In speaking of Sergeant Mathieson, you said you knew he was a man who was generally dissatisfied?—I knew he was reputed to be a man who made mischief amongst the younger constables in Auckland.

112. It appears from the evidence in 1898 that he had a grievance against Inspector Brougham. He says, "I felt I was not getting justice under Inspector Brougham"?—I knew Inspector Brougham, who was a very just man.

113. Then, as regards seeking influence, there is another paragraph—a question put by the Chairman to Mr. David Pinkerton, who was then a member of Parliament:—

"Have you ever known a case in which a member of the Force has written out a telegram and asked you to sign it?—Yes.

"What is the name?—Constable Mathieson. I noticed that one Constable Mathieson gave evidence at Balclutha, but whether it is the same man or not I do not know.

"Has that been on more than one occasion?—Only on one occasion, I think. I may say I refused to sign a telegram laid before me.

"To whom was the telegram addressed?—If my memory serves me right, it was addressed either to the Minister or to Colonel Hume.

"What was the object of the telegram?—To get clerical employment in the office, instead of doing street duty. As far as my memory carries me, there were two telegrams presented to me by Constable Mathieson, and I signed one, but refused to sign the other."

At that time there was only one Mathieson in the service; and that happened on more than one occasion. As regards inquiries about candidates, are they strictly carried out?—Yes. Every person who has been an employer is asked about the candidate. In the backblocks a constable or sergeant may have to ride miles to an employer to get the required information. I do not attach much importance to what some say, and if some did say anything I would not pay much attention to it; but every possible inquiry is made.

114. As regards the classes in the various cities, are they useful?—They are useful, but we have suffered great inconvenience for want of a room in which to hold them. We had a room upstairs. When the building was erected we had a great many married men, but they have gone, and the staff has been increased by nine or ten.

115. Are the sergeants giving satisfaction?—I have very good sergeants.

116. Do you know of any general dissatisfaction with the present control?—No; I have not had any complaints made to me.

117. You know there are some men dissatisfied?—I know that, and people exaggerate things.

118. You say the conduct of the men generally has been good?—Fairly good. We have had a good many men. I have had to check and punish occasionally, and caution. I have had to caution some of them repeatedly. We have "shot" out a great many during the last three months. I admit that no matter what inquiry is made, we may get men in who give fair promise of being likely, and turn out quite the reverse. We have had a few who should have been refused on their first application.

119. *The Commissioner.*] On what?—Appearance, intelligence, and manner, if it had been a personal interview with them. Some had been in service before, and came with discharges.

120. They have since justified that opinion?—Strongly, in two or three cases I could mention.

121. *Mr. Dinnie.*] You know the system in the probation class?—Yes.

122. Do you know that they are examined as soon as they go into the class?—I know that Sergeant Dart is very careful and very enthusiastic.

123. Is he not qualified to say whether they are suitable after having them for two or three months?—Probably he is. At the same time, he might think it better to give some a trial than stand them aside after instruction. I have in my mind two men who were there and two more who were never through the depot.

124. *The Commissioner.*] Who should never have been accepted?—I do not think they should have been passed.

125. *Mr. Dinnie.*] In transferring men, you say some of the recruits ought to be sent out. You know they are nearly all single men. What accommodation have we?—I know one or two who turned out first-class men; one is chief Bailiff in Auckland, and the other is a detective in Dunedin.

126. *The Commissioner.*] Detective Ward?—Yes. I know a great many men in the service who started as recruits in other parts than the cities.

127. *Mr. Dinnie.*] But I am speaking about the practicability of sending them out when we have not accommodation?—I do not know about these places, but Wellington has suffered from that.

128. You do not believe in men having to pass an examination when being promoted to the rank of sergeant?—If the man did not show he was actually fitted for it, he should be tested.

129. *The Commissioner.*] But you are the man who is asked?—I never recommended a man I did not think could have passed an examination—that is, only in plain writing, putting a report concisely, and quoting the procedure when the law is broken, and in regard to witnesses, without a lot of useless packing.

130. *Mr. Dinnie.*] Could not an examination be arranged accordingly?—If on these lines, there could be no possible objection to it. A man like Hodgson could have passed such an examination flying. His qualifications were far better than those of most of the men serving in Wellington in that direction; in fact, it was a pleasure to me to receive his reports and work as compared with others I had to struggle through and repair defects in.

131. You think it is desirable that the men should have a knowledge of the finger-prints?—I think it is advisable that as many as possible should be instructed in it, and that men from other places should be brought in and instructed in the classification.

132. You know some men over fifty who should have been promoted to the rank of sergeant perhaps ten years ago or longer. Would you promote them now, if fitted for street duty?—Yes, rather than perpetuate the continuance of an injustice.

133. You would make them do the ordinary term of street duty?—Yes. If a man is competent and deserving, his past services should be taken into account, and if an opportunity arose of placing him in a small station he should get an early opportunity.

134. Would not that cause trouble amongst the others?—It would not be deserved. I would take the chance.

135. But it would cause trouble. We have had a system of letting senior men get out of the city, and if we bring these men in, would there not be trouble?—I would consult the convenience and welfare of the service, and let them grumble.

136. But it is grumbling that causes these Commissions?—That may be so.

137. *The Commissioner.*] You believe in rectifying a wrong?—Yes.

138. *Sergeant Dart.*] You stated that you thought Constable Taylor was a "monkey on a stick" for one person. Am I one of the persons you referred to?—I do not think you posted or instructed him in any way. The relations between the instructor and myself have always been most cordial.

139. *Mr. Wright, M.P.*] You say there is great difficulty in getting convictions in sly-grog selling?—No; I said in getting evidence.

140. I do not know that there is much difference between the two. Was there any difficulty in getting evidence when five hotels in Newtown were selling without a license in 1903 and you did not prosecute?—I had evidence they were selling. At that time there was an appeal pending, and I had instructions not to prosecute.

141. You ultimately did so?—I cannot speak from memory at this lapse of time. I know there was an appeal to the Privy Council, and I think the hotelkeepers got their licenses back.

142. *The Commissioner.*] Do you accept personal responsibility?—None whatever.

143. *Mr. Wright, M.P.*] Have the papers gone in to the Commissioner in connection with the McGrath and Shannon case?—I do not know anything about it. Sergeant Dart said nobody knew about it except himself.

144. *The Commissioner.*] What is it?—Two probationers Sergeant Dart cautioned for some skylarking in barracks.

145. *Mr. Wright, M.P.*] Do you know this constable whose name I hand you?—Yes.

146. Why was he transferred from Carterton?—Because he did not give me satisfaction in the discharge of his duties. I had a suspicion he was taking more liquor than was good for him.

147. Not more than a suspicion?—No.

148. Did you not go up and make inquiries about it?—Yes.

149. Were you not told by his wife that he was in bed drunk?—No.

150. Do you know why this constable whose name I hand you was transferred?—For much the same reason. A complaint was made by his relatives that he was not getting on well with his wife, who thought he was drinking. I went to see the man, and there was not a sign of drink on him. Another time a sergeant went and found no sign of drink.

151. Was he transferred from Auckland for drunkenness?—I cannot say.

152. Why was this third man removed from Picton?—Family reasons.

153. Why was this fourth one transferred from Wellington to the South Island?—I believe he applied to go; I would not be certain.

154. Was there any charge against him of being in company with a loose woman?—I do not remember anything of the kind.

155. Do you know this gentleman whose name I hand you? Is he a sober man?—He is a man that takes liquor. I never saw him drunk.

156. Is it not a fact that he has been drunk?—It may be.

157. You have never had any complaints about it?—Never had any evidence of it.

158. Did this other man get a presentation in Wellington before he left?—I do not know.

159. He might have?—Possibly; I never heard of it.

160. Was a detective sent to make a report on the burglary at Carterton Railway-station?—Yes.

161. Was there a suspicion against any one?—I am not going to speak of suspicions; there was no evidence against any one.

162. In justice to the police, I think this matter ought to be cleared up, because there are remarks to the effect that suspicion fell upon some one who is related to a police official high up in the service?—I can produce the papers.

163. Is there any truth in the suggestion that beer was sent to the police at Christmas as a present?—I never heard of it. I once saw a small barrel of beer going into the station at Christmas—the mess caterer was receiving delivery of it—a five- or ten-gallon keg for Christmas dinner. I do not think there is any objection to a policeman having a glass of beer on Christmas Day.

164. It was not sent as a present?—I never heard of such a thing.

165. If a civilian makes that statement, would you say it is untrue?—No, I cannot say that.

166. You are Inspector of Licensed Houses in Wellington?—Yes. I inspect the hotels once or twice a year; sometimes more.

167. Most are owned or controlled by one firm?—No; there are several.

168. One firm has a great number?—Yes; a lot belong to the brewers.

169. Where does your son work?—He works for Staples and Co. I know what you are getting at, and who your prompter is.

170. *The Commissioner.*] Do you wish to say anything about it?—No; my son is working as a labourer, and he earns his money honestly. It is only a coarse mind that would suggest anything wrong in it. He earns his money honestly, and does his work well.

171. *Sergeant Mathieson.*] You heard my evidence. Was there any portion of it you would say was untrue?—It was coloured in respect to the innuendo that I had made offensive remarks in writing to you.

172. That is all you can say against it?—I do not object to what you said.

173. You have applied the searchlight pretty strongly to my character since 1890?—I never knew you except in Auckland.

174. You have said the worst you could say?—Yes.

175. All you can say is that you heard I was a mischief-maker, and ran after people with influence?—That was your reputation in Auckland.

176. *Constable Taylor.*] Did you ever have a complaint about me when I was under Constable Kerr?—The only complaint I had was an uneasy feeling that you were too excitable, and giving evidence in a way I did not approve of, and I asked the officer to keep an eye on you.

WILLIAM MATHIESON, Sergeant, further examined. (No. 304.)

Witness: It is suggested that I prompted Constable Taylor to give evidence. I give that an emphatic denial. It has been suggested that I prompted Mr. Wright; I give that an emphatic denial. I have only had one conversation with him in my life. The prompter of Mr. Wright may be found in an unexpected quarter.

MONDAY, 4TH OCTOBER, 1909.

Mr. Dinnie: I have applied for permission for counsel to represent me on this occasion, principally in connection with any cross-examination, so as to have his advice.

The Commissioner: Cross-examination of yourself?

Mr. Dinnie: Yes.

The Commissioner: Is there anything special you anticipate in cross-examination?

Mr. Dinnie: No; I merely thought it better to be represented; I do not know who might cross-examine me.

The Commissioner: You, Mr. Skerrett, are the counsel referred to?

Mr. Skerrett, K.C.: That is so.

The Commissioner: It is usual for the counsel to make the application.

Mr. Dinnie: I understood from Mr. Gray—

The Commissioner: I know of no understanding.

Mr. Skerrett, K.C.: If necessary, I formally make the application.

The Commissioner: It is not necessary under ordinary circumstances. The only thing is, we have arrived at the very last stage of the sittings of the Commission, and I adjourned the sittings on the application of the Commissioner, to enable him to prepare a written statement, on such lines as he thought proper, for the purpose of placing any matters affecting his administration before the Commission and the public. The value, I take it, of counsel is in the cross-examination of witnesses throughout the course of an inquiry.

Mr. Skerrett, K.C.: What I apprehend is felt by Mr. Dinnie is this: He will be here to-day in the capacity of a witness, and in case any objectionable question is put to him he thinks he ought to have some one to represent him who would be in a position to submit the objection to your Worship.

The Commissioner: When you say "objectionable," what do you mean?

Mr. Skerrett, K.C.: I mean irrelevant.

The Commissioner: That is a totally different thing. If you say "objectionable" it is assuming I am not competent to distinguish between what is proper and what is objectionable.

Mr. Skerrett, K.C.: I only used the word "objectionable" in its most general sense—in the sense of irrelevance or other questions to which your attention ought to be drawn.

The Commissioner: So far as you yourself are concerned, it would have given me the greatest satisfaction if you had been connected with the Commission throughout its course; it would have been of great assistance to me. I have had all the work to do myself, and I would have been pleased to have had you throughout.

Mr. Skerrett, K.C.: I can assure your Worship my presence here is not intended as a reflection on your capability to detect irrelevant questions. Where a person sits in a judicial capacity it is sometimes convenient to him to have objection raised to a question,

WALTER DINNIE, Commissioner of Police, further examined. (No. 305.)

Witness: My name is Walter Dinnie. I am Commissioner of the New Zealand Police Force. It is necessary on an occasion of the present exceptional nature and importance that I should give a slight sketch of my previous police experience and qualifications, which it seems apparent have not, in view of recent circumstances here, received the consideration which, in my opinion, should have been accorded them, but which I am pleased to say were fully recognised and appreciated by the highest authorities in England. I first joined the West Riding of Yorkshire Constabulary in February, 1873, and, after passing the probation class and a police examination, I was posted to the Bradford District, where I was appointed assistant clerk in the district office under an Inspector who acted as district clerk. I may say that the West Riding Constabulary was considered one of the best disciplined and most efficient Forces in Great Britain; and the fact that the district clerk held the rank of Inspector shows how the clerical staff were appreciated in that Force. The headquarters staff were all police officers of various ranks, the chief clerk being a Superintendent, but junior to the majority of District Superintendents. I served two years as assistant clerk, when I was transferred to Goole, as district clerk, with the rank of acting-sergeant. I remained there for twelve months, when, much against the desire of my Superintendent, who had recommended me for further promotion, I resigned my position, and proceeded to London, where I immediately afterwards joined the Metropolitan Police Force, in March, 1876. I again passed through the probation class, and was appointed to the "A," or most important, division, in which I served for twelve months. During this time I had to deal with numerous charges of a varied character. I was then selected by competitive examination for clerical duties in the headquarters staff at New Scotland Yard, where I passed through all the branches of that department, and was promoted to the rank of sergeant when I had completed three and a half years' service. I may say that the headquarters staff was composed of one Superintendent, six Inspectors, about fifteen sergeants, and the remainder constables. Whilst employed as sergeant I was frequently placed in charge of squads of uniform men attending race-meetings, and maintaining order on special occasions at large gatherings of the public, so that I thus obtained a varied experience, which was most serviceable to me afterwards. When I completed four and a half years' service I was selected as chief clerk to the Chief Constable of the Criminal Investigation Department, New Scotland Yard, which position I held for a period of two years, at a higher rate of pay. On my own application I was then appointed a detective sergeant, and commenced my career as a detective. I will not enter into detail in respect to the many important cases I handled successfully, or the numerous commendations and awards from Magistrates, Judges, Commissioners of Police, and Treasury Solicitors which were recorded in my favour. Suffice it to say that my services and qualifications were fully appreciated and recognised, and I gradually rose to the highest rank attainable in that department—namely, that of Chief Inspector to the Criminal Investigation Department, New Scotland Yard. Whilst serving in that branch, and in the execution of my duties, I was continually travelling and in touch with other Police Forces, principally in Great Britain and the Continent. I proceeded to America on two occasions, and also twice to Africa; and from my observations, and the interest I took in the administration of Police Forces generally, I can speak with some authority on the subject. From the experience I had gained, I made recommendations for certain reforms in the Police Force to which I was attached. The then Commissioner expressed his high appreciation of all my recommendations, a number of which were at once put into practice. It was on my return from Africa in April, 1903, after completing twenty-seven years' service, that I was asked to accept my present appointment. My Commissioner said he would deeply regret my retirement, but would not stand in the way of my future advancement, which, he was good enough to add, I richly merited. After consideration, I decided to accept the position offered, and accordingly retired from the Metropolitan Police Force, and proceeded to this Dominion, arriving here on the 8th June, 1903, since which date I have devoted my whole time to the interests of the Police Force of New Zealand. To show how my services were appreciated by the heads of the London Police Force, I venture to quote two of the numerous commendations I received as the result of my work. On submitting a report in respect to my successful efforts in bringing four notorious criminals to justice for ingenious frauds on noblemen, Sir Robert Anderson, Assistant Commissioner, wrote the following minute on the official file: "A case like this, and such an admirable statement of it as this report contains, are very gratifying to me. The matter has been handled with great zeal as well as judgment." Sir Edward Bradford, Commissioner of Police, wrote the following minute on the same file: "This is indeed a most excellent and clear report, and I indorse your opinion as to the way the matter has been dealt with. It does credit to the Department and to the Force." Some three years ago, the Tasmanian Government decided to reorganize its Police Force, and they asked the New Zealand Government to allow me to act as a member of the Royal Commission appointed to inquire into the condition of the service, and make recommendations with a view to improving its efficiency. The request of the Tasmanian Government was complied with, and I accordingly proceeded to Tasmania. At the conclusion of the labours of the Royal Commission, and after the report had been forwarded to His Excellency the Governor of that State, the Premier of Tasmania, in a letter to the New Zealand Government, expressed its thanks for the valuable advice and assistance I had given.

Preliminary.

In consequence of certain allegations made in the House last session, I applied for an inquiry into the specific charges made against the Police Force of this Dominion and its administration. The result was the appointment of the present Commission. At the conclusion of such a searching inquiry as this has been, it is very gratifying to me to be able to say that the evidence and records show that the Force is highly efficient and well disciplined; and the general conduct, sobriety,

and morality of the men is very good. Speaking with over thirty-six years' experience of Police Forces of Europe and the United States, as well as of Australasia—and here I may say that the knowledge necessary to properly administer a Police Force is not to be acquired in a few months, or even a few years—it is a pleasure to me to be in a position to say that the New Zealand Police Force, taken as a body, compares most favourably with the Police Forces of other countries. A large proportion of our Force consists of young New-Zealanders. It speaks well for our young men that the New-Zealand-born recruits display such a high standard of good conduct. The absence of complaints by private individuals is most noticeable, and speaks volumes in favour of the manner in which the work of the Department is carried out. I am satisfied that no Police Force of similar dimensions, or Government department, would undergo such a searching inquiry and emerge therefrom so stainless as the New Zealand Police Force has done. I do not attempt to answer the mass of irrelevant or baseless hearsay evidence which has been so prominent during this inquiry, nor the innuendos it has been thought fit to cast at the Force. Any definite charge, however, I am prepared to deal with, and I think in a manner which will give general satisfaction.

Mr. Arnold's Charges.

Before touching on the general questions set out in His Excellency's Commission, I shall briefly dispose of the charges made by Messrs. Arnold and T. E. Taylor in the House of Representatives, and by the former also in his evidence at Dunedin. I distinctly affirm that every allegation made by Messrs. Arnold and Taylor is either grotesquely exaggerated or absolutely baseless. I shall now prove this by a simple statement of the actual facts.

(1.) Mr. Arnold said, "Sufficient inquiry is not made into the character and antecedents of the men who recently have joined the Force." *Reply:* The evidence given before the Commission is overwhelming that inquiries were never so strict and complete as they are now, and the official files abundantly confirm this. (See copy of application form appended to my statement, showing particulars required as to character of candidates—Exhibit No. 1.)

(2.) Mr. Arnold said, "It is an open secret that there is a great deal of dissatisfaction and unrest amongst the general public in connection with the Police Force, brought about by revelations that have been made during the last few months." *Reply:* No dissatisfaction and unrest whatsoever amongst the general public has been shown by the evidence submitted to the Commission. If the "revelations" refer to an assault case in which three members of the Force were concerned, I may say that the offenders were promptly dealt with, and dismissed from the service. The conduct of the men referred to prior to enrolment was very satisfactory, as proved by the official records showing the nature and result of the exhaustive inquiries made in respect to their antecedents.

(3.) Mr. Arnold said, "There is such an amount of unrest, such an undercurrent of dissatisfaction, in the Police Force itself that if something is not done, and done almost immediately, results may be serious." *Reply:* The evidence clearly shows that there is no general dissatisfaction in the Police Force. In every service there is always a certain amount of discontent in respect to promotion, which cannot be avoided if the interests of the public service is the sole consideration of the administration. If there is any undercurrent of dissatisfaction, it only exists amongst a few "agitators," whose identity is apparent from the evidence adduced before the Commission.

(4.) Mr. Arnold said, "Here is a man who arrived in the Dominion, and within a short time, and without inquiry, is admitted into the Police Force, and very soon afterwards he is taking part in that assault in the streets of Wellington." *Reply:* Three members of the Force were concerned in the assault referred to. Strict inquiries were made into their antecedents prior to their admission to the Force, and their characters up to that time were shown to be most satisfactory. It is therefore untrue to say that they were admitted without inquiries. As already stated, the constables concerned were promptly dismissed.

(5.) Mr. Arnold said, "A man leaves Great Britain, and he has with him his wife's sister. He comes into this country, and within a very few weeks he is engaged in the Police Force." *Reply:* This man was four years in New Zealand before he joined the Force. He arrived in New Zealand in March, 1904; was employed by the Wellington and Manawatu Railway Company from the 7th March, 1904, to the 10th October, 1904; was in the New Zealand Government Railway service from the 12th October, 1904, to the 11th June, 1908. Prior to his arrival here he had been employed in the Government Railway service of Cape Colony, and also in the Police Force there. His parchment certificates were marked "Character very good." There was no reason to believe that the woman and two children in his household were other than his own wife and children. When information reached the Department of this man's immoral conduct his services were promptly dispensed with.

(6.) Mr. Arnold said, "Another case. A person comes from another part of the Empire and joins the Police Force. Within a very few months he is found to be living with the wife of the person with whom he has been lodging, and with whom he came out to this Dominion." *Reply:* This is incorrect. Prior to joining the Police Force this man had served ten years in the army, and three years in the Birmingham Police Force. He produced excellent discharges. On being enrolled here on the 18th June, 1907, he was stationed at Auckland, and, being a single man, resided in the police barracks. He resigned from the Police Force in February, 1909. It was after he left the Force and the Dominion that information was received by the police that a married woman had left with him. There was no suspicion of immoral conduct on his part while he was in the service.

(7.) Mr. Arnold said, "A person is dismissed because he assaults his sergeant in Glasgow. He was in the Glasgow Police Force. He comes to this Dominion and enters the Force without inquiry." *Reply:* This statement is erroneous. Inquiries were made. The person referred to,

on applying for admission into the New Zealand Police Force, produced a parchment discharge from the Lanarkshire Constabulary marked "Conduct good." Two constables in the New Zealand Police Force who had previous service in the Glasgow Police Force reported that they knew the applicant to be a very respectable and sober young man. Inquiries proved that his conduct since his arrival in the Dominion twelve months previously had been highly satisfactory. He was enrolled on probation pending inquiries in Scotland, from the result of which it transpired that he had served a short period in the Glasgow Police Force, and had been dismissed for misconduct. He suppressed this fact when applying for enrolment here. When this was discovered, by communicating with the Lanarkshire police, he was promptly dismissed; and the services also of the two constables who had withheld their knowledge of the fact that he had been dismissed from the Glasgow Police Force were dispensed with.

(8.) Mr. Arnold said, "A notorious criminal came to New Zealand. Communications had been received by the Police Department here, together with the man's photograph, and also his finger-prints. But one day in the upper office of the barracks in Wellington, when some officers were looking at the photograph of this criminal, they recognised the constable doing duty opposite the barracks, and wearing the King's uniform, as the man required." *Reply*: The files show that this man applied for enrolment in March, 1908. At that time we were particularly short of candidates. Out of seventeen candidates called up in February only seven accepted, and they were warned to report on the 9th March. On that date three of them did not turn up, so that there were only four to start the batch with. Seven more were then called up on the 9th March, which exhausted the list of available candidates. Out of the seven called up we got six, which made the batch up to ten. On the 13th March one of the ten resigned, which left only nine. It therefore became necessary to select a few candidates who had not been placed on the list owing to the inquiry into their antecedents not having been completed, but who could be got at once, as the work of the batch was being delayed. This candidate came with the best of recommendations, showing that he had been employed as wardman in the Gundagai Hospital from January, 1899, to March, 1900; as overseer of the Lunny Sisters Estate at Darlington from March, 1900, to February, 1905; as a dredge hand at Port Stephens from March, 1905, to December, 1906; and again by the Lunny Sisters from January to December, 1907. His relatives reside at Petone, and are considered highly respectable. As it was necessary to make up the batch in the depot to at least a dozen, this applicant and two others who were in Wellington at the time were medically examined, passed, and sent to the depot at once on probation, being told that inquiries would be made as to their antecedents, and should they turn out unsatisfactory they would be discharged. A letter was accordingly written to the New South Wales police on the 3rd April, 1908, giving details of the applicant's employment, and asking for inquiry and a report as to his character. No reply having been received before the batch was sworn in on the 14th May, 1908, he was appointed, still subject, of course, to the inquiries being satisfactory. Shortly after his being sworn in, a testimonial in his favour was received from a member of the Australian Federal Parliament. I may mention that while in the depot his finger-prints were taken, and no similar finger-prints could be found in the finger-print bureau, as up to that time they had not been recorded there. The following month his photograph was accidentally noticed in a volume of New South Wales criminals. Inquiries were made, and it was put beyond doubt that he had been convicted of forgery in Australia, and he was promptly discharged. The result of inquiries from New South Wales did not come to hand until after his photograph had been recognised here, and he had been dismissed. Through some unaccountable reason my letter to the Sydney police—a copy of which is attached to the file—apparently did not reach its destination in due course. Hence the delay in obtaining information as to the constable's character, which information, if received in due time, would have resulted in his discharge from the probation class, and prior to enrolment.

(9.) Mr. Arnold said, "Another man came into New Zealand, and was received into the Police Force. A short time afterwards, when there was a brawl in one of the streets of Wellington, he was found in plain clothes amongst the crowd urging them on in the assault that was being committed against the constables who were striving to do their duty." *Reply*: This is a gross misrepresentation of the facts. The constable referred to joined the New Zealand Police Force on the 30th March, 1908, he having previously served in the South Australian Police Force for a period of two years ending January, 1908. His parchment discharge from that Force was marked "Conduct very good." In reference to the street brawl referred to, there was no evidence forthcoming to show that he urged the crowd on in any way to assault the arresting constables. As it was evident, however, that he seriously neglected his duty by not rendering prompt and active assistance to quell the disturbance, and as his previous conduct had not been satisfactory, I dispensed with his services.

(10.) Mr. Arnold said, "Now, I note that one of the constables in this city was found drunk on beat, and that he was sent back to barracks last week." *Reply*: The constable referred to joined the Police Force on the 1st November, 1908. The files show that prior to his enrolment he had only been in two situations—nine years in one, and four months in the other. The police reports as to his character prior to entering the Force were uniformly good. He was reported on as being "a very steady, sober, and trustworthy young man, and respected by the residents of the locality in which he lived." On the 6th June last, at 9.10 p.m., his sergeant noticed that he was slightly under the influence of liquor. It appears that the sergeant did not notice anything amiss with the constable when posted on his beat at 8.45 p.m. As the constable had not been giving satisfaction in the performance of his duties, and was adversely reported on by his superiors, he was at once dismissed from the service.

(11.) Mr. Arnold said, "I am not sure whether the Minister is aware of the condition of things in some of the barracks, particularly in the barracks in Wellington. When I was considerably younger than I am now I had to work where the very great majority of the men were of a

very mixed character, and I can assure the Minister that the worst of the scenes, and the things I could speak of as occurring between pay-day and Saturday and the time for starting again on Monday morning in those days, were no worse than are to be found in the police barracks almost every night of the week." *Reply*: This is a gross exaggeration, and is a libel on a well-conducted, hardworking, and fine body of men—public servants of whom the Dominion may well be proud. The evidence of the Inspector and other responsible officers clearly disproves the unjust aspersions cast on the men. The only "scenes," to use Mr. Arnold's word, which have occurred in the Wellington barracks for years past were a quarrel between two married men, who were not living in the barracks, and who have since left the service, and a disturbance caused at midnight by two single men (one of whom has since been dismissed), who were reprimanded for their conduct. Otherwise, the conduct of the men in the barracks has been exemplary.

(12.) Mr. Arnold said, "I should like also the condition of the sanitary arrangements in connection with those barracks (Wellington barracks) looked into." *Reply*: There is nothing really amiss with the sanitary conditions of the Wellington barracks. The accommodation is certainly not so good as it might be, but as the Force is from time to time being augmented it is intended to provide further accommodation by erecting an addition to the present station.

(13.) With reference to the names of constables handed in to the Commission at Dunedin by Mr. Arnold, with the suggestion that proper inquiries had not been made prior to their appointment, I may state that the constables referred to were all men of previous police experience, and produced good discharges. One of them has since resigned. The conduct of the others since enrolment has been excellent. They have absolutely clean defaulters' sheets. For particulars of their previous service, see tables accompanying my statement (Exhibit No. 2).

(14.) Mr. Arnold said, "Here is a constable, whose name I will hand in to the Commission, who was stationed up north. He was charged with robbing a drunken man. The charge was made by another constable, and an inquiry was held. Whatever the Commissioner thought of it, the constable believed the case was proved right up to the hilt. The person who was supposed to have committed the robbery was promoted, and transferred to a more important position down south. As, however, he preferred not to go south, he was sent further north. The person who made the charge was sent into the backblocks on the Main Trunk line, and when he protested against his treatment he was severely fined." *Reply*: In August, 1907, one constable brought a charge against another of stealing money from a prisoner. About five months had elapsed from the date of the alleged offence before the charge was brought. Considerable friction existed between the two constables. The matter was investigated, but the evidence forthcoming was unsatisfactory, and did not substantiate the charge. The two constables were transferred to the charge of other stations. The constable who brought the charge was subsequently punished for insubordination. The constable against whom the charge was brought has since resigned. The Inspector of the district held the inquiry.

(15.) Mr. Arnold said, "Sir, it is in consequence of this state of things that men are leaving the Force. It is in consequence of this that men will not join. It is in consequence of this state of things—and it does not exist in one part of the Dominion only—that there is such a feeling of unrest in the minds of the general public." *Reply*: No evidence has been adduced before the Commission to show that there exists any unrest whatsoever amongst the public. If the men referred to in the foregoing replies had been retained in the Force after misconducting themselves there would have been good grounds for public unrest, but the fact of their having been promptly dismissed should satisfy—and no doubt has satisfied—the public that such conduct is not tolerated in the service.

(16.) Mr. Arnold said, "A private employer would make sufficient inquiry before he employs a person to know what his character is. Even in the case of people coming from one of the States of Australia or from another part of the Empire, they will require certain credentials; and I say it would be almost impossible for men such as I have spoken of this afternoon to get employment in a position of trust with private people." *Reply*: We not only require satisfactory credentials as to character, and verify them, but we cause additional exhaustive inquiries to be made, and I say without hesitation that the inquiries which are carried out in respect to the previous character of applicants for employment in the New Zealand Police Force are more stringent and thorough than those at present obtaining in respect to any other Police Force. In saying this, I speak with an intimate knowledge of the systems adopted in regard to Police Forces in Great Britain, the Continent, the United States, Africa, and Australia.

(17.) Mr. Arnold said, "A member of the Force requiring to go to Great Britain received six months' leave of absence on full pay." *Reply*: The official file and the evidence show conclusively that this statement is absolutely without foundation. (See copy of Ministerial authorisation—Exhibit No. 3—evidence of Hon. J. McGowan, who, as Minister of Justice, dealt with the case; also, my own sworn testimony.)

(18.) Mr. Arnold said in his evidence at Dunedin, "The belief now is that six months' leave was granted on full pay, but that in consequence of certain criticisms by a paper previous to my speech, and which I had not seen, the authority had been altered from six months' full pay to one month's full pay, the leave of absence being still six months." *Reply*: I have declared on oath, and now repeat it, that the file produced before the Commission is the original one, and was never altered. As this is a matter that touches my honour, I feel it necessary to add this: The suggestion is an utterly unworthy one. On my producing the original file, one naturally looked for a frank and manly admission by Mr. Arnold that he had been misled, and for an apology to me for the injury he had done.

Appended to my statement are tables giving particulars of results of inquiries made prior to enrolment in respect to the characters of the constables mentioned by Mr. Arnold (Exhibit No. 2).

Mr. T. E. Taylor's Charge.

Mr. Taylor said, "The police officer against whose presence in Christchurch I protested, and told the Commissioner that if he remained there I should call a meeting of citizens to protest against his remaining in the Force—it is not in connection with a matter of an offence committed in 1897, but in connection with a serious crime charged against him during the last two or three years; and the Commissioner must know, if he knows the facts, that what I say is absolutely true, and the files in his office will prove every word of my statement this evening." *Reply:* This is an untrue statement, and is a cruel reflection on a man who is doing splendid work in Auckland. He has been well reported on by all his superior officers. The evidence of Mr. C. C. Kettle, S.M., Auckland, who knows the officer and his work well, distinctly bears high testimony to his character. Mr. Taylor has evidently been misled. I know nothing of any serious crime having been committed by the police officer referred to within the last two or three years, or, in fact, at any time, and there is nothing on the file that bears out Mr. Taylor's statement.

It will be noticed that Mr. Taylor has not appeared before the Commission to substantiate the charge he made in the House, although he has indirectly intervened by supplying information to the Commission in respect to the conduct of certain constables. The statements made by Mr. Taylor in regard to myself assume some importance when made in the House; but public men occupying important positions have before now had experience of the reckless nature of Mr. Taylor's statements.

Conduct and Efficiency.

From my long police experience I can safely say that the efficiency, conduct, sobriety, and morality of the members of the service as a whole has been very satisfactory, and compares most favourably with the efficiency and conduct of other Police Forces.

Political and other Improper Interference.

It cannot be denied—in fact, there is ample proof from the departmental files—that influence, political and otherwise, is frequently sought by members of the service; and the mere fact that members of Parliament and influential persons apparently do not discourage members of the Force from seeking influence has a bad effect on discipline. It is clear from the evidence that many members of the service believe that influence obtains in the Department, and this fact alone causes dissatisfaction; and it is difficult to convince them otherwise. I emphatically declare that in no case do I know that influence has obtained or had an effect in either securing appointments to the police service, transfers, advancement of any kind, or promotion. The fact that influence has been successfully resisted has no doubt irritated those few dissatisfied members of the service, or "agitators," and caused them to seek other means of ventilating their imaginary grievances.

In his evidence at Dunedin, the district Inspector said there was a general impression amongst members of the Force that the Commissioner had a "useful" man posted in each district, whose chief function was to convey to the Commissioner special information in regard to the actions of members of the Force. The most searching inquiry made in every district in which the Commission sat failed to discover this imaginary individual—a "useful" man. This is an instance in which the reckless and ill-considered statement of one man may cause much unnecessary trouble. The matter is unworthy any further attention.

The member for Auckland West, Mr. C. H. Poole, in his evidence before the Commission, stated that he knew of an instance in which influence had obtained in the Police Department, and he subsequently supplied information to the Commission alleging that a sergeant at Waihi had been transferred to Auckland at the instance of the late Premier in 1905 because he prosecuted a certain hotelkeeper. I have called for a report on the subject, from which it is evident that Mr. Poole has been entirely misled, and which proves that no grounds whatever exist for his assertion. The following is a copy of the report:—

"District Office, Auckland, 17th September, 1909.—Memorandum from the Inspector of Police at Auckland to the Commissioner of Police, Wellington.—Sergeant Sheehan's transfer from Waihi: The only conversation I had with the late Mr. Seddon relating to police matters at Waihi was some time in the early part of 1905, when I met him in the street, and he stopped to speak to me. While in conversation, he referred to a prosecution under the Licensing Act that Sergeant Sheehan had brought against Thomas Gardiner for being on the premises of Kelly's 'Rob Roy' Hotel at Waihi during prohibited hours, and asked me whether Sheehan instituted the prosecution on his own account. I told him 'No,' that Sheehan had informed me of the facts, and I had instructed him to prosecute. Mr. Seddon said he had been informed that Sheehan had prosecuted on his own responsibility, and was glad to know that that was not so. We had some further conversation about the recently passed amendments to the Licensing Act, and Mr. Seddon remarked that the Government was being worried by the Prohibitionists on one side and the liquor party on the other, and that it was hard to satisfy either party. There were some parties with Mr. Seddon at the time, but I cannot now remember who they were. Our meeting on the street was purely a chance one. Mr. Seddon has never been to my office, and never suggested that Sergeant Sheehan should be removed from Waihi. If he wanted to remove the sergeant he would have carried it out without referring the matter to me. Considerable fuss about Gardiner's prosecution was made by the publicans at Waihi, through the local Press, and an agitation, which was engineered by two prominent publicans, was set on foot there, which later on culminated in an attack on the police in the street there, and which was particularly directed against Sheehan. At the time Sub-Inspector Hendrey was transferred from Newton to the city, on appointment to the rank of station sergeant, I recommended Sergeant Sheehan's transfer from Waihi to Newton, to replace Hendrey there. This was over a year after the Gardiner incident, which had nothing to do with Sheehan's transfer from Waihi.—J. CULLEN, Inspector."

ORGANIZATION, CONTROL, AND ENROLMENT.

I shall now proceed to deal with the questions referred to in His Excellency's Commission :
 " No. 1. The general organization, control, and enrolment of the Police Force of the Dominion as it now exists in its several branches, and the discipline and efficiency thereof; and in what respect the said Force, or any part thereof, could be better recruited, organized, controlled, or made more efficient."

Strength of Force.

On the 31st March last the strength of the Force was 771 of all ranks, being an increase of thirty-seven during the year. The total is made up as follows: 9 Inspectors, 7 Sub-Inspectors, 4 station sergeants, 1 sergeant-major, 82 sergeants, 619 constables, 5 Chief Detectives, 30 detectives, 14 acting-detectives. In addition to the above there were 4 police surgeons, 4 matrons, 20 district constables, 10 Native constables, 43 troop horses.

Enrolment.

The system of recruiting the Police Force of the Dominion can scarcely be improved upon; and, as I have already stated, is more thorough and complete than that obtaining in any other Police Department. All candidates have to apply in the first instance to the Commissioner of Police for enrolment. An application form is forwarded to them (see copy attached to my statement—Exhibit No. 1), from which it will be seen that candidates have to account for the whole of their time since leaving school, giving the name and address of each employer, position held, time from and to, the cause of leaving. If there has been any interval between one situation and another, applicant must state where he was and what he was doing during that interval. When the form is properly filled in and signed by the candidate it is then forwarded to the various districts in which he was employed, or resided, with the following memorandum:—

NEW ZEALAND POLICE.

Application of for Enrolment forwarded herewith.

Memorandum for the Officer in Charge, District.

PLEASE submit a confidential report stating the period candidate has been known to the police, the period he has resided in your district, and his character during the whole of that period; also verify as far as possible the attached testimonials and statement of previous occupation, the report to show the names of persons interviewed. Should the candidate be unknown, or not well known to the police, then let careful and discreet inquiry be made, and the result submitted, giving period covered by such inquiry. The candidate should also be carefully measured, and the result given below by the officer taking the measurements.

Wellington, , 190 .

, Commissioner of Police.

Height (without shoes):	ft.	in.	
Chest-measurement (bare)	{	Full inspiration:	in.
		Full expiration:	in.

By whom taken (*Signature*):
 Rank:

Station: . Date: , 190 .

When the inquiries have been satisfactorily completed, the file is submitted to me for consideration, and I either pass or reject the candidate, in accordance with the information contained in the various reports. In each case, it will be observed, candidates are interviewed and measured by the sergeant or constable of the district in which he resides. The candidate is then informed of my decision—namely, either that his name has been placed on the list of eligible candidates, or that his application has been rejected as he is not considered suitable for police work. When a batch of men is required in the probation class I select from the list of eligible candidates those I consider most suitable for appointment; but recently we have had a very limited number to select from, although little can be said prejudicial to their physique or intelligence. Applicants are then warned to attend before the Police Surgeon of the district in which they reside for medical examination, and if they pass they come on to Headquarters, and are at once placed in the probation class. Suggestions have been made that application forms should be supplied to district Inspectors, and that candidates should appear before them or their deputy for preliminary inspection, and to be medically examined before inquiry is made into their character. I have carefully considered this suggestion, and have come to the conclusion that the present system is preferable, for the following reasons: Communications are frequently received at Headquarters, and personal inquiries are made by members of Parliament and others in respect to candidates, which could not be satisfactorily answered if they made application locally, as nothing would be known at Headquarters of such applicants until after the local inquiries were completed, which might be some considerable time subsequent to the date of application. Further, candidates would have to make two journeys instead of one if they had first to attend the district headquarters, and later on be called on for appointment to the probation class. The inquiries would be precisely the same as at present, and no better results would obtain. The sergeant in charge of the probation class, who is a most capable officer, is quite competent to judge as to the fitness for police work of any candidate passing through his hands; and there is, in addition, the fact that the inquiring sergeant or constable, who has previously seen and measured the candidate, can testify as to his suitability for police work. Some Inspectors expect too much from young constables. They apparently think they should be model policemen when first appointed. It must be borne in mind that in no case has the present system of inquiry failed. True, one case has been brought to light in which the employer did not disclose as he ought to have done the true conduct of a candidate to the inquiring

sergeant, but that did not reflect on the sergeant but on the employer. An occurrence of this kind may sometimes take place, and cannot well be prevented. Had the sergeant known that a defaulter's sheet was kept by the employer concerned, he would have obtained and submitted a copy of it. It has also been suggested that applicants should be called upon to make a sworn declaration as to their previous character prior to selection. I am averse to this, and consider we already go quite far enough in testing the conduct of applicants, believing there are many of the would-be candidates who refrain from forwarding applications owing to the minute details already required. It is impracticable to always employ sergeants to carry out such inquiries, but I am confident that full reliance can be placed in the reports of experienced constables who are detailed for this work. Under all circumstances, I cannot recommend any change in the system now obtaining. As regards the standard of education required for admission into the Police Force, I cannot recommend any alteration.

Probation.

The term during which recruits are kept on probation in the training depot is at present two months. The following are the subjects dealt with by the instructor, who holds the rank of sergeant, and who is a most capable officer:—

Physical.—Infantry squad drill; extension motions (military style); dumb-bell exercise (Sandow's method).

Instruction in Police Duties and the Law relating thereto.—(1.) A careful study of the Police Force Act and the Police Regulations, with a full explanation of each regulation, and the manner in which the duties under them should be performed. (2.) A study of the criminal law with which the police are directly concerned, including: (a) The Police Offences Act throughout, touching on the more important offences found under by-laws but not found in Part I of this Act; (b) the Crimes Act, principally offences thereunder; (c) the Justices of the Peace Act—Summary procedure, issue, service, and execution of summonses and warrants, indictable offences triable summarily, juvenile offenders and the duties of police when they come into custody; (d) the Licensing Act—offences thereunder, the manner of detecting them and enforcing the law generally; (e) a few sections under which duties devolve on the police, in such Acts as the Second-hand Dealers Act, Lunatics Act, Coroners Act, Industrial School Act, &c. (3.) The law of evidence and the Evidence Act—such points only as a constable should be acquainted with. (4.) The constant writing of reports on different subjects, and the method of filling in some of the commoner police forms, including how to make out a subpoena for a witness and fill in affidavit of service. (5.) Attendance at Court occasionally, and, if time permits, sending probationers out a few times with a constable on beat. (6.) The St. John's Ambulance Association's course of first aid to the injured. Probationers also have to undergo a police examination when first taken on, and also before leaving the training depot, and those who are considered unsuitable or unqualified for police work are discharged.

Experience has proved that the period of probation is somewhat limited, and, in consequence, in April last I made a recommendation suggesting that the term of probation should be extended to three months, and to include in the course of instruction rifle drill and shooting-practice. Some little difficulty may be experienced in accommodating the men if the time of probation is extended, but I think arrangements could be made which will enable an increased period of probation being satisfactorily carried out. It has been suggested that the men, after leaving the training depot and being appointed constables, should still remain on probation for six or twelve months. I do not favour such a suggestion, because the regulations provide that constables can be dismissed at any time from the service if found remiss or negligent in the execution of their duties. Further, the men on appointment must be sworn in, and if they misconduct themselves it is immaterial whether they are called probationers or constables—the same discredit is brought on the service. No difficulty exists in discharging constables with short service if they are reported on as being useless to the service. I cannot therefore recommend the suggested additional probation.

Appointment of Constables.

Having satisfactorily passed the probation class, all the probationers are posted to city districts, in order that they may be trained in practical police work, and continue their technical instruction by attending the city weekly police classes for at least twelve months after appointment. Married men are sent to country districts by seniority when vacancies occur, as also are single men. At most stations there is accommodation for one or two single men, and it is important to have them living on the premises, as their services are frequently required in cases of emergency. This system has worked well, and has given general satisfaction. If the junior men were sent out prior to the senior, dissatisfaction and trouble would result. I cannot, therefore, recommend a change in the present system. It has been suggested that recruits should be posted direct to out-stations, but this suggestion is impracticable, and cannot, in my opinion, be adopted with advantage to the Force.

Charge of Stations.

Great care has to be exercised in selecting men for charge of stations; and district Inspectors are therefore annually asked to recommend men whom they consider competent to fill such positions, showing whether they are fit to act as Clerks of Court, or fit for mounted duty. Selections are made from those recommended, due regard being given to seniority and qualifications. The question of emoluments in addition to the ordinary police pay is also a factor which is not lost sight of in allotting stations. If qualifications are equal, seniority obtains. Occasionally the Inspectors recommend certain changes in their own districts, which are given due consideration; but, in fairness to members of the service as a whole, all the recommendations from the various districts must be taken into consideration. If we were to confine the appointments in each district to the

men serving in that district only, great injustice would inevitably often result. The men in charge of stations are, on the whole, well satisfied, and very little trouble indeed results from the careful manner in which stations are allotted.

It has been suggested that men should be ordered to any station where it is thought fit to send them, and that they should have no option. The compulsory system obtains in all cases in which the interests of the service are at stake, or when a transfer is ordered for misconduct. But there are instances in which it is entirely immaterial which one of a number of sergeants or constables is selected for a particular station. In such instances consideration is given to the representations of the men who may from health or family reasons decline a transfer to certain districts; but in no case is an unsuitable man placed in charge of any station.

I do not consider it advisable to interfere with the present method of allowing police officers to receive additional pay for extra work done for other departments. The amounts they receive do not average very much per annum; and when the saving of expenditure to other departments and to the Dominion as a whole is considered, it will, I am sure, be admitted generally that the present arrangement is a convenient one and should not be disturbed.

Station or Senior Sergeants.

The appointment of a station sergeant, and the increasing of the number of ordinary sergeants in each of the four cities in March, 1906, resulted in improved supervision and increased efficiency. I now propose to designate the station sergeants "senior sergeants," and to increase the number by placing a senior sergeant in charge of each of the most important out-stations, which position is now held by an ordinary sergeant. Vacancies in the commissioned rank will in future be filled from amongst the senior sergeants or Chief Detectives. Thus the field of selection will be widened.

Detectives.

All detectives are recruited from the uniform branch of the service. The district Inspectors recommend annually those men they consider best fitted for plain-clothes duty, and selections are made to fill the vacancies in the branch from those recommended. The men are first appointed on three months' probation, and if they give satisfaction in the performance of their duties they are permanently appointed acting-detectives. As vacancies occur in the detective rank, the positions are filled by selection from the acting-detectives. The appointment of Chief Detective is made from the detective staff. The officer who by seniority and merit is considered best qualified for the position is appointed. The relations between the detective and the uniform branch are most satisfactory—the two branches working harmoniously together. I consider the detective staff a very efficient body of men. In making promotions to commissioned rank the claims of the detectives are considered with other members of the service.

It has been suggested that the Chief Detectives should rank as Sub-Inspectors. I cannot approve of the suggestion, as it is necessary that before a Chief Detective attains the rank of Inspector he should first hold the rank of Sub-Inspector in the uniform branch, and thus qualify for further promotion in that branch. The detective branch is too small at present to introduce grades.

District and Assistant Clerks.

District and assistant clerks are appointed from the uniform branch on the recommendations of the Inspectors. They are selected because of their special qualifications and fitness for clerical work. A plain-clothes allowance of 1s. per day is granted to them in lieu of uniform. District Inspectors recommend annually all men with over ten years' service whom they consider qualified for promotion to the rank of sergeant, including district clerks. The position of a district clerk is one which most undoubtedly must be held by an officer holding the rank of sergeant, because in the absence of the sergeant in charge of the men in the smaller districts the district clerk acts for him, and in city districts he has a number of assistants to instruct and control. As regards further promotion to the higher ranks, which is carried out by merit and seniority combined, district clerks' claims are considered with those of the other branches of the service. A clerical training is a very important one, and is a necessary qualification for those holding the higher ranks in the service. Financially speaking, district clerks are not so well off as the ordinary constable who gets charge of a station after five years' service; and were it not for the chance of early promotion a difficulty might arise in securing suitable clerks. Assistant clerks in district offices have an equal opportunity with constables doing ordinary beat duty in obtaining appointments to charge of stations, and frequent applications are made by them for such appointments (see Exhibit No. 4).

Headquarters Staff.

It has been suggested that the clerical staff at Headquarters should be civilians. Such a suggestion as this cannot have emanated from any one of experience or knowledge of the position. From my experience of both civilian and police clerks, I can speak with some authority on the subject, and I unhesitatingly aver that if efficiency and the interests of the service are to be considered, no change whatsoever should be made in the present well-qualified, police-trained, and most efficient staff. Police experience is of great value to the Headquarters staff, and assists them in carrying out what may be termed the purely professional duties of the Department. A certain amount of legal knowledge of police matters generally is also requisite. As regards promotion in the staff, no grounds whatever exist for complaint. On the contrary, such promotions in the clerical staff remove specially qualified men from competition with the uniform men, and create additional posts, thus making the Force more attractive. No strict rule can obtain in dealing

with the clerical staff, or, in fact, with any of the police branches of the service if efficiency is desired. To place the right man in the right place is the secret of successful administration. If any hard-and-fast rule were introduced in respect to clerical appointments, detective appointments, or promotions, the efficiency of the Force would be impaired, and more dissatisfaction amongst the members of the service would result.

The question of the Chief Clerk signing routine documents on my behalf in my absence has been raised. Chief Clerks in all departments have to act in a similar capacity in the absence of the head of their department. No objection has ever been taken in respect to documents so signed by my Chief Clerk, and I have always found that the files have received careful and proper attention. He has carefully observed the line to be drawn in respect to documents and cases which should be personally dealt with by me. When the Chief Clerk in my office was a civilian complaints were received in respect to minutes he placed on the files, and the district Inspectors did not consider a Civil servant capable of minuting correspondence to them on police matters.

I am afraid that the Inspector at Auckland, in disparagingly referring to the Headquarters staff, allowed his personal animus to overcome his better judgment. His relations with the Chief Magistrate and Police Surgeon of his district tend to confirm this.

Special Positions.

There are three special appointments in the police service which are held by sergeants—namely, the instructor in charge of the probation class, the editor of the *Police Gazette*, and the police storekeeper. These sergeants are specially selected and qualified for the responsible and particular kind of work which has to be performed. Their rank as sergeant is warranted because of the responsible nature of their duties, which bring them into constant contact with the men. Their promotion does not in any way interfere with the ordinary promotions in the uniform branch.

Finger-prints.

Some suggestions have been made in respect to the extension of the finger-print system of identification by opening a bureau in each of the four cities. To any one having a knowledge of the system, this suggestion is absurd, and cannot be entertained. It has been found necessary, however, to specially instruct those officers in centres who photograph prisoners in the art of securing photographs of finger-prints, and arrangements have been made accordingly. This branch of the service has proved invaluable to the Police Force, both in the detection of crime and the identification of criminals; and the two finger-print experts have carried out their duties in a most careful and creditable manner.

General Supervision.

Considering the difficulties existing in properly supervising a body of eight hundred men scattered over an extensive country like New Zealand, I am satisfied that no fault can be found with the present system of supervision, which is strict and in every way satisfactory. The Inspector at Auckland has suggested the division of the Dominion into four districts, and the appointment of Superintendents in charge of each district; and the abolition of four districts (Thames, Napier, Greymouth, and Invercargill) by transferring the Inspectors in charge of those places to city districts, and replacing them by Sub-Inspectors. I had already thought out a scheme of this description, but failed to find how the supervision could be improved or the expenditure lessened. The expenditure would certainly be increased if the suggested change were adopted. The present system works remarkably well, and should not be altered. The district Inspectors are all able, trustworthy, most reliable, and efficient officers, who take great interest in the service and the supervision of their districts. The pay of the city district Inspectors was increased in 1905, and a recommendation was made by me that they should be designated Superintendents because of the importance of their positions and additional responsibilities to those of the other district Inspectors. The Sub-Inspectors and station sergeants in the centres, who are about the hardest worked officers of the Force, could then be advanced to the rank of Inspector and Sub-Inspector respectively. I am still in favour of this arrangement.

The suggestion that small districts cannot be properly supervised is unworthy of consideration, as the very reverse is the fact. As the Auckland District is an exceptionally extensive one, and the district Inspector has testified to the long hours he is engaged daily in carrying out his onerous duties, I suggest that my original recommendation to annex a portion of that district to the Thames Police District (which is a small one) should be carried out—namely, that part of Auckland District from Hamilton southwards should be attached to the Thames. A portion of the Christchurch District from Waitaki River southwards might with advantage be added to the Dunedin District. These are the only alterations in districts that I can at present recommend.

Promotions.

The system governing promotions in the police service is based on efficiency. District Inspectors recommend annually those men they consider most suitable for promotion, care being taken, in the interests of the service, to select only those who are best qualified, or, in other words, have evinced superior intelligence, promptitude, zeal, and efficiency in the discharge of their duties. Selections for promotion are made by me from the district Inspectors' recommendations. The present rule, although not absolute, is to select from those with over ten years' service, and who are under fifty years of age; and thus far there has been no difficulty whatever in securing suitable men for promotion. Special appointments, such as those of probation instructor, editor of *Police Gazette*, and police storekeeper, are specially dealt with, as it is important to secure men who are in every way qualified to fill those positions, and to have the work systematically and competently performed.

All promotions to non-commissioned rank are practically made by me, although it has been the invariable rule to obtain Ministerial sanction to my selections. As regards promotions to commissioned rank, I recommend those I consider most capable, and the Minister makes the appointment. I cannot too strongly emphasize this: that no hard-and-fast rule can be adopted in the matter of promotions. Merit and efficiency must be the sole consideration, due regard being had to seniority when the conditions are otherwise equal.

As regards suggested compulsory promotions, I may say that during the last six years no constable that I considered specially qualified for promotion has refused it when offered. One or two constables applied for promotion to the rank of sergeant in charge of an out-station, but their applications were refused, and they were told that if promoted they would have to be transferred to a city district, and would be placed in charge of an out-station by seniority. In consequence they withdrew their applications. Since the Pension Fund was inaugurated constables have been more anxious to get promotion than previously, in view of securing increased pensions. I do not believe that any constable who possesses the necessary qualifications for promotion will refuse it if offered under present conditions.

It has been found that some constables on receiving promotion were not medically fit to efficiently perform the duties required of them as section sergeants in city districts. In view of this it might be well to have all constables who are recommended for promotion medically examined by the police surgeon to ascertain their physical fitness for the post. Sergeants are practically the backbone of the service, and it is therefore of the utmost importance, in order to insure efficiency, to have only young, active, and intelligent men appointed to that rank. No complaint whatsoever has been made by officers detrimental to the qualifications of the present staff of sergeants, who have been carefully selected from the best qualified constables with over ten years' service.

Complaints of having been overlooked in the matter of promotion are very few indeed, and, as far as the evidence goes, there is only one instance in which the slightest suggestion can be made of delay in promoting a constable. In this case the district Inspector placed the constable's name on the list of those recommended for promotion, with the following remarks: "Well conducted, of average ability, not active." And my predecessor's remarks in respect to the same constable's qualifications were: "An average constable, fit for quiet station only." In the face of these remarks, I could scarcely be expected to promote the constable in question, as my own knowledge of him was limited. The other complaints are cases in which the constables are either unsuitable or too old to be promoted.

Examinations.

I am strongly of opinion that it is of the utmost importance that there should be a police regulation providing for a compulsory police examination prior to promotion to the rank of sergeant; the subjects of such examination to consist of reports in respect to police duties and the law pertaining to police work; that the examinations should be set and reported on by some one outside the Police Department, such as a Magistrate or solicitor of the Supreme Court. The selection of some one outside the Force to conduct the examinations would remove any suspicion of favouritism. The present annual examinations are not compulsory, but were instituted with the view of inducing the men to become thoroughly conversant with their duties, to improve their knowledge of the various police Acts, and the system of reporting on police matters generally. Thus far I am satisfied that the institution of these examinations has had the undoubted effect of improving the efficiency of the Force. I know of no other Police Force in which the men have such facilities for improvement and for increasing their knowledge.

Although there are some strong arguments which could be put forward in favour of examinations for commissioned rank, I am of opinion, after giving the matter careful consideration, that it is hardly necessary to disturb the present system of advancement by merit, giving seniority preference if the candidates are otherwise equal. In the performance of practical police work the special fitness of officers for promotion to commissioned rank becomes apparent to their superiors, and this affords a better guide as to the particular qualifications required for commissioned rank than would be shown by a mere competitive examination.

Pay and Allowances.

A considerable amount of evidence has been given in support of a general increase of pay and lodging-allowance to members of the Force. In March last recommendations were made in respect to both these subjects. I attach to my statement for your information an estimate of the cost (Exhibit No. 5). The period when married constables are most in need of extra pay or allowances is during the first five years of their service, and prior to their appointment to charge of a station.

As regards minor matters brought up during the Commission, such as free uniform, railway concessions, rubber gloves, lamps, saloon passages, boots, &c., the representations made will receive due consideration.

Misconduct.

All members of the Police Force who have been reported for misconduct or breach of Police Regulations have been strictly dealt with, perhaps in a more severe manner than obtains in other Police Forces; and no complaints have been made in respect to my decisions. Very few men escape being reported for misconduct, because of the strict supervision now maintained.

Annual Leave.

Twelve days' annual leave of absence is granted to members of the New Zealand Police Force, and the leave is allowed to accumulate for three years—to thirty-six days. A Sunday or week-day's leave is allowed as duties permit, and an occasional day's leave on application under special

circumstances. I recommend that the annual leave to members with over five years' service be extended to fourteen days, and be allowed to accumulate as heretofore. A return of the leave granted to members of other Police Forces in Australasia is attached for your information (Exhibit No. 6).

General.

It has been suggested that my Chief Clerk uses undue influence with me in dealing with police matters generally. I simply reply that there is not an atom of truth in the suggestion; but I am not at all surprised at this or any other such unfounded suggestion emanating from the source this did. I desire to point out that although the member for Newtown (Mr. Wright) attended the Commission, and displayed a marked hostility to myself personally and to the Police Force generally, the result of the inquiries which emanated from him has only demonstrated that he has throughout acted upon baseless and unreliable information.

Improvements in Force effected by me.

On my arrival in New Zealand to take up my new duties I first made myself acquainted with the general organization of the Force and the work of the Department. This naturally took some time. Having done this, I turned my attention to the task of effecting improvements to the service, and my previous varied experience of the administration of Police Forces in other countries enabled me to make certain alterations and changes which I can say with confidence have considerably increased the efficiency of the Force. I first developed—and, indeed, practically established—the finger-print branch of the service, which has proved invaluable to the Police Department in the detection and identification of criminals. By the system in force of exchanging finger-prints with other Police Departments, criminals can be traced and identified no matter what name they assume and false information they may give as to their identity. Many striking instances of this have recently occurred in New Zealand, and must be fresh in the minds of all. Numerous criminals would have escaped punishment if it had not been for the existence of this important method of detecting and identifying offenders. The success of this branch has been most gratifying, and ample testimony of its value has been given by Magistrates and Judges of the Supreme Court. A great number of serious crimes have been detected entirely as the result of the system, the perpetrators of which crimes would otherwise have escaped punishment. I next turned my attention to revising and improving the *Police Gazette*. This publication was deficient in many respects, and was only published fortnightly, whereas it is now issued weekly, and will compare most favourably with similar publications issued by other Forces. Photographs of noted criminals in other countries, as well as those in New Zealand, are now reproduced in the *Gazette*, and distributed to every police station in the Dominion. My next step was to introduce a system of compulsory attendance of young constables at weekly police instruction classes in the four cities. The instruction imparted at these classes has been most beneficial, and, taken in conjunction with their practical experience under vigilant supervision, prepares them for the more important work which devolves upon constables taking charge of stations. I next established a system of monthly drill in the four centres, which has had the effect of improving the appearance and bearing of the men. Prior to my appointment, the senior detective in each city was designated Chief Detective, and held that position by seniority alone. On my recommendation, the rank of Chief Detective was created, carrying with it additional pay and responsibility; and merit became a factor in the selection of the men for this important post. It was evident to me that seniority alone, apart from the question of fitness, had not in the past resulted satisfactorily. On my recommendation, the Minister in charge of the Department granted increases in the lodging-allowances of the men, and a general increase of pay was authorised by the Government; and thus some anomalies that formerly existed in the remuneration of the members of the service were rectified. The scale of pay was entirely revised, with a more just treatment of the various ranks. There are still a few anomalies with regard to remuneration which will require attention. It is my intention to have the Police Regulations thoroughly revised, and this important work is now being carried out.

In addition to the above, numerous minor improvements have been made.

I cannot conclude my evidence without directing attention to the methods resorted to by some people in seeking departmental and other information with the object of casting reflections on the Department. It is evident that no stone has been left unturned to direct the attention of the Commission to every little suspicious occurrence in the Force for years back. Numerous files have thus been brought out and scrutinised; but I am satisfied they require no comment from me, as they speak for themselves. Deplorable action of this nature, and exaggerated and groundless allegations, are not calculated to improve the efficiency of the Force.

1. *The Commissioner.*] In regard to your reference to Inspector Cullen's evidence relative to the Headquarters staff, I do not see the connection between his opinions of the Headquarters staff and his relations with the Police Surgeon and the Magistrate. What do you wish me to infer?—If he once takes a dislike to any one, he carries the feeling to a degree.

2. He is vindictive?—To an extent, yes.

3. Would that not rather render his capacity less for controlling a large district, such as Auckland? Have you ever considered that aspect of the matter?—I certainly have.

4. With what result?—It is not satisfactory, to say the least of it.

5. Do you not think it was your duty to take some steps to prevent a man whom you describe as being vindictive from having the control and oversight over a large body of men?—No; in nearly all respects he is a most thorough and efficient officer, but he has this one little failing.

6. But the practical effect of your statement with regard to Inspector Cullen's evidence in reference to the Headquarters staff is that his evidence on that point is unreliable and untrue, and actuated by malice?—To a degree, it is.

7. If that is your opinion I should question very much his suitability for continuance in the position he now holds?—It does not affect the efficiency of the Force; he is a most strict and capable officer.

8. Do you think an unreliable man is suitable for the position of Inspector?—He is not unreliable in other directions, but he does bear malice very often.

9. Do you not see that must affect the efficiency of the Force, inasmuch as you rely on his recommendations in the matter of promotion; and if he allows himself to be actuated by animosity in the matter of the Headquarters staff he might do so in the matter of the constables he recommends for promotion?—I have always found the men he has recommended most capable men; it is only the best men he recommends. All those he places in charge of stations are well selected.

10. He must be a many-sided man?—I do not know how many sides he has; he has this one failing; we all have our failings.

11. I should call that a very big one?—It does not affect the efficiency of the Force.

12. You raised the question of Constable Leahy. His case is one that has attracted more attention than that of any other constable, because a number of witnesses have voluntarily come forward in all parts of the Dominion and testified to his capability, in view of the fact that they had seen his name mentioned. Why was he passed over?—In the first instance, his recommendation was not particularly strong.

13. His recommendation by whom?—The district Inspector at Christchurch.

14. Is that the only recommendation he ever received from the present Inspectors of Police?—I think there may have been a similar one the year before or after.

15. He has thirty years' service?—Yes.

16. Is there anything else besides what you would term a not quite satisfactory recommendation from an Inspector that influenced you in overlooking him?—My predecessor, who was here for six years, should have had some knowledge of the man, and he apparently held the opinion that he was only fit to hold a quiet station.

17. Have you allowed yourself, in dealing out promotion, to be influenced by your predecessor?—I take his opinion with those of the Inspectors and my own.

18. I am going to read a letter I received this morning from Constable Leahy, because it has a bearing on this aspect of the matter, and in justice to him I think I ought to read it. It is as follows: "Police-station, Oxford, 1st October, 1909.—H. W. Bishop, Esq., Police Commission, Wellington. —SIR,—Referring to the statement made in Christchurch that Commissioner Tunbridge had left a memo. that I was an average constable, fit for a quiet station, I would respectfully state that Mr. Tunbridge never inspected my station during his term of office, and, as far as I am aware, never spoke to me in his life except to ask me on a crowded platform in Christchurch where the Traffic Manager's office was. The statement took me so much by surprise that I was unable to reply at the time. I hope I am in order in writing to you on the matter, and if an opportunity should occur, I am prepared to substantiate what I say on oath.—I have, &c., W. LEAHY, Constable" ?—I presume the Commissioner got his information from the Inspector and the sergeant supervising him.

19. Have you allowed yourself to be influenced in other respects by the late Commissioner's memos. to you?—I always take a general view of matters—my Inspectors' recommendation, my own knowledge, and any information the late Commissioner left behind him.

20. How often have you seen him?—I think on one occasion—perhaps twice.

21. You are aware, I suppose, that the recommendation of Inspector Gillies of this constable did not vary much in terms from his recommendation of others you have promoted?—That might be so.

22. You would simply say you had not sufficient personal knowledge of the man to enable you to form a judgment as to his capabilities?—Yes; and the recommendation was not such as to justify me in putting him forward. I might have thought I had better men to put forward. I should think he would make a fair sergeant; but I think if I were in charge of a station, and thought I had been overlooked, I would not sit idle; I would want to know something.

23. Who recommended this man whose name I hand to you?—It was one of my own appointments. I have made two, I think, during my term; in fact, three, because Sergeant Mathieson was one.

24. After you promoted him, what happened?—He got into trouble in Dunedin, and was promptly reduced.

25. He is now reduced?—Yes.

26. May I take it, then, that you have in certain instances exercised your own individual judgment in regard to men?—On these three occasions. I think those are the only ones.

27. Had you any special reasons in these cases?—I judged from what I saw of the men and the work they submitted.

28. What had you seen of this man before you promoted him?—I had not seen very much of him.

29. Who gave you information as to his qualifications?—I obtained it partly from my predecessor's report. The list he left behind was of the most important advantage to me, and all the men he spoke well of turned out the very best men. This one has not; but he is a good enough sergeant.

30. What did he say of this man?—"A good intelligent constable, and will make a good sergeant."

31. That influenced you mainly, I take it, as you had no personal knowledge of him?—To a great extent. I inquired of Inspector Cullen, and he did not say anything against him; he did not recommend him.

32. You know Inspector Cullen stated on oath he refused to recommend him?—He did not say anything against him.

33. I understand the Minister approves the appointment of sergeants?—Yes.
34. Has it always been so?—Yes.
35. It has obtained previously?—Yes.
36. Do you think it is desirable?—I think it would be better without.
37. The Commissioner ought to have absolute power?—Yes; the Minister does not know anything about the qualifications of the men.
38. Have your recommendations ever been set at nought in connection with sergeants?—No.
39. Do you always recommend the promotion of Sub-Inspectors as well?—Yes.
40. I may assume you recommended that latest—that of Mr. McGrath?—Yes.
41. You always recommend Inspectors?—Yes.
42. Did you recommend the promotion of the last one—Inspector Dwyer—and his transfer to Napier?—Yes.
43. You will not lose sight of the fact that the seniority as between Sub-Inspector McGrath and Sub-Inspector Hendrey has to be put right, because that should be done?—Yes.
44. Do your recommendations and your papers and matters in connection with the Minister go direct to him, or pass through any one else?—Since our Department has been amalgamated with the Justice Department I have to send all files through that Department.
45. You have no direct access to the Minister as the head of your Department?—I can see him at any time on police matters.
46. What is the advantage of passing these matters through the Under-Secretary for Justice?—It is not for me to say.
47. Can you suggest any?—None whatever. There is a great and serious delay in getting letters answered and matters attended to generally. It is simply a matter of form.
48. Do you know whether there was anything that actuated the new departure?—I have not the least idea.
49. Did you take exception to it?—Well, I did; but it was a Cabinet order, and had to be complied with.
50. In regard to the finger-print department, was it in existence when you came here?—There was something like a finger-print system.
51. There was a special officer in charge?—With a little knowledge of the old system only.
52. Your labours have been making it more valuable and reliable?—Undoubtedly.
53. You say practically it was useless as an adjunct to the Department when you came?—It was. I might tell you the party that was here ordered cabinets that could not be got into any building.
54. He was an officer of the Prisons Department?—Yes.
55. Did you recommend its removal from the Prisons to the Police Department?—The Minister spoke to me about it, knowing I knew something about it, and wanted me to take it over. He had been troubled continually with this man, and did not know what to do.
56. Had you studied the system before coming here?—Yes.
57. Did the present expert obtain his knowledge at Home?—Yes.
58. And has developed it since?—Yes.
59. He has a thorough knowledge of photography, and so on?—There is no question about it.
60. The finger-print system as it exists is as reasonably efficient as it is possible to make it?—I do not think you would find a system as complete anywhere.
61. Is every facility afforded you for making it in any way more complete if necessary?—I should like more room.
62. Have you pointed out the necessity for that?—I have applied for years for another room, but I cannot get it.
63. Do you think the weekly issue of the *Gazette* is necessary and valuable?—Yes; it saves sending information from one district to another.
64. Does it justify the cost?—Undoubtedly.
65. *Mr. Wright, M.P.*] Were all the questions I asked baseless?—Pretty well.
66. Was there truth in any of them?—Not that I am aware of.
67. Are you aware that five hotels were selling in Newtown without licenses? Was that baseless?
- The Commissioner:* I thought we understood that was dealt with politically.
68. *Mr. Wright, M.P.*] The Inspector said he was prevented from taking action. My question now is, who prevented him?—I cannot tell you.
69. *The Commissioner.*] It must have been some one superior to the Commissioner of Police?—The question was in superior hands than mine.
70. From reports received by you as Commissioner of Police, had you reason to believe they were selling without licenses?—From what I heard, I had reason to believe they were selling.
- The Commissioner:* He was evidently prohibited by his political head—as a matter of policy.
- Mr. Wright, M.P.:* I am not blaming the Commissioner for that.
- The Commissioner:* It is a question if he would have felt justified in overriding that.
71. *Mr. Wright, M.P. (to witness).*] Referring to Sergeant Mathieson's removal to Newtown, was it because letters appeared in the Invercargill papers?—He was removed in the interests of the service.
72. *The Commissioner.*] You yourself stated that there were certain allegations in respect to certain letters in the local papers?—Yes.
73. Had they anything to do with the transfer of Sergeant Mathieson?—From what was asked in the House, the deputations down South, and some reliable representations, I considered it my duty to transfer him, to put a stop to a certain conspiracy.
74. Then, you believed him to have had something to do with that conspiracy?—Undoubtedly.

75. *Mr. Wright, M.P.*] Did letters appear in Invercargill papers?—In Dunedin papers.

76. Then, you think he wrote from Invercargill to Dunedin?—I am not insinuating anything.

The Commissioner: The sergeant has stated on oath that he has no knowledge of the letters.

77. *Mr. Wright, M.P.*] The only thing is he said certain letters appeared in the Invercargill papers. Is there any rule in the Force or regulation to the effect that no officer should be transferred where his friends are engaged in the liquor traffic?—I am not quite sure about that.

The Commissioner: It not only applies to the liquor traffic, but to any relationship if he has a number of relatives where he is to be transferred.

Witness: If he has relatives in a particular place we do not send a constable there, as a rule.

78. *Mr. Wright, M.P.* (to witness).] Is there any particular regulation in regard to the liquor traffic?—I do not think so.

79. I have here a statement by the Hon. Mr. McGowan that, as a rule, no policeman is stationed where he has got a relation in the liquor traffic: do you say his statement is wrong?—I am not quite sure; I would want to see the regulation first.

The Commissioner: It will be sufficient that no man is ever transferred where his relations are concerned in business. Even if not an absolute rule, it is *lex non scripta*.

80. *Mr. Wright, M.P.*] Is it not a fact that there is a prominent police officer whose relations are concerned in the liquor traffic?

The Commissioner: Give me his name, please.

The Witness: I am not aware of it.

81. *Mr. Wright, M.P.*] I presume you were acquainted with the administration in the Head Office? You were aware that the usual parliamentary documents show that during the time it was a civilian staff the total salaries for the years 1892, 1893, 1894, 1895, 1896, and 1897 averaged £1,395, but that in 1908 it went up to £2,919, or an increase of £1,664 over the previous expenditure?—I think that is easily explained; they were put under the ordinary staff one time, and it was all included in the one vote; they are separate now.

82. Then there is no actual increase?—No.

The Commissioner: I am having all the figures embodied in my report.

83. *Mr. Wright, M.P.*] You say you prefer the present system?—I think it adds to the efficiency of the Force.

84. Is it not a fact that the system of civilian clerks worked better?—I do not believe so; secrecy is absolutely necessary.

The Commissioner: I am going to deal with that in my report, and on quite different lines to those Mr. Dinnie has taken.

85. *Mr. Wright, M.P.*] In regard to the appointment of Chief Detective McIlveney, he travels all over the Dominion?—He is employed by me, and sent wherever I wish him to make special inquiries.

86. Mostly in regard to the Post and Telegraph Departments. Does he get extra allowances?—No, he does not get much.

87. Do you consider that fair treatment was meted out to Detective Cassells?—The files can be seen by the Commissioner.

The Commissioner: It was in connection with the transfer—with an alleged political interference—between Detective Cassells and the detective at Palmerston North. It was alleged that political influence had been used. In the files I found a full and complete reference to a dispute between Detective Cassells and the Department with regard to certain rewards he thought he ought to obtain in connection with certain housebreaking affairs.

Mr. Wright, M.P.: You have gone into that.

The Commissioner: I cannot deal with it.

88. *Mr. Skerrett, K.C.*] With regard to the Newtown Licensing District, the circumstances at the time were somewhat exceptional, were they not?—They were.

89. The licensing poll had been set aside on a petition, and the Licensing Committee, by a majority, held that it had no power to grant licenses. That was afterwards reversed by the Privy Council and the licenses were issued?—They were.

90. You do not desire to impugn Inspector Cullen's competency or his efficiency as an Inspector?—On the contrary, he is one of the best officers I have. There is feeling between himself and my Chief Clerk, and that is the whole cause of the trouble.

This concluded the evidence, and the Commissioner intimated that his report would be forwarded to His Excellency in due course.

E X H I B I T S.

EXHIBIT No. 1.

Name in full :

No.

[New Zealand.]

APPLICATION FOR A SITUATION IN THE POLICE SERVICE.

QUALIFICATIONS REQUIRED.

CANDIDATES must submit a certificate, or other satisfactory evidence, that they have passed the Fifth Standard examination prescribed under "The Education Act, 1908," or some other examination of at least equal grade.

They must be of unexceptional moral character, of which satisfactory testimonials will be required.

They must possess activity, intelligence, and good temper.

They must not be less than twenty-one and not more than thirty years of age.

They must be not less than 5 ft. 9 in. in height, of good physique, and of a normal chest-measurement of not less than 38 in.

All applicants must be in good health, free from any bodily complaint, of sound constitution, and have been successfully vaccinated.

Candidates, before appointment to the probationary class, will have to undergo a medical examination by a duly qualified medical practitioner named by the Department in order to ascertain whether they have health and strength to undertake the duties of a police constable. If selected, they will be drafted to a training depot in Wellington, and, before being appointed police constables, will have to undergo a further departmental examination as to their probable fitness to properly fulfil the duties required of them. Should it be found that they lack the necessary qualifications, they will be discharged from the depot without being appointed. Men who have previously served in the New Zealand or any other Police Force may, at the discretion of the Commissioner, be enrolled in the service and exempted from the depot training if not more than forty years of age.

While in the probationary class the rate of pay will be 6s. per diem, and when appointed to constable 7s. 6d. per diem, advancing 6d. per diem every four years up to 9s. 6d. per diem, less contributions to Police Provident Fund.

Married men, if not provided with free quarters, will receive 1s. per diem as lodging-allowance.

Applications will not be entertained unless they are accompanied by—

- (1.) Certificate of birth or other satisfactory proof of age.
- (2.) Education certificate as above defined. (If applicant has not passed the Fifth Standard he must be examined by the headmaster of some Government school, and submit certificate from him that he is qualified to pass that standard.)
- (3.) Original testimonials, and copies thereof. (The originals will be returned to the candidate.)

[This Form is to be filled up by the Candidate himself.]

[NOTE.—Should any of the particulars furnished in answer to the undermentioned queries be found to be false, within the knowledge of the candidate, his nomination will be cancelled; or, should he have been admitted to office, he will be dismissed. The wilful suppression of any material fact will be similarly punished.]

1. Christian name and surname (in full):
2. Date of application:
3. Residence or address:
4. Situation applied for:
5. Day and year of birth:
6. Place of birth:
7. Age (last birthday):
8. Schools. (Mention school or schools at which you were educated, stating whether public, private, collegiate, national, British, &c.):
9. Height (without shoes):
10. Weight: stones pounds.
11. Chest-measurement (full expansion): inches.
12. Religion:
13. If vaccinated:
14. Trade or occupation:
15. Present or last employment:
16. If ever in the public service. (Give particulars, as number of regiment, names of ships, &c.).
17. Particulars of service:
18. Number of good-conduct stripes, &c.:
19. If receiving any pension, amount:
20. Single or married:
21. Number of children:
22. Ages and sexes of children:
23. How soon ready for proposed duties:
24. Are you free from pecuniary embarrassment?
25. Signature of candidate:

FULL STATEMENT OF PREVIOUS OCCUPATIONS.

[The following particulars are to be filled in by candidates in respect to every situation they have held. If there has been any interval between one situation and another, applicant must state what he was doing in the interval. Such information can be written across the form between the situations where the interval occurred.]

Name, Address, and Business of Employer.	Positions held by you since leaving School.	Length of Stay, giving Dates.		Cause of Leaving.
		From	To	

EXHIBIT No. 2.

Joined.	Age.	Previous Occupations.			Inquiry made by.	Character.
		Where and how employed.	From	To		
No. 1387.—Dismissed for disorderly conduct, 2nd June, 1909.						
Nov. 27, 1907	26	London; basketmaking .. 1893 .. 1900 .. West Surrey Regiment; soldier .. Jan., 1900 Sept., 1901 London; Metropolitan Police .. Oct., 1901 Mar., 1903 Cape Colony; police .. June, 1903 May, 1905 De Beers Mines, South Africa; guard .. May, 1905 Sept., 1907			Discharges (produced)	Good.
No. 1287.—Dismissed for assault, 2nd June, 1909.						
Nov. 1, 1906	24	Stratford; blacksmith's improver Jan., 1895 June, 1897 Stratford; improver .. June, 1897 July, 1899 " " .. July, 1899 Aug., 1900 New Plymouth; builder's improver Oct., 1900 Mar., 1901 New Plymouth; improver .. Mar., 1901 Mar., 1902 Stratford; improver .. Mar., 1902 Dec., 1902 Wellington; carpenter .. Dec., 1902 Mar., 1903 Christchurch; carpenter .. Mar., 1903 July, 1904 Railway Department, Christchurch; carpenter July, 1904 Sept., 1906			Constable Ryan, No. 100 Ditto Constable Wood, No. 903 Ditto Constable Ryan, No. 100 Constable Carmody, No. 979 Constable Gibson, No. 1030 Ditto	Good.
No. 1358.—Dismissed for assault, 2nd June, 1909.						
Sept. 1, 1907	23	Auckland; assistant boy .. Nov., 1897 Jan., 1898 " shop-boy .. Feb., 1898 Mar., 1898 " junior and Customs clerk Mar., 1898 Dec., 1901 " junior clerk .. Jan., 1902 July, 1902 " clerk .. Oct., 1902 Nov., 1902 " general hand .. Dec., 1902 Feb., 1903 " shipping clerk .. Mar., 1903 Dec., 1904 New Zealand Permanent Artillery Aug., 1905 July, 1907			Sergeant McPhee, No. 655 Sergeant McPhee, No. 655 Ditto " " Sergeant Beattie, No. 538	Good.
No. 1436.—Called upon to resign for immorality, 24th May, 1909.						
June 11, 1908	31	Bristol, England; butcher .. Dec., 1894 May, 1900 Cape Town; grocer .. June, 1900 May, 1901 Cape Railways; guard .. May, 1901 Aug., 1902 Cape Police .. Aug., 1902 Nov., 1902 London; agent .. Mar., 1903 Dec., 1903 Wellington and Manawatu Railway Company; porter Mar., 1904 Oct., 1904 New Zealand Government Railways; porter Oct., 1904 June, 1908			First-class testimonials and discharge for service in South Africa and England Constable McAnerin, No. 364 Ditto	Good.
No. 1338.—Voluntarily resigned, 28th February, 1909.						
June 18, 1907	32	Leicester Regiment; soldier .. 1892 .. 1902 .. Birmingham, England; constable 1904 .. 1907 ..			Good discharges .. ..	..

Joined.	Age.	Previous Occupations.			Inquiry made by.	Character.
		Where and how employed.	From	To		

No. 1418.

April 1, 1908	29	Hokitika; gold-mining ..	1890 ..	1897 ..	Sergeant Folley, No. 327 Sergeant Hanson, No. 354 Constable Davidson, No. 1136 Sergeant Rutledge, No. 489 Very good discharge .. Sergeant Murphy, No. 566 Ditto ..	Good. Good. ..
		Public Works, Otira; platelaying	1897 ..	1899 ..		
		Royal New Zealand Artillery; gunner	1899 ..	1907 ..		
		Wellington Trams; conductor, and laying cables	Feb., 1907	Dec., 1907		
		Wellington; labourer ..	Dec., 1907	Mar., 1908		

No. 1197.—Dismissed for having made false statement in his application for enrolment in the New Zealand Police Force, 25th January, 1906.

Oct. 30, 1905	25	Lanarkshire Police ..	Sept., 1898	Nov., 1900	Good discharge .. Constable Gray, No. 510 Constable McBride, No. 1196 Constable O'Connor, No. 1168 Good.
		Hunterville, N.Z.; ploughman ..	1904 ..	1905 ..		

No. 1168.—Called upon to resign for failing to report that Constable No. 1197 had been dismissed from the Glasgow Police, that fact being known to him, 26th January, 1906.

June 12, 1905	26	Glasgow Police ..	Sept., 1900	Jan., 1905	Good discharge
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No. 1169.—Called upon to resign for failing to report that Constable No. 1197 had been dismissed from the Glasgow Police, that fact being known to him, 26th January, 1906.

June 12, 1905	27	Glasgow Police ..	July, 1900	Jan., 1905	Good discharge
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No. 1430.—Dismissed for having made false statements in his application for enrolment in the New Zealand Police Force, 20th June, 1908.

May 14, 1908	28	New South Wales; hospital wardman	Jan., 1899	Mar., 1900	Testimonials (good)
		Darlinghurst, N.S.W.; overseer	Mar., 1900	Feb., 1905		
		Port Stephens, N.S.W.; dredge hand	Mar., 1905	Dec., 1906		
		Darlinghurst, N.S.W.; overseer	Jan., 1907	Dec., 1907		

No. 1415.—Called upon to resign for refusing to render assistance to his comrades during the arrest of an offender, 13th April, 1909.

Mar. 30, 1908	25	Eden Valley, S.A.; gardening ..	Oct., 1895	Nov., 1900 Very good discharges
		Mount Pleasant, S.A.; dairy-farming	Dec., 1900	Jan., 1902		
		South Australian Eighth Continent	Feb., 1902	Aug., 1902		
		Mount Pleasant, S.A.; dairy-farming	Sept., 1902	Dec., 1903		
		Adelaide, S.A.; groom and gardener	Jan., 1904	Nov., 1904		
		Angaston, S.A.; mill hand ..	Dec., 1904	Mar., 1905		
		South Australian Police ..	Mar., 1905	Jan., 1908		

No. 1483.—Dismissed for drunkenness, 7th June, 1909.

Nov. 1, 1908	23	Christchurch; sheet-iron worker	Feb., 1899	Feb., 1908	Constable McCormack, No. 440 Constable Copland, No. 507 Constable Scott, No. 1241 Sergeant Baskiville, No. 499	Good.
		Wellington; ironworker ..	Feb., 1908	June, 1908		

No. 1350.

July 19, 1907	29	Perthshire, Scotland; shepherd ..	May, 1893	May, 1897 Very good discharge .. Good references
		Blairgowrie, Scotland; shepherd	May, 1897	May, 1899		
		Perthshire; shearing ..	May, 1899	July, 1899		
		Ayrshire Constabulary ..	July, 1899	Oct., 1906		
		Stevenston, Scotland; Compulsory Officer, drillmaster, and physical-exercise instructor	Oct., 1906	May, 1907		

Joined.	Age.	Previous Occupations.			Inquiry made by.	Character.
		Where and how employed.	From	To		
No. 1351.						
July 19, 1907	23	Scotland; farm labourer ..	April, 1898	Oct., 1902	Very good discharge..	..
		Inverness Police ..	Oct., 1902	Oct., 1904		
		Dundee Police ..	May, 1905	May, 1907		
No. 1471.						
Oct. 9, 1908	23	Scotland; farm servant ..	May, 1900	July, 1905	Good discharge
		Leith Police ..	July, 1905	Aug., 1908		
No. 1514.						
April 1, 1909	26	Lochalsh; woodcutting ..	1896 ..	1900 ..	Good discharge ..	Good.
		Ross-shire; farm labourer ..	1900 ..	1901 ..		
		Auchmore; farm labourer ..	1901 ..	1902 ..		
		" ..	1902 ..	1905 ..		
		Glasgow Police ..	April, 1905	July, 1908		
		Dunsandel, N.Z.; farm labourer ..	Oct., 1908	Nov., 1908		
		Otira; labourer ..	Nov., 1908	Dec., 1908		
Grey-mouth; fencing ..	Jan., 1909	..				
Public Works, Dunollie, Grey-mouth; labourer ..	Feb., 1909	Mar., 1909				
No. 1468.						
Oct. 1, 1908	34	Glasgow Police ..	May, 1897	Dec., 1900	Good discharge
		Cape Police; constable and detective ..	Dec., 1900	July, 1908		
No. 1437.—Voluntarily resigned, 30th November, 1908.						
June 15, 1908	27	Nottingham; clerk ..	Jan., 1899	Aug., 1900	Excellent testimonials and very good discharges	..
		Surrey; farm steward ..	Aug., 1900	Dec., 1900		
		Wolverhampton; agent ..	July, 1901	Sept., 1901		
		Cape Police ..	Nov., 1901	Nov., 1903		
		Transvaal Police ..	Dec., 1903	Dec., 1904		
		Cape Town; photographer ..	Jan., 1905	Mar., 1905		
		Cape Police ..	April, 1905	Sept., 1906		
Johannesburg; Assistant Chinese Controller ..	Oct., 1906	Feb., 1908				

EXHIBIT No. 3.

New Zealand Police, 08/2624.

Finger-print Branch, Police Department, Wellington, 2nd December, 1908.

APPLICATION OF E. W. DINNIE, FINGER-PRINT EXPERT, FOR LEAVE OF ABSENCE TO VISIT ENGLAND.

I RESPECTFULLY beg to apply for six months' leave of absence from 12th February next to 11th August, 1909, for the purpose of proceeding to England on private business.

I have now completed five and a half years' service, during which time I have not had any leave of absence.

It is my intention when in London to visit the Finger-print Department of the Metropolitan Police, New Scotland Yard, with the view of obtaining all information in respect to all recent improvements in the system of identifying criminals, and also to purchase some up-to-date paraphernalia required in the F.P. Branch.

E. W. DINNIE,
Finger-print Expert.

The Commissioner of Police, Wellington.

The Hon. the Minister of Justice.

Recommended, one month with pay, remainder without pay. Arrangements can be made in respect to the duties of applicant during his absence.

W. DINNIE, Com.
2/12/08.

Appd.—J. McG. 2/12/08.

EXHIBIT No. 4.

RETURN OF CLERKS AND ASSISTANTS, SHOWING SERVICE, ETC., SEPTEMBER, 1909.

No.	Rank.	Name.	Where stationed.	Joined Service.	Appointed to Office.	Promoted.
..	Sub-Insp.	Wright, A. H.	Head Office	2/8/82	11/11/82	Sergeant, 1/1/98.
413	Sergeant	McGill, W.	"	18/5/82	21/11/92	{Sub-Insp., 1/1/06.
800	"	McNeely, W.	"	24/5/97	June, 1897	Sergeant, 1/1/03.
939	"	Dart, J. W. M.	"	1/2/00	4/1/04	" 1/4/06.
902	"	Muggeridge, A.	"	1/7/99	23/2/00	" 1/6/06.
822	"	Gaffney, M.	"	11/12/97	10/3/98	" 1/10/06.
914	Constable	Nelson, J.	"	1/9/99	11/6/03	" 1/12/07.
1216	"	Thomson, J. R.	"	1/1/06	24/12/08	..
			Districts,—			
720	Sergeant	Wohlmann, W. G.	Auckland	14/11/95	Aug., 1898	Sergeant, 1/4/06.
1063	Constable	Nash, John	"	1/12/02	22/11/06	..
1258	"	Halke, C. J.	"	21/5/06	17/2/07	..
1299	"	Garvey, S.	"	21/12/06	1/5/07	..
990	"	Hughes, J.	Thames	1/3/01	4/7/01	..
906	Sergeant	Cummings, D. J.	Napier	1/7/99	4/11/01	Sergeant, 1/7/09.
865	"	Till, S.	Wanganui	19/9/98	Feb., 1899	" 1/9/08.
1113	Constable	Powell, J.	"	1/5/04	27/5/07	..
674	Sergeant	McGuire, J. P. H.	Wellington	15/5/94	26/1/99	Sergeant, 1/4/06.
1105	Constable	Fleming, M.	"	1/2/04	21/2/08	..
1309	"	Blake, W.	"	1/2/07	12/7/09	..
541	Sergeant	Oliver, T.	Greymouth	6/4/89	1895	Sergeant, 1/2/06.
308	"	McClelland, R.	Christchurch	18/6/79	8/12/87	" 1/12/01.
1069	Constable	Grace, T.	"	1/4/03	2/1/06	..
1151	"	Snow, C. A. E.	"	1/2/05	1/8/08	..
769	Sergeant	Murray, E.	Dunedin	8/2/97	1/2/99	Sergeant, 1/1/07.
1181	Constable	Chalmers, G.	"	1/7/05	23/1/06	..
1201	"	Lennon, C. H.	"	1/11/05	1/8/08	..
944	"	Booth, E.	Invercargill	1/2/00	5/3/00	..

EXHIBIT No. 5.

PRESENT AND PROPOSED PAY OF POLICE.

Rank.	Present Pay.		Proposed Pay.		House allowance.		
	Rate.	Amount per Year.	Rate.	Amount per Year.	Present.	Proposed.	
						In Cities.	Outside Cities.
Constable	s. d.	£ s. d.	s. d.	£ s. d.	Per day.	Per day.	Per day.
..	7 6	136 17 6	8 0	146 0 0	1 0	1 6	1 0
After 4 years	8 0	146 0 0	8 6	155 2 6	1 0	1 6	1 0
" 8 "	8 6	155 2 6	9 0	164 5 0	1 0	1 6	1 0
" 12 "	9 0	164 5 0	9 6	173 7 6	1 0	1 6	1 0
" 16 "	9 6	173 7 6	10 0	182 10 0	1 0	1 6	1 0
Sergeant	10 6	191 12 6	11 0	200 15 0	1 6	2 0	1 6
After 2 years	11 0	200 15 0	11 6	209 17 6	1 6	2 0	1 6
" 4 "	11 6	209 17 6	12 0	219 0 0	1 6	2 0	1 6
" 6 "	12 0	219 0 0	12 6	228 2 6	1 6	2 0	1 6
Sergeant-major	12 6	228 2 6	13 0	237 5 0	1 6	2 0	1 6

PRESENT AND PROPOSED PAY OF POLICE—*continued.*

Rank.	Present Pay.		Proposed Pay.		House allowance.		
	Rate.	Amount per Year.	Rate.	Amount per Year.	Present.	Proposed.	
						In Cities.	Outside Cities.
					Per year. £	Per year. £	Per year. £
Station Sergeant	12 6	228 2 6	13 0	237 5 0	} 40 to 45	} 40 to 45	
After 1 year	13 0	237 5 0	13 6	246 7 6			
„ 2 years	13 6	246 7 6	14 0	255 10 0			
Sub-Inspector .. ..	..	260 0 0	..	270 0 0	} 50 to 60	} 50 to 60	} 50
After 1 year .. ..	..	270 0 0	..	280 0 0			
„ 2 years .. ..	..	280 0 0	..	290 0 0			
„ 3 „ .. ..	..	290 0 0	..	300 0 0			
„ 4 „ .. ..	..	300 0 0	..	310 0 0			
„ 5 „ .. ..	..	310 0 0	..	320 0 0			
Inspector .. ..	..	330 0 0	..	340 0 0	} 50	} ..	} 50
After 1 year .. ..	..	340 0 0	..	350 0 0			
„ 2 years .. ..	..	350 0 0	..	360 0 0			
„ 3 „ .. ..	..	360 0 0	..	370 0 0			
„ 4 „ .. ..	..	370 0 0	..	380 0 0			
„ 5 „ .. ..	..	380 0 0	..	390 0 0			
„ 6 „ .. ..	..	390 0 0	..	400 0 0			
„ 7 „ .. ..	..	400 0 0	..	410 0 0			
„ 8 „ .. ..	..	410 0 0	..	420 0 0			
City Inspector .. ..	..	420 0 0	..	430 0 0	} 65 to 80	} 65 to 80	
After 1 year .. ..	..	430 0 0	..	440 0 0			
„ 2 years .. ..	..	440 0 0	..	450 0 0			
„ 3 „ .. ..	..	450 0 0	..	460 0 0			
„ 4 „ .. ..	..	460 0 0	..	470 0 0			
Detective	s. d.	£ s. d.	s. d.	£ s. d.	Per day. s. d.	Per day. s. d.	Per day. s. d.
After 3 years	10 0	182 10 0	10 6	191 12 6	1 6	2 0	1 6
„ 6 „	11 0	200 15 0	11 6	209 17 6	..	..	..
„ 9 „	12 0	219 0 0	12 6	228 2 6	..	..	..
„ 12 „	13 0	237 5 0	13 6	246 7 6	..	..	..
„ 15 „	14 0	255 10 0	14 6	264 2 6	..	..	..
Chief Detective	15 0	273 15 0	15 6	282 17 6	..	..	..
Chief Detective	15 6	282 17 6	16 0	292 0 0	2 0	2 6	2 0
After 2 years	16 0	292 0 0	16 6	301 2 6	..	..	..
„ 4 „	16 6	301 2 6	17 0	310 5 0	..	..	..
Probationer	6 0	109 10 0	7 0	127 15 0	..	..	..

The total cost of the proposed increase in pay to all ranks would be,—

753 sergeants, constables, and detectives, at £9 2s. 6d.	£ 6,871
10 probationers, at £18 5s.	182
15 officers, at £10	150
Per annum	7,203

The cost of the increased house-allowance would be,—

245 sergeants, detectives, and constables, at £9 2s. 6d.	£ 2,235
Total increase per annum	£9,438

W. DINNIE,
Commissioner of Police.

EXHIBIT No. 6.

ANNUAL AND OTHER LEAVE GRANTED CONSTABLES IN AUSTRALASIAN POLICE FORCES.

SYDNEY.

Twenty-eight days, taken as follows: viz., 1 day a month, and 16 days continuously; four periods of 7 days each; the whole 28 days continuously.

MELBOURNE.

Seventeen days. No provision for occasional leave, for which men apply when requiring same.

ADELAIDE.

Fourteen days; also an occasional Sunday.

BRISBANE.

Three weeks; 4 or 5 weeks in remote country districts; also an occasional Sunday.

HOBART.

Fourteen days. No provision for occasional leave, for which men apply when requiring same.

PERTH.

Three weeks; 1 month in remote country districts; also 1 Sunday a month.

EXHIBIT No. 7.

NUMBER OF BOYS PASSING STANDARDS IV, V, AND VI RESPECTIVELY.

(See Mr. Hogben's evidence, page 422.)

I. IN THE YEARS 1896-99, WHEN S4 WAS STANDARD OF EXEMPTION.

II. IN THE YEARS 1905-8, WHEN S5 WAS STANDARD OF EXEMPTION.

Out of those entering S4 classes there—	I.		II.	
	1896-99.	Per Cent.	1905-8.	Per Cent.
(a.) Left without passing S4...	22	12	78	88
(b.) Passed S4 ...	78	88	47	37
(c.) Left without passing S5 (including (a)) ...	47	37	53	63
(d.) Passed S5 ...	53	63	65	54
(e.) Left without passing S6 (including (a) and (c)) ...	65	54	35	46
(f.) Passed S6 ...	35	46		

NOTES.—(i.) The number entering S4 classes annually may be taken as about 9,000.

(ii.) Since 1904 there have been no individual passes in standards, although any individual who applies can obtain a certificate of competency for any standard if he satisfies the requirements. The word "passed" in II, above, means "qualified for promotion to a higher class."

(iii.) If we take the following education districts—Taranaki, Wanganui, Hawke's Bay, Marlborough, Nelson, and South Canterbury—which have probably a larger proportion of rural population than the rest, we get boys who—

	Per Cent.
Leave without passing S4 ...	12
Pass S4 ...	88
Pass S5 ...	55

For the whole Dominion the corresponding figures are 12, 88, and 63 per cent.

G. HOGBEN.
14/9/09.

EXHIBIT No. 8.

RETURN OF MEN NOW SERVING WHO HAVE BEEN DEALT WITH FOR BEING UNDER THE INFLUENCE OF LIQUOR.

Reg. No.	Rank.	Date of Offence.	How dealt with.	By whom.
138	Constable	Mar. 27, 1880	Fined 5s.	Inspector James.
142	"	Aug. 5, 1875	Fined 10s.	Inspector Broham.
144	"	May 4, 1905..	Pay reduced to 8s. per day for twelve months	Commissioner Dinnie.
160	"	Oct. 4, 1883 ..	Fined 5s.	Inspector Thomson.
160	"	Sept. 24, 1885	Fined 10s.	"
160	"	May 20, 1886	"	"
160	"	Aug. 17, 1888	"	Inspector Broham.
178	"	Mar. 1, 1890..	Reduced to third-class constable ..	Commissioner Hume.
205	"	April, 1892 ..	" " " " " "	"
213	"	Mar. 25, 1879	Fined 2s. 6d.	Inspector James.
239	"	Mar. 23, 1908	Fined 10s., and transferred to Dunedin City	Commissioner Dinnie.
239	"	Oct. 15, 1908	Fined £1, dismantled to perform street duty, and conduct to be reported on in three months	"
240	Sergeant	Aug. 16, 1907	Transferred to Auckland	"
252	Constable	Aug. 18, 1878	Fined 10s.	W. G. Stack, commanding depot.
265	Sergeant	Jan. 21, 1881	Fined £1	Inspector Hickson.
275	"	May 4, 1881 ..	Fined 5s.	Inspector Broham.
276	"	Dec. 25, 1883	Severely reprimanded	"
282	Constable	April 4, 1908	Fined 10s.	Commissioner Dinnie.
304	"	May 24, 1882	Fined £1	Captain Baker.
309A	"	April 17, 1906	Loss of three days' pay, and transferred to do street duty in Palmerston North	Commissioner Dinnie.
432	"	April 3, 1884	Fined £1	Inspector Broham.
432	"	Feb. 19, 1883	"	Sub-Inspector Coleman.
413	Sergeant	Oct. 9, 1883	"	Commissioner Reader.
440	Constable	Feb. 10, 1887	"	Inspector Pender.
469	"	Jan. 1, 1886 ..	"	Inspector Weldon.
460	"	Oct. 4, 1887 ..	Fined £2	Commissioner of Police.
488	Sergeant	April 9, 1894	Fined 10s.	"
516	Constable	July 23, 1907	Fined 10s., and transferred to Wellington	Commissioner Dinnie.
516	"	May 24, 1908	Fined, and cautioned, if again found in similar condition, will be dismissed	"
548	"	Feb. 1, 1904 ..	Fined £1 and caution	"
548	"	Oct. 26, 1906	Fined £1	"
556	"	April 6, 1904	Fined 10s. and caution	"
560	Detective	July 15, 1890	Fined 10s.	Inspector Moore.
579	Constable	April 11, 1900	"	Commissioner of Police.
588	"	Oct. 12, 1905	Reduced 6d. per day for six months, and transferred	Commissioner Dinnie.
588	"	July 1, 1908 ..	Reduced 6d. per day for twelve months, and cautioned	"
739	Detective	Feb. 26, 1909	Fined 10s.	"
766	Constable	Oct. 16, 1903	Fined 7s. 6d. and caution	Inspector O'Brien.
766	"	May 8, 1906 ..	Fined £1, and transferred	Commissioner Dinnie.
875	"	May 5, 1907 ..	Transferred to Bluff	"
894	"	Oct. 16, 1903	Fined £1 1s. and caution	"
927	"	Jan. 22, 1907	Fined 10s., and removed from watch-house	"
935	"	May 9, 1903 ..	Fined £1	"
946	"	Mar. 29, 1909	Fined 5s.	"
962	"	Jan. 16, 1909	Fined 10s., and strictly cautioned	"
1091	"	Oct. 27, 1907	Fined £1	"
1091	"	June 13, 1908	Fined £1, and strictly cautioned	"
1142	"	Jan. 30, 1907	Fined 10s.	"
1145	"	May 12, 1909	Fined £1, and cautioned a repetition will mean dismissal	"
1178	"	Nov. 27, 1907	Fined £1	"

RETURN OF MEN NOW SERVING WHO HAVE BEEN DEALT WITH FOR BEING UNDER THE INFLUENCE OF LIQUOR—*continued.*

Reg. No.	Rank.	Date of Offence.	How dealt with.	By whom.
1191	Constable	Jan. 20, 1907	Fined 10s.	Commissioner Dinnie.
1214	"	April 18, 1907	Fined £1	"
1230	"	Oct. 10, 1907	To forfeit pay until such time as he resumes duty	"
1253	"	Oct. 11, 1906	Fined £1	"
1263	"	Aug. 7, 1909	"	"
1283	"	Feb. 29, 1908	Fined 10s.	"
1295	"	Feb. 16, 1907	"	"
1313	"	Dec. 31, 1908	Fined £1	"
1344	"	Dec. 24, 1908	Fined 10s.	"
1373	"	Nov. 21, 1908	Fined £1	"
1373	"	Dec. 31, 1908	Fined £1 and strictly cautioned ..	"
1414	"	April 1, 1909	Fined £1	"
1422	"	July 18, 1908	Fined 10s. and caution	"
1450	"	Aug. 14, 1908	Fined £1 and caution	"
1513	"	April 30, 1909	"	"

EXHIBIT No. 9.

ST. JOHN AMBULANCE ASSOCIATION.

(See Sergeant Dart's evidence, page 442.)

EXAMINATION IN FIRST AID.

Date, 25th August, 1909.

Instructor: Dr. Henry.

Examiner: Dr. Bowerbank.

Candidate.	Examination No.	Marks, 100.			Result.
		Oral and Practical, 50.	Written, 50.	Total.	
Charles T. Baylis	1	50	45	95	Pass.
James H. Brooks	2	47	50	97	"
Patrick Butler	3	45	47	92	"
E. H. Dalton	4	Absent	..	..	..
M. F. de la Cour	5	46	45	91	Pass.
Fred. J. Hanlon	6	47	45	92	"
D. J. M. Hewitt	7	48	50	98	"
Charles A. Lambert	8	46	50	96	"
Arch. Leckie	9	47	50	97	"
William McPherson	10	46	48	94	"
G. Naughton	11	50	50	100	"
J. R. Proctor	12	45	47	92	"
George Sivyver	13	50	50	100	"
H. R. Huntly	14*	50	43	93	"
William A. Calwell	15*	50	50	100	"

* Second year.

The knowledge displayed by the candidates in both practical and written was most thorough.

FRED. T. BOWERBANK.

ST. JOHN AMBULANCE ASSOCIATION.

EXAMINATION IN FIRST AID.

27th May, 1909.

Instructor: Dr. Henry.

Examiner: Dr. F. T. Bowerbank.

Candidate.	Year.	Examination No.	Marks, 100.			Result.	Remarks.
			Oral and Practical, 50.	Written, 50.	Total.		
<i>Police.</i>							
Anderson, H.	1	1	40	41	81	Passed ..
Berthelson, P. C.	1	2	50	45	95	" ..
Cooper, Samuel	1	3	50	37	87	" ..
Courtney, James	1	4	45	39	84	" ..
Fox, Lawrence	1	5	47	50	97	" ..
Jackson, A. J.	1	6	50	48	98	" ..
Johnson, R. A.	1	7	45	25	70	" ..
Kenealy, William G.	1	8	50	50	100	" ..
Magee, P. James	1	9	50	50	100	" ..
McQuitty, James E.	1	10	45	44	89	" ..
Nolan, J. John	1	11	45	50	95	" ..
Reeves, Horace T.	1	12	50	50	100	" ..
Smith, Daniel Robert	1	13	45	48	93	" ..

EXHIBIT No. 10.

NEW ZEALAND POLICE.

RETURN SHOWING THE AGE AND LENGTH OF SERVICE OF EACH SERGEANT IN THE POLICE FORCE AT THE DATE OF HIS PROMOTION TO THE NON-COMMISSIONED RANK.

Reg. No.	Date.	Name.	Age at Date of Promotion.	Length of Service at Date of Promotion.
		Station Sergeants,—	Years.	Years.
244	Mar. 1, 1906..	King, Thomas, 8	54	28
199	May 1, 1907..	Johnston, James, 8	50	31
195	July 1, 1908..	Darby, Robert, 10	59	32
128	Feb. 1, 1909..	Treanor, James, 8	57	35
		Sergeant-Major,—		
57	Dec. 15, 1884..	Mason, William Thomas, 10 ..	39	16
		Sergeants,—		
130	May 30, 1879..	Gilbert, William, 10	32	5
193	Aug. 26, 1879..	McGrath, Patrick, 8	29	3
269	June 1, 1885..	Lyons, William, 8	30	7
101	July 1, 1887..	Stagpoole, Martin Dudley, 8 ..	32	15
306	Jan. 1, 1894..	Bernard, John Stanhope, 10 ..	49	15
210	Jan. 1, 1894..	Mackay, Edward, 8	37	17
187	Jan. 1, 1898..	Mackenzie, John Campbell, 8 ..	47	22
235	Jan. 1, 1898..	Bourke, Thomas, 8	41	20
270	Jan. 1, 1898..	Bowman, Patrick, 8	44	19
265	Aug. 1, 1898..	Higgins, William Henry, 8 ..	46	20
109	Oct. 1, 1898..	Haddrell, Walter Henry, 8 ..	49	26
275	Oct. 7, 1898..	Dougan, John, 8	41	20
240	Jan. 1, 1899..	Rogers, Martin, 8	41	21
169	April 1, 1899..	Smart, William Wilson, 8 ..	49	24

RETURN SHOWING AGE AND LENGTH OF SERVICE OF EACH SERGEANT AT DATE OF PROMOTION
—continued.

Reg. No.	Date.	Name.	Age at Date of Promotion.	Length of Service at Date of Promotion.	
		Sergeants— <i>continued.</i>	Years.	Years.	
433	Feb. 8, 1900..	Griffith, Thomas, 8 (Constable from 6/1/03 to 29/2/04)	47	17	
	Mar. 1, 1904..				
281	Mar. 1, 1900..	Cruickshank, Alexander, 8 ..	44	21	
220	Oct. 20, 1900..	Cullen, Francis, 10 ..	54	23	
327	Jan. 1, 1901..	Folley, William, 8 ..	42	21	
214	Sept. 15, 1901..	Bowden, Charles, 8 ..	49	24	
276	Sept. 15, 1901..	Sheehan, Bartholomew, 8 ..	42	23	
308	Dec. 1, 1901..	McClelland, Robert, 8 ..	44	22	District Clerk, Christchurch.
280	Feb. 7, 1902..	Egan, Eugene, 8 ..	47	23	
335	Mar. 14, 1902..	Millar, Nathaniel, 8 ..	46	22	
354	Mar. 14, 1902..	Hanson, John, 8 ..	49	21	
380	May 1, 1902..	Fouhy, William, 6½ ..	42	21	
372	July 21, 1902..	Remer, Alfred Edward, 8 ..	47	21	
397	Jan. 1, 1903..	Carroll, Lawrence, 8 ..	51	21	
413	Jan. 1, 1903..	McGill, William, 8 ..	46	21	Editor, <i>Police Gazette.</i>
428	Jan. 1, 1903..	Crawford, Robert, 8 ..	43	20	
437	Jan. 27, 1903..	Dew, Samuel Joseph, 6½ ..	43	20	
388	Mar. 1, 1903..	McKinnon, William Hector, 6½ ..	42	21	
184	Jan. 1, 1904..	Donovan, Michael, 10 ..	58	28	
391	Oct. 1, 1904..	Bird, Edward Punjab, 8 ..	48	23	
232	Dec. 1, 1904..	Ryan, Patrick, 8 ..	48	27	
473	Dec. 1, 1904..	Mullany, Luke, 6½ ..	43	19	
489	Dec. 1, 1904..	Rutledge, Barrett, 6½ ..	39	18	
530	Dec. 1, 1904..	Watt, John, 8 ..	52	16	
311	Jan. 1, 1905..	Hastie, George, 8 ..	48	26	
488	Mar. 1, 1905..	Ramsay, William, 6½ ..	40	19	
374	July 1, 1905..	Morgan, Andrew, 8 ..	51	24	
477	Feb. 1, 1906..	Mathieson, William, 6½ ..	40	21	
531	Feb. 1, 1906..	Moore, Frederick Augustus, 6½ ..	46	17	
538	Feb. 1, 1906..	Beattie, Henry, 6½ ..	44	17	
541	Feb. 1, 1906..	Oliver, Thomas, 6½ ..	42	17	District Clerk, Grey-mouth.
542	Feb. 1, 1906..	Brookes, Wallace Abercrombie, 8..	46	17	
566	Mar. 1, 1906..	Murphy, Michael, 8 ..	48	16	
568	Mar. 1, 1906..	Barrett, Thomas, 6½ ..	39	16	
570	Mar. 1, 1906..	Hutton, David Dearlove, 6½ ..	45	16	
577	Mar. 1, 1906..	Black, James, 8 ..	47	16	
674	April 1, 1906..	McGuire, John Pat. Hackett, 6½ ..	38	12	District Clerk, Wellington.
720	April 1, 1906..	Wohlmann, Ward George, 5 ..	34	10	District Clerk, Auckland.
800	April 1, 1906..	McNeely, William, 5 ..	36	9	Clerk, Commissioner's Office.
619	June 1, 1906..	Forster, John, 8 ..	47	14	
623	June 1, 1906..	Emerson, Albert Tivy, 5 ..	35	14	
939	June 1, 1906..	Dart, John William Martin, 5 ..	34	6	Instructor, Training Depot.
494	June 15, 1906..	Baskiville, Walter Joseph, 8 ..	49	20	
472A	July 15, 1906..	Burrows, John, 6½ ..	46	21	
625	Aug. 1, 1906..	McPhee, Archibald, 6½ ..	40	14	
644	Aug. 17, 1906..	Eales, Edwin, 5 ..	36	13	
902	Oct. 1, 1906..	Muggeridge, Amos, 5 ..	32	7	Police Storekeeper.
373	Dec. 1, 1906..	Dale, James, 6½ ..	45	25	
769	Jan. 1, 1907..	Murray, Edwin, 6½ ..	39	10	District Clerk, Dunedin.
650	Mar. 8, 1907..	Hogan, John James, 6½ ..	40	14	
659	May 1, 1907..	Willis, Joseph Charles Stevens, 6½ ..	38	13	
673	June 1, 1907..	Griffiths, James Coghlan, 6½ ..	40	13	
628	Sept. 1, 1907..	Kelly, Charles William, 6½ ..	40	15	
822	Dec. 1, 1907..	Gaffney, Michael, 5 ..	35	10	Clerk, Commissioner's Office.
649	Dec. 15, 1907..	O'Grady, Thomas, 6½ ..	38	14	

RETURN SHOWING AGE AND LENGTH OF SERVICE OF EACH SERGEANT AT DATE OF PROMOTION
—continued.

Reg. No.	Date.	Name.	Age at Date of Promotion.	Length of Service at Date of Promotion.	—
		Sergeants— <i>continued.</i>	Years.	Years.	
699	Dec. 15, 1907..	Crean, Patrick, 6½	40	13	
512	Feb. 1, 1908..	McKeefry, Michael, 8	49	20	
708	Feb. 1, 1908..	Simpson, James Kerr, 6½	41	13	
547	Mar. 1, 1908..	Stewart, David, 6½	48	19	
740	June 10, 1908..	Harvey, Peter, 5	38	12	
611	July 1, 1908..	Keep, George, 6½	39	17	
691	Sept. 1, 1908..	Ferguson, James, 5	38	14	
865	Sept. 1, 1908..	Till, Stephen, 5	35	10	District Clerk, Wanganui.
684	Nov. 1, 1908..	Rowell, Alfred Ernest, 6½	41	14	
584	Feb. 15, 1909..	O'Connell, Patrick Denis, 8	50	18	
719	Feb. 15, 1909..	Miller, William, 6½	41	13	
727	Mar. 16, 1909..	Eccles, William, 5	38	13	
728	April 1, 1909..	McCrorie, Hugh, 6½	41	13	
621	July 1, 1909..	Hodgson, Richard Thomas, 5	39	17	
906	July 1, 1909..	Cummings, Denis Joseph, 5	31	10	District Clerk, Napier.

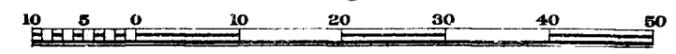
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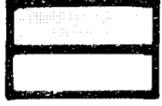
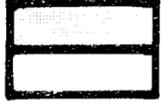
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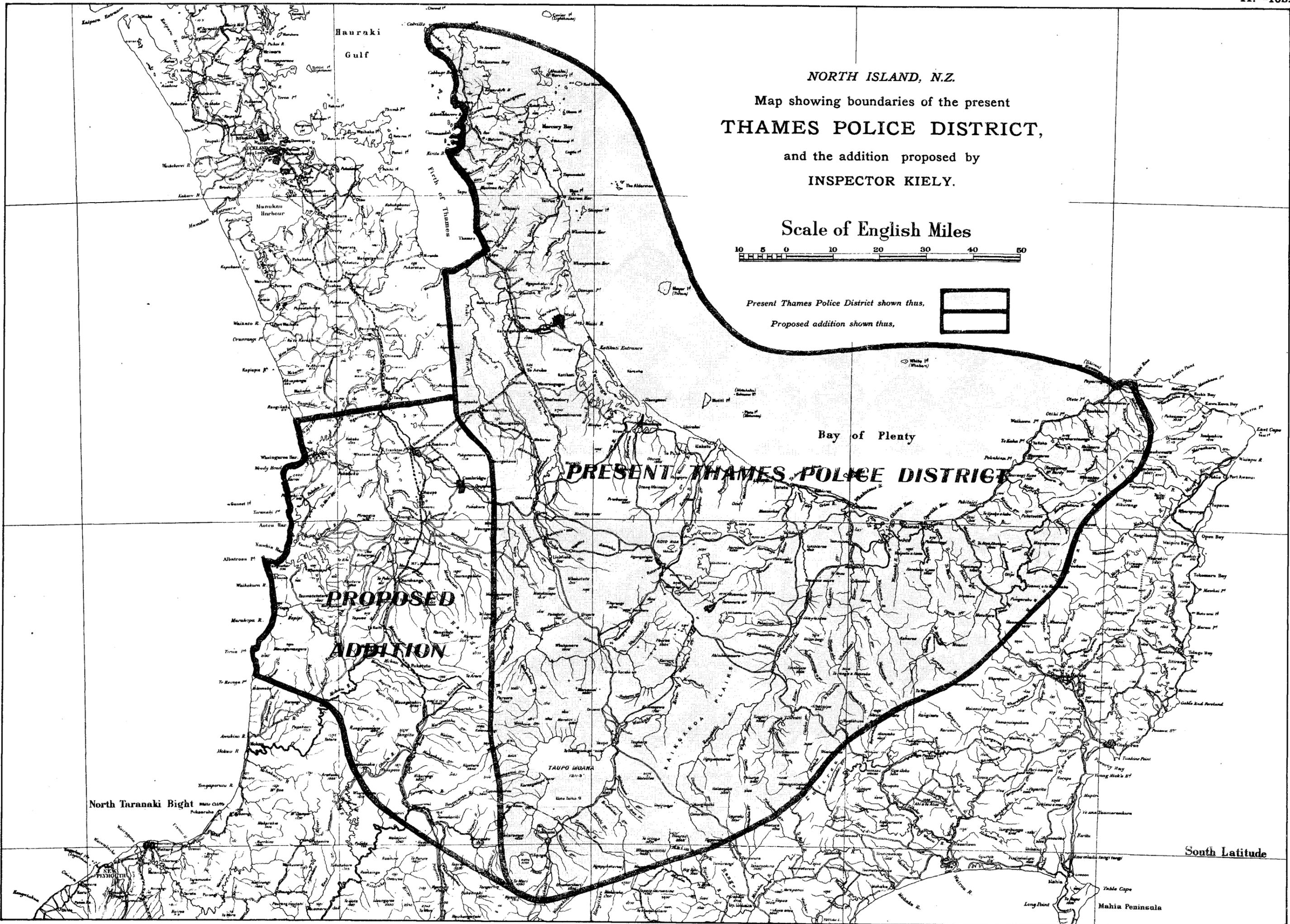
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NORTH ISLAND, N.Z.
 Map showing boundaries of the present
THAMES POLICE DISTRICT,
 and the addition proposed by
INSPECTOR KIELY.

Scale of English Miles



Present Thames Police District shown thus, 
 Proposed addition shown thus, 



PRESENT THAMES POLICE DISTRICT

**PROPOSED
 ADDITION**

TAUPO WUANA

North Taranaki Bight

South Latitude

Mahia Peninsula

