

Hon. Mr. Cadman.

GOVERNMENT RAILWAYS DEPARTMENT CLASSIFICATION.

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A BILL INTITULED

AN ACT to provide for the Classification and Regulation of the Government Railways Department. Title.

5 BE IT ENACTED by the General Assembly of New Zealand in Parliament assembled, and by the authority of the same, as follows:—

1. The Short Title of this Act is "The Government Railways Department Classification Act, 1896." Short Title.

10 2. In this Act, if not inconsistent with the context,— Interpretation. "Department" means that branch of the public service employed in connection with the Government railways open for traffic.

15 "Minister" means the Minister for Railways, and includes any member of the Executive Council, being a responsible Minister of the Crown, who for the time being is acting for him.

"Member" means any person permanently employed in the service of the department.

CLASSIFICATION.

20 3. The department shall be classified into two divisions—namely, First Division and Second Division—with their respective subdivisions, classes, subclasses, and grades, as set forth in the Schedule hereto, and such classification shall come into force on the thirty- 25 first day of March, one thousand eight hundred and ninety-seven. Department to be divided into two divisions.

4. On and after the coming into force of the said classification the rates of pay, and of increment thereof, in each division shall be as mentioned in the said Schedule, and shall be regulated by the minimum and maximum limits therein mentioned, in so far as such 30 limits are therein expressed to apply: Rates of pay.

(1.) Provided that, with respect to all persons who are members of the department at the time of the coming into operation of this Act, nothing in this Act contained shall be construed to reduce the pay of any such member below the rate actually received by him at the time of the coming into force of the said classification, or to prejudicially affect his right to any increases of pay provided for by any regulations now in force; Provisoos.

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(2.) Provided further that, with respect to every person who enters the service of the department between the coming into operation of this Act and the thirty-first day of March, one thousand eight hundred and ninety-seven, the Schedule hereto shall apply in lieu of any regulations for the time being in force relating to status, pay, or increment: 5

(3.) Provided further that, with respect to every member, the right to receive any increase of pay in any year shall in each case depend upon the efficiency and good conduct of the member to whose pay such increase is attached in the Schedule hereto, and no such increase shall be payable unless the permanent head of the department certifies in writing that such member is entitled thereto. 10

5. For the purposes of the *last-preceding* section hereof the Minister, on the thirty-first day of March, one thousand eight hundred and ninety-seven, shall cause all members then in the service of the department to be classified according to the classification set forth in the Schedule hereto, and shall fix each member's rate of pay and the date on which his first annual increment (if provided by the said Schedule) begins to be payable: Provided that in no case shall such increment begin earlier than twelve months after the date on which his last previous increment began to be payable. 15 20

6. From such classification there shall be prepared and laid before Parliament each year a list setting out in order of classification the names, status, and pay of each member, and the number of years he has been in the service of the department. 25

7. It shall be the duty of the permanent head of the department to annually certify respecting each member to whose pay an increase is attached whether he is or is not entitled thereto. 30

8. Any member who is dissatisfied with such certificate respecting himself may appeal to the Appeal Board hereinafter referred to.

9. Notwithstanding anything elsewhere contained in this Act, the following special provisions shall apply:—

(1.) All sums payable under this Act shall be payable out of moneys appropriated by Parliament. 35

(2.) Before transmission of the message accompanying the estimates in any financial year in respect of the department, the Governor may recommend, by message to the House of Representatives, a rateable reduction or increase, according to a specified rate, in the pay of each member. 40

(3.) If such rateable reduction or increase is adopted by the House, then the respective rates of pay and increment thereof, as set forth in the Schedule hereto, shall be deemed to be modified accordingly, and shall so continue until again modified in manner aforesaid. 45

10. The Minister shall at such times as may be convenient grant to each member leave of absence. Such leave of absence shall be for not less than one week in each year, and shall be given to the member at one time. 50

11. Any member who commits any breach of any regulation hereunder, or any rule or by-law of the department, or who is guilty of any other misconduct, shall be liable to one or more of the following penalties:—

- (1.) Suspension; or
- (2.) A fine, not exceeding *five* pounds; or

All members to be classified as specified in Schedule.

Annual list to be laid before Parliament.

Permanent head to certify as to increases.

Appeal therefrom.

Moneys to be appropriated.

Governor may recommend rateable reduction or increase of pay.

Leave of absence.

Penalties for breach of regulations or rules.

- (3.) Reduction in status and pay ; or
- (4.) Dismissal.

12. Subject to prescribed regulations, the permanent head of the department shall, in respect of any member thereof, and the officer at the head of each branch thereof, shall in respect of any member in that branch, have power to suspend, fine, or reduce any member, but no member shall be dismissed except by warrant of the Minister : Provided that any such member shall have the right of appeal, as hereinafter provided.

Powers of head of each branch to suspend, &c.

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APPEAL.

13. For the purpose of the department an Appeal Board is hereby constituted for the North Island and the Middle Island respectively, each of which Boards (hereinafter called "the Board") shall consist of the following persons, that is to say :—

Appeal Boards for North and Middle Islands.

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(1.) A Judge of the District Court, or a Stipendiary Magistrate, to be appointed from time to time by the Governor, and to be the Chairman of the Board ;

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(2.) One person to be elected by the members of the First Division in the North Island and Middle Island respectively from among their number ; and

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(3.) One person to be elected by the members of the Second Division in the aforesaid Islands respectively from among their number.

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14. The Appeal Boards constituted under "The Government Railways Act, 1894," shall be deemed to be constituted under this Act, and the members thereof in office at the time of the coming into operation of this Act shall be deemed to be elected and appointed under this Act, and shall continue in office until the first Monday in November, one thousand eight hundred and ninety-eight, on which day, and triennially thereafter, the members of the respective Boards who are then in office shall retire, and their successors shall come into office.

Appeal Boards under Act of 1894 continued in office.

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15. With respect to each Board the following provisions shall apply :—

Provisions as to elections, resignations, and ballots.

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(1.) For the purpose of the ordinary election of the elective members of the Board, a ballot shall be taken on the first Monday in October, one thousand eight hundred and ninety-eight, and on the same Monday in every third year thereafter.

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(2.) If any member of the Board dies, or, by notice in writing addressed to the Minister, resigns his office, or, being an elective member of the Board, ceases to be a member of the department, then and in any such case his seat shall become vacant, and a successor shall be appointed or elected, as the case may require, who shall hold office for the residue of the period during which his predecessor would have held the same if he had remained a member of the Board.

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Provided that in any case where the seat of an elective member becomes vacant within three months of the ordinary election, a ballot shall not be taken, but, in lieu thereof, the Governor may appoint to such vacancy.

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(3.) The ballot shall be taken in manner prescribed by regulations, and if any question or dispute arises as to the regularity or validity of any ballot or the voting thereat,

such question or dispute shall be determined by the Minister in such manner as he thinks fit, and his decision shall be final.

(4) Notice of every appointment or election of a member of the Board shall be gazetted. 5

Right to appeal from decisions.

16. Every member who is aggrieved with any decision of his superior officer may appeal therefrom in manner hereinafter provided.

When and where appeal to be lodged.

17. Every appeal shall be instituted by notice of appeal, which shall, within one month after the date of the decision appealed against, be lodged in the prescribed form with the Minister, or with some member appointed by him for that purpose, and every such appeal shall be heard within three months after the date of the lodging of such notice. 10

Minister to hear appeals against fines.

18. (1.) Appeals against fines imposed on members by their superior officers under the provisions in that behalf hereinbefore contained shall be made to the Minister, who shall determine the same in such manner in all respects as he thinks fit. 15

Other appeals to Board.

(2.) All other appeals shall be made to and determined by the Board for the Island in which the appellant was employed at the time when the decision appealed against was given: 20

Provided that if the appellant is a member of one of the Boards, his appeal shall be made to and be determined by the other Board.

Procedure as to appeals.

19. With respect to the procedure on appeals heard by the Board the following provisions shall apply:—

(1.) The Board for each Island shall hold its sittings in such town in that Island as the Chairman from time to time appoints. 25

(2.) In order to lessen the expenses of appeals the evidence of witnesses resident more than twenty miles from the place of the sittings of the Board may be taken and used in the prescribed manner; and for that purpose the Governor may by regulations adopt such of the provisions of sections ninety-one to ninety-five of "The Magistrates' Courts Act, 1893," with such modifications thereof or additions thereto, as he thinks fit. 30

(3.) No solicitor, counsel, or agent, other than a member of the department, shall appear or be heard on any appeal; but the appellant shall appear in person or by another member, and the department by some member appointed by the Minister in that behalf. 35

(4.) All evidence shall be taken on oath, and the Chairman may administer an oath. 40

(5.) Subject to the provisions of this Act, and the regulations hereunder, the Board may regulate its own procedure.

Powers of Minister and Board as to appeals.

20. The Minister, in respect of appeals to him, and the Board in respect of appeals to it, shall have full power to confirm, modify, or disallow the decision appealed against, in such manner in all respects as is deemed just: 45

(1.) Provided that every decision of the Board shall be submitted to the Minister, and that no such decision shall take effect unless and until he signifies his approval thereof: 50

(2.) Provided further that in no case shall any person who has

been dismissed for peculation or drunkenness be again appointed on the permanent staff of the department.

21. With respect to the costs of appeal the following provisions shall apply:— Cost of appeals.

5 (1.) In disposing of an appeal the Board may fix the costs thereof and direct by whom and in what proportions they shall be payable; and they shall be payable accordingly:

10 (a.) Provided that costs shall not be given against the appellant unless the Board is of opinion that the appeal is frivolous and should not have been brought:

(b.) Provided further that in no case shall the Board award any further or other costs than in respect of the expenses of witnesses.

15 (2.) Such expenses shall be regulated according to the scale for the time being in force under "The Magistrates' Courts Act, 1893," in the case of witnesses who are not members of the department, and in the case of witnesses who are members, according to the scale of travelling-expenses for the time being in force in the department.

20 (3.) For the purposes of this section, the agent appearing for either of the parties to the appeal shall be deemed to be a witness, and shall be entitled to expenses accordingly.

(4.) Costs awarded to the appellant shall be payable out of moneys to be appropriated by Parliament.

25 (5.) Costs awarded against the appellant shall be recoverable as a debt due to the Crown.

22. The decision of any two members of the Board shall be the decision of the Board. Decision of Board.

#### GENERAL.

30 23. The Governor in Council may from time to time make regulations not inconsistent with this Act for all or any of the following purposes:— Purposes for which regulations may be made.

35 (1.) Determining the mode, terms, and conditions on which candidates for employment in the department may enter the service thereof:

40 (2.) Prescribing the times and places at which examination of candidates shall be held, the subjects of examination upon entrance or on promotion, the conduct of such examinations, the appointment and remuneration of examiners, and the granting of certificates as to the result of examinations:

(3.) Prescribing fees to be paid by candidates prior to any such examination:

45 (4.) Prescribing the respective duties to be performed by members, and the discipline to be generally observed in the performance of such duties:

50 (5.) Determining the grounds upon which and the mode in which members may be promoted in the same class or to a higher class in the same division or subdivision, or may be transferred from one division or subdivision to another: Provided that in no case shall any member be promoted except with the previous approval of the Minister:

- (6.) Determining the nature or character and extent of qualifications, examinations, or tests, according to the requirements of each of the higher branches of the department, which members in lower branches shall possess or undergo for the purposes of promotion : 5
- (7.) Charging rent for house-accommodation provided by the department and used or occupied by members for domestic purposes, and fixing, reducing, or abolishing any allowance for rent in lieu of house-accommodation :
- (8.) Providing for the temporary employment of any person in any branch of the department, and providing that any person so employed who possesses expert or technical knowledge or skill may be appointed permanently, but subject to his compliance with the regulations then in force : 10 15
- (9.) Providing for the conduct of the elections of the Appeal Boards, and for facilities to be given to members for voting thereat, and to the elected persons for attending the sittings of the Board :
- (10.) Providing how and by whom charges of inefficiency or misconduct may be made against any member, and for the conduct of inquiries into any such charges, and for appeals : 20
- (11.) Prescribing in what manner and to what extent such charges, if proved, may be punished, and whether by suspension, fine, reduction of pay or of status, or by dismissal from the service : 25
- (12.) Regulating the procedure of Appeal Boards and the conduct of appeals, including the method of taking evidence at a distance : 30
- (13.) Regulating the terms and conditions on which leave of absence, passes, privileges, and allowances may be granted :
- (14.) Fixing the ages at which members shall retire in the different branches of the department :
- (15.) Generally providing for any other matters that by this Act are expressed to be prescribed or that may be deemed necessary in order to give effect to this Act : 35
- (16.) Affixing to breaches of regulations under this Act, or of any rules or by-laws of the department, according to the nature of the offence, penalties of such nature as are authorised or contemplated under this Act : 40

Provided that nothing in this Act shall control or restrict any powers conferred upon the Governor in Council to make regulations under "The Government Railway Act, 1894," or "The Public Works Act, 1894," save in so far as any such powers are expressly repealed by this Act. 45

Sections 6 to 10 of Act of 1894 repealed. 24. Sections six to ten of "The Government Railways Act, 1894," are hereby repealed :

Provided that all regulations made or deemed to be made thereunder and now in force shall continue in force until revoked under this Act. 50

Section 6 (4) of Act of 1895 repealed.

25. Subsection four of section six of "The Public Works and Government Railways Acts Amendment Act, 1895," is hereby repealed.

SCHEDULE.

Schedule.

FIRST DIVISION.

Maximum Number of Members.	Designation.	Grade.	Pay per Annum.		Increments.
			Mini- mum.	Maxi- mum.	

SUBDIVISION I.: GENERAL MANAGEMENT.

		£	£	
General Manager ... ..	...	800		
Assistant General Manager (also in charge of Traffic Branch)...	...	650		
Chief Engineer (in charge of Maintenance Branch) ... ..	...	650		
Locomotive Superintendent (in charge of Locomotive, Carriage, and Wagon Branch) ... ..	...	650		
Accountant ... ..	...	550	600	Two annual increments of £25.
Stores Manager ... ..	...	350	400	Two annual increments of £15, and then one of £20.

SUBDIVISION II.: DISTRICT MANAGEMENT.

CLASS 1: TRAFFIC.

District Traffic Managers ... ..	1	500	550	Two annual increments of £25.
District Traffic Managers ... ..	2	425	475	Five annual increments of £10.
District Traffic Managers ... ..	3	325	400	Five annual increments of £15.
District Managers ... ..	1	420	450	Two annual increments of £15.
District Managers ... ..	2	340	400	Four annual increments of £15.
District Managers ... ..	3	300	325	One annual increment of £10, and then one of £15.
District Managers ... ..	4	245	275	Three annual increments of £10.

CLASS 2: LOCOMOTIVE.

Locomotive Engineers ... ..	1	400	450	Two annual increments of £10, and then two of £15.
Locomotive Engineers ... ..	2	325	375	Five annual increments of £10.
Locomotive Engineers ... ..	3	275	300	One annual increment of £10, and then one of £15.
Workshop Managers ... ..	1	350	400	Two annual increments of £15, and then one of £20.
Workshop Managers ... ..	2	300	325	One annual increment of £10, and then one of £15.
Workshop Managers ... ..	3	250	275	One annual increment of £10, and then one of £15.

CLASS 3: MAINTENANCE.

District Engineers ... ..	1	500	575	Three annual increments of £20 and then one of £15.
District Engineers ... ..	2	425	475	Two annual increments of £10, and then two of £15.
District Engineers ... ..	3	365	400	One annual increment of £15, and then one of £20.
District Engineers ... ..	4	315	350	Two annual increments of £10, and then one of £15.
Assistant Engineers ... ..	1	275	300	One annual increment of £10, and then one of £15.
Assistant Engineers ... ..	2	225	260	Two annual increments of £10, and then one of £15.
Assistant Engineers ... ..	3	150	200	Two annual increments of £10, and then two of £15.

## FIRST DIVISION—continued.

Maximum Number of Members.	Designation.	Grade.	Pay per Annum.		Increments.	
			Mini- mum.	Maxi- mum.		
SUBDIVISION III.: OFFICE STAFF.						
CLASS 1: CLERICAL STAFF.						
1	1st subclass	...	£ 375	£ 400	One annual increment of £10, and then one of £15.	
1	2nd subclass	...	315	350	Two annual increments of £10, and then one of £15.	
2	3rd subclass 4th subclass 5th subclass 6th subclass 7th subclass Cadets, 6th year Cadets, 5th year Cadets, 4th year Cadets, 3rd year Cadets, 2nd year Cadets, 1st year	...	260	300	Four annual increments of £10.	
2½		...	230	250	Two annual increments of £10.	
5		...	190	220	Three annual increments of £10.	
11		...	160	180	Two annual increments of £10.	
		...	100	150	Four annual increments of £10. After three years at £140 a further increment of £10.	
		...	...	...	90	} Cadets, after six years' service subject to the regulations, to be ranked and paid as clerks in seventh subclass of this class.
		...	...	...	75	
	...	...	...	60		
	...	...	...	50		
	...	...	...	40		
	...	...	...	30		

Cadets living away from their homes when on duty, where house-accommodation is not found, will be paid 10s. a week lodging-allowance during the first year, 8s. a week during the second, 5s. a week during the third, and 3s. 6d. a week during the fourth.

Cadets who are certified by competent teachers as able to write eighty words per minute in shorthand will be allowed to count three months' service for such certificate, and the dates of promotion will be earlier by that period.

## CLASS 2: DRAFTING STAFF.

2	1st subclass	...	315	350	Two annual increments of £10, and then one of £15.
2	2nd subclass	...	260	300	Four annual increments of £10.
2	3rd subclass	...	230	250	Two annual increments of £10.
2	4th subclass	...	190	220	Three annual increments of £10.
	5th subclass	...	160	180	Two annual increments of £10.
	6th subclass	...	100	150	Four annual increments of £10. After three years at £140 a further increment of £10.
	Cadets	...	(Same as cadets in Class 1 of this subdivision).		

## SUBDIVISION IV.

## CLASS 1: TRAFFIC AND STORES.

Traffic and Stores Audit Inspectors	...	1	255	300	Three annual increments of £15.
Traffic and Stores Audit Inspectors	...	2	230	250	Two annual increments of £10.
Storekeepers	...	1	240	250	One annual increment of £10.
Storekeepers	...	2	200	230	Three annual increments of £10.
Stationmasters, 1st subclass	...	1	250	300	After ten years in this subclass one increment of £25, and after fifteen years in this subclass a further increment of £25.
Stationmasters, 1st subclass	...	2	220	230	After five years in this subclass, one increment of £10.
Stationmasters, 2nd subclass	...	...	200	210	After five years in this subclass, one increment of £10.
Stationmasters, 3rd subclass	...	...	180	190	After five years in this subclass, one increment of £10.
Stationmasters, 4th subclass	...	...	160	170	After five years in this subclass, one increment of £10.
Stationmasters, 5th subclass	...	...	140	150	After five years in this subclass, one increment of £10.

Government Railways Department Classification.

FIRST DIVISION—continued.

Maximum Number of Members.	Designation.	Grade.	Pay per Annum.		Increments.
			Mini-mum.	Maxi-mum.	

SUBDIVISION IV.—continued.

CLASS 1: TRAFFIC AND STORES—continued.

			£	£		
Where no house is provided for Stationmasters, house-allowance will be paid as under:—						
	1st subclass, 1st grade	...	...	40	per annum.	
	1st subclass, 2nd grade	...	...	35	per annum.	
	2nd subclass	...	...	35	per annum.	
	3rd subclass	...	...	30	per annum.	
	4th subclass	...	...	25	per annum.	
	5th subclass	...	...	25	per annum.	
	Goods Agents	...	(Same as Stationmasters in 1st subclass of this class.)			
	Wharfingers	...	1	165	180	One annual increment of £5, and then one of £10.
	Wharfingers	...	2	140	160	Two annual increments of £10.
	Coaching and Goods Foremen	...	1	165	180	One annual increment of £5, and then one of £10.
	Coaching and Goods Foremen	...	2	140	160	Two annual increments of £10.
	Timber-checkers	...	...	140	160	Two annual increments of £10.

CLASS 2: LOCOMOTIVE.

	Workshop Foremen	...	1	230	250	Two annual increments of £10.
	Workshop Foremen	...	2	190	220	Three annual increments of £10.
	Locomotive and Boiler Inspectors	...	...	250	325	Three annual increments of £10, and then three of £15.
	Relieving Officers	...	...	200	250	Five annual increments of £10.
	Car and Wagon Inspectors	...	1	210	240	Three annual increments of £10.
	Car and Wagon Inspectors	...	2	170	200	Three annual increments of £10.
	Running Shed Foremen	...	1	290	310	Two annual increments of £10.
	Running Shed Foremen	...	2	235	260	One annual increment of £10, and then one of £15.
	Running Shed Foremen	...	3	...	210	

CLASS 3: MAINTENANCE.

	Foremen of Works and Inspectors Permanent Way	...	1	235	260	One annual increment of £10, and then one of £15.
	Foremen of Works and Inspectors Permanent Way	...	2	210	230	Two annual increments of £10.
	Foremen of Works, Inspectors Permanent Way, and Shop Foremen	...	3	180	200	Two annual increments of £10.
	Bridge Inspectors	...	1	170	190	Two annual increments of £10.
	Bridge Inspectors	...	2	155	165	One annual increment of £10.

SECOND DIVISION.

Maximum Number of Members.	Designation.	Grade.	Pay per Diem.		Increments.
			Mini-mum.	Maxi-mum.	

CLASS 1: TRAFFIC.

50 % of total number of guards.	Guards	...	1	9 0	10 0	One annual increment of 6d. per diem, and after seven years in this grade a further increment of 6d. per diem.
	Guards	...	2	8 0	8 6	One annual increment of 6d. per diem.
	Brakesmen	...	...	8 0	8 6	One annual increment of 6d. per diem.

SECOND DIVISION—*continued.*

Maximum Number of Members.	Designation.	Grade.	Pay per Diem.		Increments.
			Minimum.	Maximum.	
CLASS 1: TRAFFIC— <i>continued.</i>					
			s.	d.	
25 %	Signalmen ... ..	1	...	9 0	One annual increment of 6d. per diem.
45 %		2	8 0	8 6	
		3	7 0	7 6	
30 %	Storemen ... ..	1	...	8 6	One annual increment of 6d. per diem.
30 %		2	...	8 0	
		3	7 0	7 6	
50 %	Horsedrivars ... ..	1	8 0	8 6	One annual increment of 6d. per diem.
		2	7 0	7 6	
	Cranedrivars ... ..	...	(Same as locomotive firemen in Class 2 of this division.)		
	Nightwatchmen ... ..	...	...	42 0	Per week.
	Crossing-keepers and bridge-keepers	...	...	25 0	Per week, with house.
		...	...	...	30 0
	Labourers ... ..	...	...	6 6	Per diem.
	Female waiting-room attendants	...	...	30 0	Per week.
	Head shunters ... ..	...	9 0	10 0	Two annual increments of 6d. per diem.
10 %	Shunters ... ..	1	...	8 6	
20 %		2	...	8 0	
	Shunters ... ..	3	7 0	7 6	One annual increment of 6d. per diem.
	Porters ... ..	1	7 0	7 6	One annual increment of 6d. per diem.
		2	6 0	6 6	
	Junior porters and junior shunters—				
	22 years (age last birthday) ... ..	...	...	5 6	Then one annual increment of 6d. per diem in the case of porters, and three annual increments of 6d. per diem in the case of shunters.
	21 years (age last birthday) ... ..	...	...	5 0	
	20 years (age last birthday) ... ..	...	...	4 6	
	19 years (age last birthday) ... ..	...	...	4 0	
	18 years (age last birthday) ... ..	...	...	3 6	
	17 years (age last birthday) ... ..	...	...	3 0	
	16 years (age last birthday) ... ..	...	...	2 6	
CLASS 2: LOCOMOTIVE.					
	Subclass 1: Leading tradesmen—				
	Leading fitters, turners, boiler-makers, blacksmiths, carpenters and painters ... ..	...	10 6	11 0	One annual increment of 6d. per diem.
	Other leading hands ... ..	...	...	9 6	

Government Railways Department Classification.

SECOND DIVISION—continued.

Maximum Number of Members.	Designation.	Grade.	Pay per Diem.		Increments.	
			Mini- mum.	Maxi- mum.		
CLASS 2: LOCOMOTIVE—continued.						
	Subclass 2: Tradesmen—			s. d.	s. d.	
	Fitters, turners, blacksmiths, boiler-makers, pattern-makers, and copper-smiths ...	1	9 0	10 0	Two annual increments of 6d. per diem.	
	Fitters, turners, blacksmiths, boiler-makers, copper-smiths, pattern-makers, carpenters, painters, trimmers, and tin-smiths ...	2	8 6	9 0	One annual increment of 6d. per diem.	
	Ditto ...	3	...	8 0	One annual increment of 6d. per diem.	
	Improvers ...	4	6 6	7 6	Two annual increments of 6d. per diem.	
	Subclass 3:					
	Machinists, strikers, sail-makers, and holders-up ...	1	7 6	8 0	One annual increment of 6d. per diem.	
	Ditto ...	2	...	7 0	One annual increment of 6d. per diem.	
	Subclass 4:					
	Forgemen ...	...	12 6	15 0		
	Furnacemen and helpers ...	1	8 0	9 0	Two annual increments of 6d. per diem.	
	Furnacemen and helpers ...	2	7 0	7 6	One annual increment of 6d. per diem.	
	Subclass 5:					
	Labourers (leading) ...	1	...	8 0		
	Labourers ...	2	...	7 0		
	Labourers ...	3	...	6 6		
33 1/3 %	} of total number of enginemen.	Enginemen ...	1	11 6	12 0	One annual increment of 6d. per diem.
		Enginemen ...	2	10 0	11 0	Two annual increments of 6d. per diem.
33 1/3 %	} of total number of firemen.	Firemen ...	1	8 6	9 0	One annual increment of 6d. per diem.
		Firemen ...	2	7 6	8 0	One annual increment of 6d. per diem.
	Apprentices—					
	6th year ...	...	...	5 0	Per diem.	
	5th year ...	...	...	3 6	Per diem.	
	4th year ...	...	...	2 6	Per diem.	
	3rd year ...	...	...	1 6	Per diem.	
	2nd year ...	...	...	1 3	Per diem.	
	1st year ...	...	...	0 10	Per diem.	
	Train-examiners ...	1	7 6	8 0	One annual increment of 6d. per diem.	
	Train-examiners ...	2	...	7 0		
	Lifters ...	1	...	7 6		
	Lifters ...	2	...	7 0		
	Coalmen ...	...	...	6 6		
	Coalmen in charge of steam-pump ...	...	(Same as firemen in second grade of the class.)			
	Watchmen ...	...	...	42 0	Per week.	
	Cleaners—					
	20 years (last birthday) ...	...	...	4 6	Then five annual increments of 6d. per diem.	
	19 " " ...	...	...	4 0		
	18 " " ...	...	...	3 6		



SECOND DIVISION—continued.

Maximum Number of Members.	Designation.	Grade.	Pay per Diem.		Increments.
			Mini-mum.	Maxi-mum.	
CLASS 3: MAINTENANCE—continued.					
			s.	d.	
	Subclass 6: Gangers—continued.				
	Relaying and ballast gangers ...	5	8	0	Two annual increments of 6d. per diem.
	Sub-gangers ...	6	...	7 0	
	Subclass 6: Platelayers—				
	Platelayers and miners ...	1	...	8 0	
	Platelayers relaying gangs and platelayers on special lengths	2	...	7 0	
	Platelayers on ordinary lengths	3	...	6 6	
	Line watchmen ...	4	...	6 0	
	Junior platelayers and junior labourers—				
	22 years (age last birthday) ...	...	...	5 6	Then two annual increments of 6d. per diem.
	21 " " ...	...	...	5 0	
	20 " " ...	...	...	4 6	
	19 " " ...	...	...	4 0	
	18 " " ...	...	...	3 6	
	17 " " ...	...	...	3 0	
	16 " " ...	...	...	2 6	
	Subclass 7: Gangers of labour gangs—				
	Gangers of specially large or important works ...	1	...	9 0	
	Labour gangs and nurserymen	2	...	8 0	
	Fencers, labour gangers, and nurserymen ...	3	...	7 6	
	Labour gangers ...	4	...	7 0	
	Subclass 8: Labourers—				
	Labourers ...	1	..	6 6	
	Disabled workmen (a few special cases as places may be available) ...	2	...	6 0	
	Ditto ...	3	...	5 0	

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