

and is not to give any claim whatever to a permanent employment. Subject to the proviso that boys of superior educational qualifications are to receive preference, the lad whose name appears first on the list should, if eligible, be given an opportunity of refusing temporary employment, fatherless boys being placed first in the order of their applications.

101. Except to provide for cases of sickness or authorized leave of absence, no boy is to be taken on in excess of the authorized number without express approval; but if a boy is likely to be required for two or three months his name should be submitted by post. A Sub-Postmaster must apply to the Chief Postmaster for authority to engage a temporary message-boy, but the application need not be repeated to the General Post Office.

102. Postmasters and Officers in Charge must endeavour to keep expenditure for temporary assistance at a minimum. Their doing so is a test of good management. In many cases a Postmaster himself, by taking up extra duty, can obviate the expense incurred in sending a relieving cadet; in others, the employment of a temporary messenger and the utilization of one of the permanent messengers as a temporary cadet will meet requirements.

103. When engaging the services of temporary message-boys, for whatever period of time, the selection must be confined to lads who by priority of application and fulfilment of the conditions of employment are first entitled to permanent appointment as vacancies occur. Responsible officers must keep correct lists of applications for messengerships.

104. Instructions for the guidance of telegraph message-boys are printed separately. Each telegraph message-boy is to receive a copy, and is to sign a standard office copy as having read the regulations contained therein. In addition, he is to give a receipt for the copy delivered to him, and is to keep his copy corrected from the Official Circular as it is issued monthly.

105. Junior officers learning to operate the telegraph instrument are to be treated with every consideration in so doing, as the best and shortest means of enabling them to become proficient. All attempts to work with them at a pace beyond their capacity, through impatience at their slowness, are to be stopped by supervising officers. Officers at corresponding stations, before making complaints of incompetence or slowness, must take into account the disadvantages which spring from training young officers. Supervising officers must, however, take care that the youths whose interests are thus safeguarded do not attempt to abuse the consideration and kindness shown them.

106. Officers are at the immediate disposal of the Department for transfer to such part of the Dominion as the exigencies of the service may demand. The circumstances of individual officers will receive due consideration; but, while attention will be given to objections of a personal or private nature in view of a proposed transfer, it is to be understood that private considerations must give place to the interests of the service. The Minister, when an officer declines promotion, may be constrained to impose the penalty prescribed in Classification Regulation 38, of the 2nd May, 1908. The regulation is reprinted, as follows:—

“38. The Minister, on the production of satisfactory reasons, may allow any officer to decline offered promotion or appointment; but such officer shall forfeit his right to future promotion: Provided that the Minister after the lapse of two years may allow such officer to be considered again for promotion: Provided also that no officer shall be allowed to refuse compliance with any order of the Minister directing his removal from one position to another.”