

tendent shall be made by the Board, due consideration being given to the recommendation of the Superintendent, either by the engagement of men not heretofore in the service of the Board or by promotion of officers or men in the Board's service. Such appointments may be terminated by one month's notice in writing on either side.

*Engagements terminable by Board without Reason assigned.*

7. All engagements or appointments made by the Board may be cancelled or annulled without any reason being assigned.

*Retiring-age.*

8. The age at which members must retire from the brigade shall be as follows: Superintendent or Deputy Superintendent, sixty-five years, firemen fifty years; but the Board may if it thinks fit, in any special cases extend these limits for a further five years, but no more.

*Care of Uniform and Equipment.*

9. Uniforms and equipment of pattern and design approved by the Board shall be issued to members of the brigade on enrolment, but shall remain the property of the Board; and each member of the brigade on resigning from or otherwise leaving the brigade shall return all articles on issue to him clean and in good order and condition, fair wear-and-tear only excepted, and in the event of his failing so to do the value of the articles not returned or returned in a damaged condition shall be deemed a debt due to the Board by the member of the brigade, and may be recovered by process of law.

*The Superintendent.*

10. The duties and powers of the Superintendent, in addition to those conferred by the Act, shall be as follows:—

- (1.) He shall be responsible to the Board for the efficiency of the members of the brigade, and all gear used in its service.
- (2.) He shall have the power to suspend any member for breach of discipline or misconduct of any description at any time, but must at once report such suspension to the Board. The member suspended may appeal to the Board, who may hold an inquiry into the alleged breach of discipline or misconduct. At such inquiry the suspended member may be present and have the right to speak in his defence, and, if he desires, bring witnesses in support of same.
- (3.) He shall keep an Order Book, in which from time to time all orders affecting the working of the brigade shall be entered. Such Order Book, or a copy of of the orders therein, shall be available for inspection by members of the brigade at all times.
- (4.) He shall allot such duties to the members of the brigade as he shall deem necessary for ensuring the efficiency thereof, and may withdraw any member from any special duty and allot him fresh duties at his (the Superintendent's) discretion.
- (5.) He shall keep a Store Book, in which shall be entered all property of the Fire Board, the date of purchase, and the date it was used or condemned.
- (6.) He shall keep the Service-record Book, containing the names, occupations, places of birth, dates of birth, dates of joining and discharge from the brigade, with awards and punishments by the Board, in a proper manner.
- (7.) He shall perform any further duty in connection with his position which the Fire Board may from time to time assign to him.

*Discipline.*

11. A member of the brigade guilty of any of the following offences whilst on the premises of the Board, or going to, present at, or returning from any drill practice, false alarms, or fire shall be liable to suspension from duty by the Superintendent:—

- (a.) Being in an intoxicated condition;
- (b.) Disobeying any lawful order of his superior officer;
- (c.) Using abusive or insubordinate language to his superior officer;
- (d.) Striking his superior officer;
- (e.) Using obscene language.

A member of the brigade committing either of the following offences shall be reported to the Board by the Superintendent:—

- (a.) Wilfully damaging any portion of the brigade premises or other the property of the Board;
- (b.) Absenting himself without sufficient excuse from any drill or practice ordered by the Superintendent, or from any false alarm or fire.

*Leave of Absence.*

12. Leave of absence for any period not exceeding fourteen days may, on the application of any member of the brigade, be granted by the Superintendent, who shall record same in his Occurrence Book. Any member of the brigade desiring leave of absence for a longer period than fourteen days shall apply in writing addressed to the Superintendent, who shall forward such application to the Secretary of the Board, with such recommendation as he may think fit, and leave of absence for such longer period shall only be granted by the Board.

*Brigade may make Rules.*

13. Subject to the approval of the Board, and provided they in no way conflict with any provision of these by-laws, the brigade may make rules and regulations for its own government.

*Brigade Premises may not be abused.*

14. Betting or gambling shall not be permitted on any part of the brigade premises, nor shall any noisy recreation be indulged in therein or thereabout on Sundays.

*Members to salute Superintendent and Deputy Superintendent.*

15. Firemen shall at all times salute the Superintendent and Deputy Superintendent when addressing or being addressed by them whilst on duty.

*Purchase of Stores or Affecting of Repairs to be sanctioned by the Board.*

16. Stores required for use of the brigade, and repairs required to any of the premises or gear, shall only be obtained or carried out by direction of the Board on requisition signed by the Superintendent. Neither the Superintendent nor other officer for the time being in control of the brigade shall have any authority to purchase on behalf of the Board nor to in any way pledge the Board's credit for repairs or material.

*Members of Brigade not to write to the Press on Fire-brigade Matters.*

17. No member of the brigade shall under any circumstances write any letters or furnish information to the Press on matters connected with the Board or brigade, save that in the event of no superior officer being present the senior on duty may give particulars regarding any fire which has been attended.

*Fire Police and Salvage Corps.*

18. The members of the force established by the Board under the authority of section 44 of the Fire Brigades Act, 1908, for the purpose of attending at fires and saving properties shall be enrolled by the Secretary as a fire police and salvage corps. The control of such corps shall vest in and be exercised by the officer elected to be captain by the members and approved by the Board. The duty of such fire police shall be to attend at any fire to aid and assist the regular Police Force, to watch over any properties saved, to preserve order, and carry out any instructions which may be given by the Superintendent or Deputy Superintendent or such other officer of the fire brigade in command on the spot. Such instructions to be conveyed as far as possible through the captain or officer in charge of the fire police.

*Gratuities for Volunteer or other Services.*

19. For the performance of any volunteer or special services rendered by any person, whether a member of any brigade or not, in respect of any fire there may be paid out of the funds of the Board such sum as the Board or any committee authorized by the Board may direct.

*Electric Fire-alarm Circuits.*

20. The Board may establish or contract with any person or corporation for the establishment of an electric fire-alarm circuit, and may from time to time extend such circuit and provide for the connection therewith of street alarms and public and private buildings and premises. All connections of alarms installed in public and private buildings or premises, and alterations to the same, shall be carried out to the approval of the Board at the cost of the owner of the property to be connected, and the cost of maintenance and of the periodical examination and testing of such connections shall be borne by the owner of the property connected, and all such connections shall be efficiently maintained to the satisfaction of the Board or the officer appointed by the Board for that purpose. With the consent of the owner such cost may be commuted to the payment of such annual sum as may be agreed on between the Board and the owner.

*Donations in Recognition of Brigade's Services.*

21. Donations by the public in recognition of the brigade's services shall be the property of the brigade, to be used in