

43. No member shall be eligible for promotion to the position of Engineer or Assistant Engineer in the Maintenance Branch unless and until he shall have qualified as an Associate Member of the Institution of Civil Engineers, or shall have obtained a degree in civil engineering of the University of New Zealand or of any other university approved by the Permanent Head.

44. No member shall be eligible for promotion to the position of Engineer or Assistant Engineer in the Signal Branch unless and until he shall have qualified as an Associate Member of the Institution of Electrical Engineers, or shall have obtained a degree in electrical engineering of the University of New Zealand or of any other university approved by the Permanent Head.

45. No member shall be appointed to the position of Engineer or Assistant Engineer in the Locomotive Branch unless and until he shall have satisfied the Permanent Head that he possesses qualifications in mechanical engineering not inferior to those required for the associate membership of the Institution of Mechanical Engineers (and for this purpose any such member may be required to pass such examination or examinations not above the standard of the qualifications required as the Permanent Head may think fit), or shall have obtained a degree in mechanical engineering of the University of New Zealand or of any other university approved by the Permanent Head.

46. Members and probationers in the lowest grade of Subdivision II of Division I shall be classified as cadets, and shall on promotion to any higher grade be classified as clerks, draftsmen, or as the case may require.

This regulation shall be deemed to have come into operation on the 1st day of April, 1920.

47. Any cadet who desires to be examined as to his proficiency in shorthand or typewriting shall notify his superior officer of the fact, and shall submit himself for examination by such shorthand or typewriting expert as the Permanent Head may determine. The expense of the first examination of any cadet shall be met by the Department, but the expense of any such further examinations of the same cadet as may be necessary and authorized by the Permanent Head shall be met by the cadet concerned. In no case shall a second examination of the same cadet be made within three months after the date of completion of the first examination, and a like period shall elapse between such subsequent examinations as may be authorized by the Permanent Head.

48. Every member of Division II who is desirous of qualifying for promotion to Division I under the provisions of paragraph (c) of regulation 49, and who is willing to attend at any station in his own time at times mutually convenient to the Stationmaster at such station and himself for that purpose, shall be given an opportunity of acquiring a practical knowledge of station accounts and other matter necessary to enable such member to qualify as aforesaid. Similarly, members of Division II employed at stations where the work is intermittent may, if they so desire, be permitted to utilize their spare time in acquiring such knowledge, but the fact of their so doing shall not be regarded as constituting continuous work, nor shall it entitle them to claim consideration in any respect except as regards their qualifications for promotion to Division I. Officers for the time being in charge of stations shall direct the efforts of such members so that they may become proficient.

49. Members may be promoted from Division II to Division I in accordance with the following provisions:—

- (a.) Specially qualified members of Division II may be promoted to Division I as timber-checkers, foremen, or inspectors respectively as vacancies occur or the exigencies of the Department may require.
- (b.) Members of Division II who have been permanently physically injured in the course of their duties in the Department, or who, while still members of the Department, have been so injured while on active service with the New Zealand Expeditionary Forces, and who in either case are by reason of such injury incapacitated, in the opinion of the Permanent Head, to such an extent as to be unfit to follow their ordinary avocations or to take up other duties in Division II, may, at the discretion of the Permanent Head, be transferred to Subdivision II of Division I.
- (c.) Any member of Division II who—
  - (i.) Has educational qualifications which, in the opinion of the Permanent Head, are not below the standard required for the proficiency certificate in the Government schools in New Zealand; and
  - (ii.) Has been in the service of the Department for not less than five years continuously since the date of such member's last appointment in the Department; and

(iii.) Passes an examination in telegraph operating and telegraph connections, balancing station books and accounts, invoicing goods, computing wages and salaries and costing articles, and in the provisions of the Accounts Instructions, Appendix to Working Time-tables, and Rules and Regulations of the Department; and

(iv.) Has been certified by two members of Subdivision II of Division I (nominated by the Permanent Head) as being competent by reason of merit, ability, and qualifications to satisfactorily discharge the duties of a member of Grade 7 in Subdivision II of Division I—

may, subject to the provisions of regulation 62, be promoted to Division I as a clerk or Stationmaster in Grade 7 of Subdivision II of that division.

50. The order in which members of Division II who qualify for promotion to Division I under the provisions of paragraph (c) of regulation 49 shall be so promoted shall be determined by priority of the date of the certificate of competence given in pursuance of subparagraph (iv) of the said paragraph in each case, and if there shall be more than one such member in respect of whom such certificates bear the same date and it shall be necessary to determine the order of promotion of such members such order shall be determined as between such members by priority of the date of the last permanent appointment in the Department of each such member.

51. Examinations for promotion under the provisions of paragraph (c) of regulation 49 shall be conducted by the members appointed in that behalf by the Permanent Head, and at such times and places as the Permanent Head may direct and appoint.

52. On promotion of any member he shall, from the date of such promotion, be paid the initial rate of pay for the time being applicable to the subdivision, class, subclass, grade, or subgrade (as the case may be) to which he is so promoted: Provided, however, that in no case shall a member who is promoted be paid at a lower rate of pay than that at which he was classified immediately before he was so promoted: Provided further that in no case shall a member who is promoted from Division II to Division I under the provisions of paragraph (a) of regulation 49 be paid, on such promotion, at a rate of pay less than £25 per annum more than the rate at which he was classified immediately prior to such promotion, or at a rate less than £25 per annum more than the highest classified rate of pay of any member of Division II who will in the ordinary course of duty of the member who has been so promoted come under the immediate charge, direction, and control of such last-mentioned member.

This regulation shall be deemed to have come into operation on the 30th day of May, 1920, on which date regulation 56 of the revoked regulations shall be deemed to have been revoked.

53. Any employee in Division II employed in a higher capacity than that in which he is for the time being classified shall, in respect of the time during which he is so employed, be paid at the lowest rate of pay prescribed for such higher capacity: Provided that such member shall, in respect of any time during which he is so employed after having actually served and been paid for not less than 313 days in any higher capacity, be entitled to the annual increment (if any) to which he would have been entitled if he had been classified for one year in the higher capacity in which he is so employed. Provided further that in every case the right to receive such increment shall be contingent on a certificate, in terms of paragraph (a) of the proviso to subsection (1) of section 3 of the Government Railways Amendment Act, 1920, or any corresponding provision for the time being in force, being given in respect of such member by the Permanent Head.

This regulation shall be deemed to have come into operation on the 30th day of May, 1920, on which date regulation 57 of the revoked regulations shall be deemed to have been revoked.

54. Every promotion shall be subject to confirmation by the Minister.

55. Any member who desires to be passed over in the event of his becoming entitled to promotion or to decline promotion when offered to him or transfer involving promotion shall, if his request is acceded to, forfeit his right to be again considered for promotion for a period of two years from the time when he became entitled to such first-mentioned promotion: Provided always that, good and sufficient reasons having been given to the satisfaction of the Permanent Head, he may at his option, and on such conditions as he may think fit, reduce such period of forfeiture.

56. Every fireman who is not promoted to the position of fireman in Grade 1 before he has completed five years' service