

COMMISSION ON THE CIVIL SERVICE.

APPENDIX

TO

FIRST REPORT

OF

THE COMMISSIONERS.

MINUTES OF EVIDENCE,

26th March 1912—19th April 1912.

WITH

APPENDICES.

Presented to both Houses of Parliament by Command of His Majesty.



LONDON:

PUBLISHED BY HIS MAJESTY'S STATIONERY OFFICE.

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E. PONSONBY, LTD., 116, GRAPTON STREET, DUBLIN.

PRINTED BY

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1912.

Price 1s. 2d.

ROYAL COMMISSION ON THE CIVIL SERVICE.

MINUTES OF EVIDENCE

TAKEN BEFORE THE

ROYAL COMMISSION

ON THE

CIVIL SERVICE.

At the Royal Commissions House, Old Palace Yard, S.W.

FIRST DAY.

Tuesday, 26th March 1912.

PRESENT:

THE RIGHT HON. THE LORD MACDONNELL, G.C.S.I., K.C.V.O. (*Chairman*).

His Grace the DUKE OF DEVONSHIRE.

The Right Rev. the LORD BISHOP OF SOUTHWARK,
D.D.

Sir KENNETH AUGUSTUS MUIR-MACKENZIE, G.C.B.,
K.C.

Sir HENRY PRIMROSE, K.C.B., C.S.I.

Sir WILLIAM GUY GRANET, Kt.

Mr. ALFRED ALLEN BOOTH.

Mr. ARTHUR BOUTWOOD.

Mr. SAMUEL JOHN GURNEY HOARE, M.P.

Mr. RICHARD DURNING HOLT, M.P.

Mr. PERCY EWING MATHESON.

Mr. ARTHUR EVERETT SHIPLEY, F.R.S.

Mr. PHILIP SNOWDEN, M.P.

Mr. GRAHAM WALLAS.

Miss E. S. HALDANE.

Mrs. DEANE STREATFIELD.

Mr. S. ARMITAGE-SMITH (*Secretary*).

Mr. STANLEY M. LEATHES, C.B., called and examined.

1. (*Chairman*.) You are the First Civil Service Commissioner?—Yes.

2. When were you appointed?—I was appointed First Civil Service Commissioner at the beginning of 1910, but I had been acting in that capacity for about three months before.

3. Had you before that any experience of the office?—Yes, I was Second Commissioner from August 1907; and previously I had been Secretary to the Civil Service Commission since the end of 1903.

4. Under what statute or ordinance does your office exist?—It was first created by an Order in Council in 1855, and another considerable Order was issued on the 4th June 1870; but the Order under which we are now working is an Order of the 10th January 1910, a consolidating Order, which unites all the main provisions of all the Orders in Council that were passed between 1855 and 1910. Everything previous to that Order has now been superseded. The Order of January the 10th, 1910, is the single Order under which the Civil Service Commission works. I have distributed, or asked to be distributed to the Commission, this pink book, which contains all the Orders relating to our office, and also this dark blue book, which is the Consolidating Order, and which is for our purposes the sole Order at the present moment. In reply to your question as to what Act our powers come under, I should say that the Superannuation Act, 1859, is also quite material, and especially the 17th section, which makes it necessary, for the purposes of superannuation, that any Civil Servant should have a Civil Service certificate unless he comes within one or two categories which are specified in that Act.

5. We shall come to that later. Does the Order in Council of January 10th, 1910, differ very materially from the earliest Order in Council dealing with your office?—There are considerable differences between the Order of 1870 and the Order of 1855. The Order of 1855 is, of course, a tentative Order, and the Order of 1870 is a peremptory Order. The Order of 1855 contemplates that every Civil Servant should be certificated by the Civil Service Commissioners; but it does not point at all clearly to open competition, although open competition is not excluded by it. On the other hand, the Order of 1870 has obviously in mind, of course, the wide introduction of open competition.

6. Did the Order issue subsequent to Lord Playfair's Report or before it?—Previously to it, I believe.

7. Is there any very great difference between the Order of 1870 and the present Order?—No, nothing material. Part I. of the Order under which we now work includes everything that was contained in the Order of 1870. One or two additions have been made to that Part I., including provisions which come out of other Orders, as, for instance, clause 9, which deals with fees, and the last part of the second clause of Part I., which authorises the Secretary of the Civil Service Commission to act as a Commissioner in certain circumstances. Neither of those has made any material change, but they have been put in there for convenience sake.

8. Let us go back to the period before 1870. You say that in the first Order open competition was not recognised?—It was not contemplated, I should say.

9. Would you explain to the Commission what was the procedure at that time for the admission of candidates for the public service?—The heads of departments

TABLE OF CONTENTS.

	PAGE
LIST OF WITNESSES - - - - -	1
MINUTES OF EVIDENCE - - - - -	3
APPENDICES - - - - -	101

V3, 8. N121
 E2.1-1 - E2.2-2
 62427

LIST OF WITNESSES.

	Date on which Evidence was taken.	Name.	Designation.	Question.	Page.
First Day	26th March 1912	Mr. STANLEY LEATHES, C.B.	First Civil Service Commissioner.	1-439	3
Second Day	27th March 1912	Mr. STANLEY LEATHES, C.B.	First Civil Service Commissioner.	440-849	22
Third Day	11th April 1912	Sir ROBERT CHALMERS, K.C.B.	Permanent Secretary to H.M. Treasury.	850-7	37
Fourth Day	12th April 1912	Sir ROBERT CHALMERS, K.C.B.	Permanent Secretary to H.M. Treasury.	968-1362	45
Fifth Day	18th April 1912	Mr. H. J. GIBSON, C.B.	Comptroller and Auditor-General.	15	
Sixth Day	19th April 1912	Viscount HALDANE OF CLOAN.	Secretary of State for War.	165	
"	"	The Right Hon. Sir GEORGE MURRAY, G.C.B.	Ex-Permanent Secretary to H.M. Treasury.	1844	

APPENDICES.

TABLE OF CONTENTS.

	PAGE
APPENDIX V.*—(Handed in by Mr. F. H. Norman):—	
Statement presented by Messrs. F. H. Norman, F. Buckingham, and W. C. Osmond, on behalf of the Association of Clerks of the Second Division of the Civil Service	483
APPENDIX VI.—(Handed in by Mr. Edmund Phipps):—	
Applications by Boy Clerks for help in finding work outside the Service	494
APPENDIX VII.—(Handed in by Mr. D. J. Milne):—	
Evidence presented by Messrs. D. J. Milne, R. W. Delves, and R. McC. Beamish, on behalf of the Association of Assistant Clerks (New Class)	495
APPENDIX VIII.—(Handed in by Miss Charlesworth):—	
(a) Table showing the Distribution of Women Typists in Public Departments	503
(b) Statistics showing the number of Women Typists in Government Departments who resigned for various causes, 1894 to 1906	504
APPENDIX IX.—(Handed in by Sir Horace Monro, K.C.B.):—	
Local Government Board. Statement of the Ages of certain Officers appointed during the 25 years ended 30th April 1912	505
APPENDIX X.—(Handed in by Mr. A. J. A. Ball):—	
Note on the Scales of Salary in force in the Local Government Board and other Offices, before and after the Report of the Ridley Commission	506
APPENDIX XI.—(Handed in by Mr. A. J. A. Ball):—	
Statement of Mr. A. J. A. Ball, as representing the Higher Division Clerks of the Local Government Board (England)	506
APPENDIX XII.—(Handed in by Mr. L. A. Selby-Bigge, C.B.):—	
Particulars of Appointments made by the Board of Education under Section 4 of the Superannuation Act, 1859	508
I. Age, Academic Qualifications, and Experience of the 79 Examiners appointed since the Board of Education Act (1899) came into operation on 1st April 1900	508
i. (a) Average Age of the 79 Examiners on appointment as such	508
(b) Ditto on First Appointment to the Board's Service (excluding two who entered the Board's Service by the Class I. Examination, two promoted from the Clerical Staff, and four transferred from other Departments in London)	508
ii. Table showing Distribution at various ages on Appointment	508
iii. Schools at which these 79 Examiners were educated	508
iv. Academic Distinctions obtained in Final Schools by the 79 Examiners appointed since 1st April 1900	509
v. Analysis of the Sources from which the 79 Examiners were drawn	510
vi. List of Examiners appointed since 1st April 1900 (including one Senior Examiner)	511
II. Age, Academic Qualifications, and Teaching Experience of the Inspectors in the permanent service of the Board in June 1912	522
i. Inspectors of the Elementary Education Branch	522
ii. Inspector of Training Colleges	524
iii. Inspector of Music	524
iv. Inspector of the Medical Branch	524
v. Inspectors of Physical Exercises	524
vi. Inspector of the Legal Branch	524
vii. Inspectors of the Welsh Department	524
viii. Women Inspectors now in the service of the Board or about to take up appointment under the Board	525
ix. Junior Inspectors	528
x. Inspectors of the Secondary Schools Branch	529
xi. Inspectors of the Technological Branch	529
xii. Inspectors of Schools of Art	530
III. (i) Analysis of Ages at first Appointment of Inspectors (Men) appointed directly from outside the service since 1st April 1900	530
(ii) Ages at first Appointment of all the Women Inspectors in or about to enter the service of the Board, June 1912	530
IV. Summary of the Experience of the 86 Inspectors of the Elementary Education Branch in teaching in Public Elementary Schools	531

* Appendices I.—IV. have been published [Cd. 6210].

APPENDIX XII.— <i>continued.</i>	PAGE
V. Junior Inspectors - - - - -	531
(i) Analysis of the Academic Distinctions in Final Schools of the 106 Junior Inspectors	531
(ii) List of the Schools at which the 106 Junior Inspectors were educated - - -	531
Authorised Establishment of Whitehall Staff - - - - -	532
History of the Appointment of Inspectors and Examiners under the Education Department, the Science and Art Department, and the Board of Education - - - - -	533
List of Offices under the Board of Education which have been placed under Section 4 of the Superannuation Act of 1859, together with the number of years, if any, added for Professional Qualifications - - - - -	534
APPENDIX XIII.—(<i>Handed in by Mr. Bernard Mallet, C.B.</i>):—	
Census Office. Educational Qualifications of Women Checkers - - - - -	535
APPENDIX XIV.—(<i>Handed in by Mr. C. A. Cook, C.B.</i>):—	
Charity Commission. Assistant Commissioners and Principal Clerks. Upper Division Clerks - - -	535
APPENDIX XV.—(<i>Handed in by Prof. M. J. M. Hill</i>):—	
Copy of Petition addressed to the Prime Minister - - - - -	536
APPENDIX XVI.—(<i>Handed in by Mr. Temple Franks</i>):—	
Qualifications of Members of Examining Staff, H.M. Patent Office - - - - -	537
APPENDIX XVII.—(<i>Handed in by Mr. Temple Franks</i>):—	
Honours Degrees held by Members of Examining Staff in the Patent Office - - - - -	538
APPENDIX XVIII.—(<i>Handed in by Sir H. Llewellyn Smith, K.C.B.</i>):—	
Duties of the Deputy Warden of the Standards - - - - -	539

APPENDIX V.

(*Handed in by Mr. F. H. Norman.*)

Q. 2023.

STATEMENT presented to the ROYAL COMMISSION ON THE CIVIL SERVICE, 1912,
by MESSRS. F. H. NORMAN, F. BUCKINGHAM, and W. C. OSMOND, on behalf of the
ASSOCIATION OF CLERKS OF THE SECOND DIVISION OF THE CIVIL SERVICE.

In submitting for the consideration of the Royal Commission the case of the Association of Clerks of the Second Division of the Civil Service, we desire to indicate that our arguments will be directed mainly against the system of patronage in making appointments and against the existence of the class barrier, which precludes clerks of the lower ranks from rising to the highest posts of the Civil Service.

We have endeavoured, so far as our limited sources of information permit, to deal completely with the clerical and upper staffs of the Civil Service, and it may be well to draw the attention of the Commissioners to the fact that we are not laying stress on mere class grievances, but that we have throughout tried to regard the questions under consideration from the wider point of view of general efficiency.

We shall therefore arrange our statement under these principal heads:—

- (a) Patronage.
- (b) Classification, including Proposals for Re-organisation.
- (c) General Observations and Conclusion.

The principles stated below will guide us throughout our criticisms and proposals:—

- (1) Every effort should be made to place all entrance appointments to the Civil Service within the area of unrestricted open competition.
- (2) For obvious reasons of ease of organisation and public convenience, the classification of the Civil Service should be as simple as possible.
- (3) Within the Civil Service no artificial barriers preventing any clerk of any grade or social position from rising to the highest ranks by virtue of ability and merit should be erected or allowed to exist.
- (4) The syllabuses of examination should be so arranged as to attract with equal prospect of success the best talent of all classes of the community, and care should be taken that the examinations are related to the educational

system of the nation (*vide* Report of Consultative Committee of Board of Education on Examinations on Secondary Schools).

- (5) On every ground of public policy the State should refrain from adding to the supply of clerical labour on the market by turning away from its service annually a large number of boy clerks (*vide* various Reports on Boy Labour).
- (6) Male and female labour should be remunerated at equal rates for equal service.

(a) PATRONAGE.

In this section we shall consider Patronage as it applies to clerical and to technical or semi-technical posts. It will hardly be possible to observe this distinction completely, but we shall deal with patronage in clerical appointments under our first sub-headings.

Admiralty.

In the Patronage Memorandum prepared and widely circulated by the Second Division Association attention was specially drawn to the appointment of Hired Clerks to the Admiralty. This sudden reversion to the old plan—supposed to be extinct—of appointing Hired Clerks for routine work in the Civil Service merits particular attention, because it actually involved the displacement of Second Division Clerks recruited by open competition. The scheme—introduced by the late Sir Gordon Miller—was first applied in the Contracts Department of the Admiralty, and was afterwards extended to the Accountant General's Department and other departments (except Medical). It is understood that in the Accountant General's Department future vacancies will be filled by Assistant Clerks, but 102 Hired Accountant Clerks are at present borne in the department, ranking with Assistant Clerks. Further, Hired Clerks will be eligible after eight years' service to be placed on the established list at salaries from 200*l.* to 300*l.* per annum. It is under-

stood that the proportion of Hired Clerks who may be placed on the establishment is one in ten of their number, and four clerks in the Contract Department have actually been established. It is obvious that if these Hired Clerks become established, they will be in a position to compete for staff posts with clerks who have obtained their position only after passing a highly competitive test. Moreover, these Hired Clerks, having originally obtained their positions by influence, will be in a favourable position for obtaining further promotions. We suggest that strict inquiry should be made into the procedure which was adopted in filling these posts, and in this connection we would point to the fact that relatives of members of the Admiralty staff have obtained appointments as Hired Clerks.

There are at least seven instances of this.

The following statistics show approximately the number of Hired Clerks now serving in the Admiralty (pay 25s. to 72s. a week):—

Department.	Number.
Secretary's - - - - -	21
War Staff - - - - -	3
Controller's - - - - -	42
Transport - - - - -	8
Hydrographic - - - - -	6
Accountant General's - - - - -	102
Contract - - - - -	30
Greenwich Hospital - - - - -	1
Naval Education - - - - -	2
Total - - - - -	215

The following are illustrations of this method of appointment:—

- (a) Entered as Hired Writer, 10d. per hour, 1892.
Confidential Shorthand Writer, 150l.—250l.,
and 200l.—250l., 1896.
Deputy Librarian, 300l.—15l.—400l., 1908.
- (b) Boy Copyist, then Hired Writer, 10d. per hour,
1895.
Hired Dockyard Writer, 4s. a day and 30l.
London allowance, 1896.
Temporary Assistant, 8s. 6d. to 9s. 3d. a day,
1902.
Senior Assistant, 200l.—300l., 1904.
Accountant, Greenwich Hospital Department,
250l.—350l.
- (c) Temporary Assistant, 8s.—11s. 6d. a day, 1902.
Established Assistant Examiner, 200l.—10l.—
250l., 1908.
- (d) Hired Writer, 10d. an hour, 1895.
Temporary Assistant, 7s.—10s. 9d. a day, 1902.
Assistant Examiner, 200l.—10l.—250l., 1910.
- (e) Hired Writer, 10d. an hour, 1901.
Temporary Assistant, 6s. 3d.—9s. 3d. a day,
1902.
Established Assistant Examiner, 160l.—200l.,
1909.
- (f) Temporary Assistant and Hired Extra Clerk,
3s. 6d.—7s. 6d. a day, 1902.
Established Assistant Examiner, 160l.—200l.,
1909.

Finally, it should be pointed out that when this scheme was first introduced Hired Clerks were appointed at salaries in excess of the minimum of the scale.

Law Courts.

The terms of reference of the Commission include legal patronage, and we only propose to touch on the question of clerical appointments under the jurisdiction of the Lord Chancellor. The clerical staff of the Law Courts—numbering over 300—is divided into three grades, the two higher being recruited almost exclusively from the lower. A nomination is required before candidates are allowed to sit for the examination, which is of a very primitive character. Candidates who fail are required on re-nomination to pass only in those subjects in which they failed. About 50 per cent. of marks is sufficient to secure qualification, and the purely nominal character of the examination can therefore be appreciated. We assume that full

particulars of these appointments will be laid before the Commission, and we shall therefore only express the hope that these and similar appointments will in future be made by recourse to open competition, and that they will be included in the classification of the clerical staff which we shall hereafter propose.

Valuation Department.

A large number of clerical appointments have been made to the Valuation Staff, rendered necessary by the 1909 Budget. These appointments are regarded as temporary, but there is every reason to suppose that many of them will be permanent. For example, in the Registry of the Valuation Department at Somerset House, where the work is simply and solely of the nature of ordinary registration work, seven temporary clerks at small salaries are employed. It would appear that the practice in the Valuation Department is to be similar to that of the Taxes, where confidential clerical work is entrusted to clerks appointed merely by recommendation and not by open competition.

N.B.—It will be convenient at this juncture to mention that no attempt seems so far to have been made to devise an examination scheme for technical posts in the Valuation Department.

The Public Trustee Office.

This Office is an excellent example of a purely patronage office of the old-fashioned type, all the appointments being at the disposal of the Head of the Department. Starting with a small staff in 1908, Mr. Stewart has at the present time a large number of clerks under his sole control. The staff is appointed without any open Competitive Examination, and no public announcement as to the qualifications required is made. As far as we can ascertain, the enormous and rapidly increasing amount of property annually dealt with by this most important department is managed by a staff under little, if any, public control.

We would also desire to point out that this Office is quite independent of any other department and that its creation in its present form is open to serious criticism on public grounds. It is submitted that on the ground of efficiency and economy the Government should, where possible, give new work arising from legislative or administrative schemes to existing departments.

Labour Exchanges.

The staff of the Labour Exchanges was selected by a committee of selection, but although much has been made in Parliament of the impartiality of this Selection Committee, the adoption of this system of making appointments has tended to lower public confidence in the purity of administration. "Special qualifications" are undoubtedly required in the case of some of these appointments, but this plea has been made the excuse for introducing a number of officers to the Labour Exchanges whose special qualifications have consisted largely in their ability to bring personal influence to bear in securing their appointments, and it is regretted that such arrangements were not made as to permit of the absolute ruling out of "influence" in securing positions in this newly-established branch of legislative activity.

Some of the more notorious cases of jobbery may be quoted:—

- (a) Brother of a former Secretary to the Treasury.
- (b) Brother of a late official of the Board of Trade.
- (c) Son of an official of the Board of Trade, failed to pass the Second Division Examination, but nevertheless was appointed at 400l., now raised to 500l.
- (d) Son of a very highly placed permanent official, appointed at a salary of 100l.

There is never any difficulty in promoting the Patronage Officers, no matter how short their service or how substantial the consequent rise on promotion.

The ability of some of the staff was so low that the S.E. Divisional Officer of the Labour Exchanges applied to the L.O.C. Education Committee for the establishment of special classes in economics and office routine (including the writing of business letters!) for persons employed in Labour Exchanges.

There seems to be no reason why a large number of these appointments could not have been recruited from men already in the Civil Service, who have passed competitive examinations, by a method similar to that adopted in staffing the new Insurance Department.

Board of Education.

Consideration of the system of staffing the Board of Education reveals the fact that in this large office, the functions of which are of the utmost importance to the community, the whole of the upper staff is recruited by Patronage. The upper staff may be divided broadly into the Inspectorate and the Examiners. The Inspectorate is a class which may fairly be described as technical, and, speaking generally, special arrangements would have to be made to ensure that those to whom is entrusted the onerous duties of inspecting schools should be in every possible way by experience and training fitted for their task. The present method of appointment does not secure that suitable men are selected, and we think that careful inquiry should be made into the qualifications of men who now obtain appointments as His Majesty's Inspectors.

The question of the Examiners is one that is more germane to this statement, and it should be clearly recognised that Examiners in the Board of Education perform duties which in the Inland Revenue, Admiralty, or War Office would be performed by the Higher Division Staff (or in certain branches of these offices by the Second Division). Appointments as Examiners are made under Section 4 of the Superannuation Act, 1859, which is intended to enable the department to make arrangements for increased pension for men whom it is desired to appoint on the score of special qualifications, but who are too old to enter the Service in the ordinary way. But, as will be seen from the accompanying particulars given in the House of Commons, 7 out of 37 appointments to Junior Examinerships during the years 1907-1911 were made at the ordinary age of entry by the First Division Examination. Moreover, these Examiners, appointed without any competitive test whatever, receive a commencing salary of 250*l.* per annum, as compared with the 150*l.* or 200*l.* received by those who pass the open competition of the First Division Examination.

No.	Age on Appointment.	School.	University and College.
1	36	Shrewsbury School -	New College, Oxford; Heidelberg; Berlin.
2	24	Winchester College -	Balliol College, Oxford.
3	27	Eton College -	Trinity College, Oxford.
4	32	Marlborough College	Worcester College, Oxford.
5	29	Marlborough College	Pembroke College, Cambridge.
6	25	Marlborough College	Corpus Christi College, Oxford.
7	32	Bala Grammar School	University College, Bangor; Paris; Bonn.
8	27	St. John's School, Leatherhead.	Trinity College, Dublin.
9	30	Westminster City School.	—
10	33	Marlborough College	Lincoln College, Oxford.
11	29	Merchant Taylors' School.	St. John's College, Oxford.
12	24	Eton College -	King's College, Cambridge.
13	28	Dulwich School -	King's College, Cambridge.
14	28	Eastbourne College -	Trinity Hall, Cambridge.
15	24	Winchester College -	Balliol College, Oxford.
16	28	Shrewsbury School -	Trinity College, Oxford; Berlin.
17	26	Highbate School -	Trinity College, Cambridge.
18	30	Cheltenham College -	Worcester College, Oxford.
19	27	Marlborough College	Pembroke College, Cambridge.
20	29	Radley College -	Trinity College, Oxford.
21	23	Eton College -	New College, Oxford.

No.	Age on Appointment.	School.	University and College.
22	27	Liverpool Institute High School.	St. John's College, Cambridge.
23	26	St. Paul's School -	Balliol College, Oxford.
24	23	Wellington College -	Magdalen College, Oxford.
25	27	Bedford Grammar School.	Pembroke College, Cambridge.
26	28	Repton School -	—
27	26	King Edward's School, Birmingham.	Balliol College, Oxford.
28	30	Belfast Academy -	Trinity College, Oxford; Jena; Berlin.
29	28	Westminster School -	Trinity College, Cambridge.
30	29	Rugby School -	Corpus Christi College Oxford.
31	30	St. Paul's School -	New College, Oxford.
32	25	Wellington College -	Balliol College, Oxford.
33	32	Educated privately -	—
34	23	City of London School	Gonville and Caius College, Cambridge.
35	25	Winchester College -	Trinity College, Cambridge.
36	27	Mill Hill School -	University College, London.
37	23	Educated privately -	King's College, Cambridge.

It can hardly be a matter of argument that educational questions should be discussed and settled by those who have real experience of educational affairs, and it would seem to be desirable that there should be a definite line of demarcation between those who serve the Board by virtue of special educational qualifications, and those who perform the ordinary administrative and routine work of the department.

As far as we know, there is no more ground for the use of patronage in staffing the Board of Education than there would be for a similar procedure in the Post Office or Inland Revenue.

Further, we point out that in such an office as the Board of Education the Second Division Clerk is at an even greater disadvantage than in other offices, in which the higher posts are filled from the First Division Examination. Promotion to the latter class from the Second Division is sufficiently rare, but promotion from the Second Division to a class recruited by patronage is practically unknown (in the Board of Education, one case in the last ten years).

Foreign Office.

To the general system of recruiting appointments to the various sections of the Foreign Office Staff we consider that great exception must be taken. While we admit that special care is necessary in the selection of those who are to carry on the diplomatic concerns of the nation, we affirm strongly that such selection should be made only after open competitive examinations, when all necessary inquiries and references could be made. We protest against the minimum income limit of 400*l.* required in candidates for the Diplomatic Service. The ground for appointment to these and other similar important posts should be, we submit, fitness without regard to monetary qualifications. Such a qualification is clearly intended to act as a barrier, and the limit of choice becomes necessarily very narrow. We desire to place on record our conviction that such artificial limitations are highly detrimental to the State, and we consider that salaries should be so arranged as to be commensurate with the ordinary expenses expected to be incurred by those who fill these posts.

We would draw attention to the fact that Student Interpreterships which were formerly filled by competitive examination have now been withdrawn from that procedure, and we hope that inquiry will be made into the reasons for taking this step.

Charity Commission.

In this office the Second Class and First Class Clerks are appointed under a Treasury Minute of 27th

May 1884, which provides that these clerks shall be barristers of two years' standing or solicitors. A large part of the work performed by Second and First Class Clerks does not, however, require knowledge which can only be obtained by a barrister. No Second Division Clerk has ever been promoted to the Upper Division, as even when such a clerk becomes a barrister he is not considered eligible for promotion. The Charity Commissioners interpret the Minute as requiring a practising barrister.

On the other hand, promotion in the Upper Division is sometimes comparatively rapid. Two Second Class Clerks (250*l.*—15*l.*—400*l.*) have recently been promoted to First Class Clerkships after six and five years' service respectively (450*l.*—600*l.*).

Board of Agriculture.

The staff of Inspectors in the Board of Agriculture is appointed by patronage and an assistant inspector may be required, on the expiration of two years' approved service, to submit himself to the Civil Service Commissioners for examination, but success in obtaining qualifying marks to render him eligible for appointment to the permanent establishment does not in any way affect the conditions of his employment as assistant inspector.

There is a tendency to introduce inspectors from the outdoor staff into clerical posts, such as heads of branches, to the detriment of the assistant heads of branches, most of whom have been Second Division Clerks. Inasmuch as outdoor men are appointed to clerical posts, there is a strong feeling in the department that the large inspectorate of the Board should be open to the clerical staff. Such an opening has been made in two instances only, but it is considered that still more inspectorate posts should be open to the staff officers and higher members of the clerical staff.

Patronage in Irish Offices.

We do not think that it is necessary to go into great detail under this heading, and we shall, therefore, only single out a few examples of the system.

Board of Public Works.—The assistant secretary for light railway work, who had previously held a clerical position in the Great Northern Railway Company of Ireland, was appointed to his post on the nomination of the then Chairman, who had previously been Chairman of the Company.

Registry of Deeds.—(a) In addition to the permanent staff, there is a class of "transcribers" appointed by the Registrar without reference to the Treasury, who perform copying work only. They are paid at the rate of 1*½d.* per folio of 72 words; the maximum amount they may earn is 2*l.* 10*s.* per week, but many are limited to 30*s.*, 35*s.*, or 2*l.* About 20 of these clerks are employed.

(b) Ten temporary clerks at 30*s.* per week assist in the ordinary clerical work of the department.

Irish Land Commission.—(a) The Assistant Secretary to the Estates' Commissioners (700*l.*—20*l.*—800*l.*) began as a lowly paid temporary clerk in the Registry of Deeds, where his father was until lately Assistant Registrar. He was appointed to the Land Commission as chief clerk, and subsequently obtained his present post, which, it is claimed, could have been filled by the promotion of a permanent Civil Servant.

(b) The head of the Estates' Management Branch, at 450*l.* per annum, is unestablished, and was previously a clerk in Lord Dunraven's Land Agent's Office.

(c) The assistant head of Collection Branch (350*l.* per annum), previously a land agent's clerk, performs duties similar to those performed by Land Commission clerks and Second Division Clerks.

Local Government Board.—There are several classes of officers attached to the Local Government Board Staff, who are invariably appointed by patronage, e.g., Poor Law General Inspectors; Poor Law Medical Inspectors; Local Government Auditors; Engineering Inspectors; Architects.

General Register Office.—While Sir Robert Matheson was Registrar General, the post of Secretary and Assistant Registrar General fell vacant. In filling the

post, the claims of experienced men in the office were overlooked, although the position had been held successively by Sir Robert Matheson and Mr. R. J. Brew, both of whom had been promoted from the ranks; the Lord Lieutenant now appointed to the position a solicitor in the Estate Duty Office, but he died before taking up his appointment.

Mr. D. S. Doyle, a practising solicitor, was then appointed, it being deemed necessary to have a lawyer in the office. It should be noted that the Registrar General, Sir Robert Matheson, was himself a barrister at law.

Civil Service Commissioners.

We suggest that wherever it is impossible to devise open competitive examinations, the nature of the qualifications necessary to fill any particular post should be advertised in the usual manner by the Civil Service Commissioners with a full statement as to age, limits, &c. The candidate should be required to furnish testimonials as to his special fitness for the vacancy, and should be disqualified if found to be canvassing for support. The appointment should then be made after interview by the Civil Service Commissioners and not, as at present, by the Head of the Department acting with the Treasury. We consider that it is of the utmost importance that all special appointments of this nature should be clearly defined, and that the actual appointment should be vested in an impartial body.

We do not consider that the Civil Service Commission as at present constituted would be in a position to fulfil the test of impartiality, and in support of this opinion we would observe that the Second Commissioner is Mr. Herbert Paul, ex-Liberal M.P. for Northampton; his health broke down, and he was in a Nursing Home for six months out of the previous twelve before appointment. The Secretary is Mr. J. L. Le B. Hammond. His appointment was apparently political. Mr. Hammond was a leader-writer on the staff of the "Daily News" and "Leeds Mercury"; he was also the Editor of the Liberal Publication Department; his health broke down under the strain of work before and during the 1906 election, and on his appointment there were leading articles in the "Daily News" and "Morning Leader" deploring his loss to Liberalism.

(There is at the Civil Service Commission a fluctuating staff of checkers, whose work could be done by Second Division Clerks. These checkers are appointed by the Commissioners and Examiners, and are paid at the rate of 12*s.* 6*d.* to 1*l.* 1*s.* per day. The same checkers are not employed continuously, but there is always a staff of these checkers at the Commission.)

We suggest that in future the Civil Service Commissioners should be appointed through the proper channel of promotion, from men who have passed an open competitive examination. Interview by this impartial body should be indispensable for special appointment without competitive examination. We would propose further that, as the Civil Service Commissioners, in the proper execution of their duties, should be in touch with educational affairs, a representative Consultative Committee of authorities on education (similar to the Consultative Committee of the Board of Education) should be appointed to assist the Commissioners.

On the question of Patronage we would point out generally that the system involves a limit of choice, which must react to the highest degree unfavourably on the efficiency of the Civil Service. In some cases the men appointed may be fit enough for the duties of the post, but if the range of choice is limited to those few who are able to approach directly or indirectly the Head of the Department, it is clear that there may be many others more fit who do not have the opportunity of submitting their claims for consideration, and that in any case there is a grave injustice towards those of equal fitness, who have not the advantage of personal influence.

We could not conclude this section of our case without drawing special attention to the recent appointment of a Government Whip to the Assistant-Controllershship of the National Debt Office. We do not suggest that Sir Ernest Soares is unable to carry

out the duties required by his position, but we do claim that such an appointment is most discouraging to the permanent staff of the Civil Service, and we have no doubt that an appointment of this description tends to lower public confidence in the purity of the Civil Service.

Finally, on the subject of open competitive examinations, we think that every attempt should be made to bring the examination syllabus into harmony with the views of those who possess actual experience in education, provided always that bias towards any particular type of school is carefully excluded.

We have no doubt whatever that the system of open competitive examination does work admirably, and although we would welcome any reform in the actual examination which would make for true educational efficiency as opposed to cramming, we have not had brought to our notice any departure from the general procedure which would guarantee that appointments would be made without favour.

At a time when the activities of Government Departments are being extended so rapidly, we think it especially important that the confidence of the nation in the impartiality of methods of appointment should be maintained.

(b) CLASSIFICATION.

Clause 53 of the Second Report of the Ridley Commission.

"We are of opinion that it is desirable to secure young men of more liberal education for these posts in the service which are not simply clerical, but demand a wider and more cultivated view of public affairs than can as a rule be expected from youths entering by the lower examinations. We agree with the Playfair Commission that the best preparation for the Upper Division is not to be found in the purely clerical routine of the ordinary clerkships, though there may be exceptions, and while we desire to leave the heads of offices a free choice among all clerks in the service, we think that a strict line can and ought to be drawn between the work of the two Divisions. The Upper Division, however, should be very much smaller than at present, and in some offices need not exist at all."

It should be observed that in the above paragraph, the Ridley Commissioners did not express very strong convictions, and we maintain that a sufficient standard of education is attained by the Second Division to enable them to fill any post in the Civil Service. (Throughout this section we shall, of course, exclude the consideration of posts described as special under "(a).")

Administrative and Clerical.

We have made the most careful inquiries throughout the service, with a view to ascertaining to what extent the definite line of demarcation between administrative and clerical is observed. The information we have received shows, we consider, that it is impossible to lay down generally any hard and fast line in the manner suggested by the Ridley Commission. Administrative work appears to consist very largely of supervision, not initiation, and we contend that the best qualifications for supervision are knowledge and experience. It should be noted, too, that so far from making actual decisions in regard to the interpretation of Acts of Parliament, those officers who perform these so-called administrative duties are themselves subject in all matters of importance to the direction of the legal departments of the various offices. We will first draw the attention of the Commissioners to the offices in which the whole of the higher work is or has been done by promoted Second Division men.

We do not propose to give a complete list of these offices, but we would mention particularly the Savings Bank and Accountant-General's Departments of the Post Office, the Accountant-General's Department of the Admiralty, the Supreme Court Pay Office, the National Debt Office, the Customs and Excise (before the recent reorganisation), and the Stationery Office. There are many offices in which Second Division men are promoted to all posts except the actual headship of the office. For example, Accountant-General's Department of the Inland Revenue, Office of Works,

Paymaster-General's Department. As far as we know, these offices are administered in a perfectly efficient manner, and we would quote them as examples of the ability of the Second Division Clerk to fill high office.

Instances of high positions held by promoted Second Division Clerks:—

Admiralty—

Secretarial:

Head of Naval Law Branch—Principal Clerk (850—50—1,000*l.*).

Assistant Principal in Commission and War-rant Branch (600—25—800*l.*).

Hydrographic Department:

Chief Civil Assistant (550—20—700*l.*).

Naval Stores Department:

Director of Stores (1,000—50—1,200*l.*).

Assistant Director (800—25—900*l.*).

2 Superintending Clerks (out of 4) (550—20—700*l.*, plus 75*l.* house allowance).

Ordnance Store Branch:

Assistant Superintendent of Ordnance Stores (800—25—900*l.*).

Two Superintending Clerks (out of three), (550—20—700*l.*, plus 75*l.* house allowance).

Accountant-General's Department:

Accountant-General (1,500*l.*).

Two Assistant Accountant-Generals (850—50—1,000*l.*).

Seven Superintending Clerks (four at 600—25—800; three at 550—20—700*l.*).

Victualling Department:

Assistant Director of Victualling (800—25—900*l.*).

Three Superintending Clerks (out of three) (550—20—700*l.*, plus 75*l.* house allowance).

Transport Department:

Civil Assistant Director (700—25—900*l.*).

Contract Department:

One Superintending Clerk (600—25—800*l.*).

Greenwich Hospital:

The Director (1,000—25—1,200*l.*).

The Clerk in Charge (500—20—700*l.*).

A number of Naval, Victualling, and Ordnance Store Office, and Secretaries, Cashiers, and Expense Accounts' Officers with salaries over 500*l.* and house allowance in some cases.

Exchequer and Audit Department:

Two Senior Clerks (550*l.* to 700*l.* per annum).

Treasury:

Officer of Accounts:

Salary from 850*l.* to 1,000*l.* per annum).

Inland Revenue:

Secretary of Estate Duty Office, 1,200*l.* per annum.

Special Commissioner of Income Tax, 800*l.* per annum.

India Office:

Register and Superintendent of Records, 1,000*l.* per annum.

Board of Education:

Secretary of Circulation Collection, 1,000*l.* per annum.

General Register Office:

Superintendent of Records, 700—800*l.* per annum.

Customs, Secretary's Office.

The Office was constituted on its present basis by Treasury authority in November 1909, viz.: an Upper Section to be recruited from First Division entrants, and a Lower Section consisting of Staff Clerks and Second Division Clerks.

The introduction of clerks of the First Division into the office had previously been tried by a scheme approved in 1893, but discontinued almost immediately. Between 1895 and 1910 (with the exception of four clerks of the First Division transferred to the Customs from the Inland Revenue with the Excise Department in April 1909) the only entrants to the office were Second Division Clerks and Customs Port Clerks (a grade corresponding in status to the Second Division, but peculiar to the Customs Service), and many members of these grades have been advanced to the higher positions in the office. At the present time no less than 18 of the 25 higher posts in the office are,

as shown in the accompanying table, filled by ex-Second Division Clerks or ex-Port Clerks.

During recent years much new and important work has been thrown on the Department, and it is urged that the general administration of it has been, and is being, carried out with conspicuous success by a staff drawn from these sources. Unless it can be shown that the duties of the officials in question are not efficiently performed, the history of this office clearly shows that there are to be found among the ranks of the Second Division and corresponding grades; officers

capable of undertaking the most important work of a department.

Yet in 1909 the office was divided into two Sections, the Upper of which was to be recruited from the First Division examination, and the Lower from the Second Division examination, thus, without any apparent advantage to the public service, creating a class distinction which, in practice if not in theory, entirely takes away from the present Second Division Clerks the prospects of advancement which were enjoyed by their more fortunate predecessors.

Name.	Date of Entry.	Status on Entry.	Initial Salary.	Present Position.	Salary.	Date of Attainment.
J. P. Byrne - - -	1872	2nd Class Clerk, Somerset House.	£ 80	Secretary	£ 1,200	1909
E. C. Cunningham*	1895	1st Division Clerk - - -	150			
J. Browning - - -	1880	Customs Port Clerk - - -	70	Assistant Secretary.	850	1908
A. J. Dyke - - -	1891	2nd Division Clerk - - -	70			
W. H. Pascoe - - -	1881	Lower Division Clerk - - -	80	to	1,000	1910
W. Young - - -	1894	2nd Division Clerk - - -	70			
C. J. Grylls*	1897	1st Division Clerk - - -	150	Committee Clerk	700	1910
E. H. Hodgson - - -	1899	Customs Port Clerk - - -	70			
J. Johnson - - -	1884	Lower Division Clerk - - -	80	to	800	1910
E. T. Kennedy - - -	1877	Lower Division Clerk - - -	80			
A. S. Lupton*	1900	1st Division Clerk - - -	150	Assistant Committee Clerk	550	1910
J. L. Mackie - - -	1886	Customs Port Clerk - - -	70			
H. W. Trotter - - -	1898	2nd Division Clerk - - -	70	to	650	1910
E. S. Birt - - -	1900	Customs Port Clerk - - -	70			
W. Christian - - -	1898	2nd Division Clerk - - -	70	1st Class Clerks <i>quâ</i>	320	1910
J. Cook - - -	1895	Customs Port Clerk - - -	70			
E. M. Craven*	1903	1st Division Clerk - - -	150	to	400	1911
A. E. Greenet	1901	1st Division Clerk - - -	150			
R. A. Johnson†	1898	Examiner, Scotch Education Department.	200	1st Division Clerks.	400	1911
J. E. Newell - - -	1891	2nd Division Clerk - - -	70			
H. H. Ryder - - -	1906	1st Division Clerk - - -	150	to	400	1912
A. Saker - - -	1876	Lower Division Clerk - - -	80			
J. W. Train - - -	1899	Customs Port Clerk - - -	70	1st Division Clerks.	400	1912
A. Turk - - -	1899	Customs Port Clerk - - -	70			
T. Wilson - - -	1895	Customs Port Clerk - - -	70	1st Division Clerks.	400	1912
W. B. Amery - - -	1901	Customs Port Clerk - - -	70			
H. E. Cotsell - - -	1899	Customs Port Clerk - - -	70	1st Division Clerks.	400	1912
H. M. H. Graham - - -	1901	Customs Port Clerk - - -	70			
J. S. Sutton - - -	1901	Customs Port Clerk - - -	70	1st Division Clerks.	400	1912

* Transferred from Inland Revenue.

† Transferred from other Departments.

Intermediate Scheme.

The introduction of the intermediate scheme is a matter that requires the most careful consideration. It is understood that the alteration of the Second Division scheme in 1900 was useless in that it did not provide a sufficient attraction for the public school boy, and after the heads of the Civil Service had held a conference with head masters of public schools, the Intermediate Scheme was introduced, the First and Second Divisions disappearing as such. Generally, Assistant Clerks were retained to do the routine work, and the new class undertook the duties previously performed by the First and Second Divisions with the whole of the higher posts of the office opened to them. A varying proportion of the Second Division went on the new scale under varying conditions.

The first point we desire to emphasise is that the scheme was introduced simply and solely with the object of bringing in to the service boys of a certain type of education, viz., the public school boys. We submit again that any artificial restriction of this kind is grossly unjust, and is inimical to efficiency. There is reason to believe that in the earlier examination Second Division Clerks secured many vacancies, and the age extension to persons already in the Civil Service was reduced from five years to one. On this point we make no comment.

One important result of the introduction of this scheme was, it is obvious, to add to the number of

offices in which ex-Second Division Clerks could attain to the highest posts. The immediate effect of the application of the Intermediate Scheme to an office is to raise the status of Second Division Clerks who continue to be employed on the duties to which they were formerly assigned. It is surely a considerable testimony to the ability of the Second Division Clerk that under the new system he should be placed on a superior grade with the opportunity of reaching the highest posts.

The procedure on the introduction of the scheme in the Estate Duty Office involved a considerable measure of injustice to the Second Division Clerks who had taken advantage of the alteration in the salary scheme of their class which was made in 1907. We proceed to give some details of the procedure adopted in this office.

On the 26th November 1907 Treasury sanction was given for a new scheme to be introduced into the Estate Duty Office for recruiting new clerks and dealing with the existing staff.

Under the scheme in force prior to that date, vacancies in the permanent clerical staff were filled up by appointments from:—

(1) The First Division, recruited from—

(a) The Class I. examination.

(b) The special departmental examination limited to men, within prescribed age limits, who had passed the final examination of the Incorporated Law Society.

(2) The Second Division.

(3) The Assistant Clerks.

Under the new scheme future entrants were to be recruited from :—

(1) The Intermediate Examination.

(2) The Assistant Clerks.

With respect to the Second Division staff (110 in number), one-half were to be transferred to other offices under the Revenue and the other half were to be promoted to the Intermediate Class and retained. The clerks to be promoted were to be selected on account of special competency and merit.

Representations had been made to the Treasury from time to time as to the insufficiency of the salaries of the Second Division of the Civil Service, and on 21st December 1907 a new scale of pay was introduced which gave to those accepting it an immediate increase of salary, but a reduced maximum. This scale was optional to clerks who had entered under the old scale, but was accepted by practically all men who had less than 20 years' service. In the Estate Duty Office there were only two or three of the older men who refused it.

In a Treasury minute issued early in 1908, it was ordered that the Second Division Clerks in the Estate Duty Office who were to be promoted were, on promotion, to revert to the salaries that they were receiving prior to the introduction of the new scale of 21st December 1907.

This would mean in the most favoured case an immediate loss of 15% per annum, and as the annual increments of both the Intermediate and Second Division scales are almost identical between 100% and 200%, a continuing annual loss of this amount until the latter salary would be reached. In fact, such a loss would have been sustained that it would be 20 years before the clerk would have recouped the loss sustained during the earlier years of promotion. In addition to this the promoted men were to rank junior to the men who would enter from the Intermediate examination before or at the time of their promotion.

The Second Division Clerks who were not selected for promotion or who refused the scheme were transferred to other offices under the Revenue in which, although they took their places on the establishment list of such offices in accordance with their seniority, they were, in many cases, very severely handicapped by being placed in offices in which they had had no experience of the work, and their chances of any special promotion were in consequence jeopardised.

This case has been cited in detail as an instance of the methods of the Treasury in dealing with salary questions.

The Barrier.

We will now discuss the general effect of the barrier between the First and Second Divisions. The most obvious argument against its existence is that practically no attempt is made to utilise the ability which cannot but be present in any large body of men recruited in the manner of the Second Division. No man can pass the very high competitive test of the Second Division examinations unless he has a sound general education. Mr. J. L. Le B. Hammond, before the Consultative Committee of the Board of Education, described the Second Division as the competition of a purely educational kind which attracted the largest number of entrants. To that expression of opinion may be added the following from Mr. Mair, Senior Examiner of the Civil Service Commission on the general system of appointments, given before the same Committee. "The present system gives the service a very able lot of men. If there was any difficulty it was that the men were too able for the salaries to which they might attain. From the point of view of ability, therefore, there was no reason for changing the system; but the competitive examination could not take account of such things as bearing and manners. Some departments, too, were not entirely satisfied with certain of their clerks provided by competitive examinations, because they were not altogether fitted to deal with the public. They were too exclusively scholars and not sufficiently men of the world."

When we leave out of consideration the offices already mentioned in which the Second Division Clerk

actually attains to very high positions it becomes evident that very little attempt is made to utilise the ability existing in the Second Division by promotion to high rank. We have already pointed out in the memorandum addressed to Mr. Asquith that the Second Division numbers in its ranks a large number of boys who have passed from the elementary to public or secondary schools by means of scholarships. In one small branch of a department it was found that 15 out of 20 Second Division Clerks were elementary school scholarship boys. These young men enter the Second Division and soon discover that there is no incentive to the exercise of their talents. They are distinctly discouraged from bringing ideas to their work and receive no stimulus to efficiency. They are merely required to do their work in a satisfactory manner. The inevitable result is that their brain power finds its development in their leisure time pursuits. We do not think that this condition of things has ever been realised by the public, or a system so disastrous to efficiency would have been long ago swept away.

In cases of promotion to the First Division it too frequently happens that the promotion depends on extraneous and improper circumstances. It is clear that this will almost inevitably happen where the promoting authority, in exercising his power, bridges such a wide chasm as exists now between the First and Second Divisions.

We have no doubt that there are large numbers of Second Division Clerks of sufficient education and ability to perform the duties at present allotted to the higher division, and our claim is that the young Higher Division Clerk should be obliged to show his fitness for promotion by comparison with Second Division men who, as we have already suggested, reach a high standard of general education. We would mention at this point the attainment of high qualifications by Second Division Clerks; for example, it is not an uncommon thing for a Second Division Clerk to become a barrister, or for him to take a degree at London University. High honours in the B.Sc. (Economics) at London University have been taken by Second Division Clerks, and there are not included in this number many others who take courses in special subjects, but who do not feel able to spare the time necessary for taking the full degree course.

Further, the Second Division Clerk is compelled to find his own footing in the world from the time he is 17 or 18 years old, while his First Division colleague is prolonging his school career at the university, and we maintain that by that experience the former has opportunities for acquiring judgment and other qualities of character, that opportunity being denied to the young member of the First Division.

We feel bound to draw the attention of the Commissioners to the waste of public funds involved in the very rapid promotion of First Division men who have had but the slightest experience of official work and whose qualification is merely an academic training. A few examples of these careers are quoted.

Admiralty :—

A, B, and C entered at 150% and were promoted to the 600%–800% scale in from three to four years.

D became Deputy Accountant General at 1,200% in less than 12 years from entry.

E, the present Assistant Secretary of the Admiralty, with about 15 years' service, has a salary of 1,200%, with an allowance of 200%. He reached 1,000% after eight or nine years.

Treasury :—

(a)	6 years' service	-	-	-	500% rise.
(b)	5½ "	"	"	"	500% "
(c)	6 "	"	"	"	500% "
(d)	6 "	"	"	"	500% "
(e)	5½ "	"	"	"	500% "
(f)	6½ "	"	"	"	500% "
(g)	7 "	"	"	"	500% "
(h)	7 "	"	"	"	500% "
(i)	500% rise in 6 years.				
	{ 800% "	11 "	"	"	
	{ 500% "	7 "	"	"	
(k)	{ 800% "	12 "	"	"	
(l)	11 years' service	-	-	-	800% rise.
(m)	9 "	"	"	"	800% "
(n)	6 "	"	"	"	650% "

Inland Revenues :—

Accountant General	-	First Division Clerk (150 <i>l.</i>), on 15th October 1900.
		Committee Clerk (725 <i>l.</i>), on 28th July 1909.
		Accountant General (1,000 <i>l.</i>), on 26th June 1911.
Assistant Secretaries	-	(a) 700 <i>l.</i> rise in 14 years.
		(b) 700 <i>l.</i> " 12 "
		(c) 700 <i>l.</i> " 12 "
		(d) 700 <i>l.</i> " 11½ "
Committee Clerks	-	(a) 575 <i>l.</i> " 11½ "
		(b) 450 <i>l.</i> " 7 "
		(c) 450 <i>l.</i> " 6½ "
		(d) 450 <i>l.</i> " 5½ "
		(e) 450 <i>l.</i> " 6½ "
		(f) 450 <i>l.</i> " 6½ "
		(g) 450 <i>l.</i> " 6 "
		(h) 450 <i>l.</i> " 6 "
		(i) 450 <i>l.</i> " 6 "

Board of Education :—

(a) entered the service of the Board as a Temporary Examiner, 1903; appointed a Junior Examiner in 1904; Private Secretary to the Lord President of the Council and to the President of the Board from 21st December 1905 to 30th September 1909; appointed Deputy Accountant General and Deputy Chief Clerk in 1909, at 700*l.*—25*l.*—850*l.*; Commissioner of Customs and Excise in 1912, at 1,200*l.* Length of service 8½ years. Present age 31. Average annual increment over 100*l.*

(b) entered the service of the Board as a Junior Inspector in 1901 at 200*l.*, and was subsequently promoted as follows:—1st April 1903, Junior Examiner at 250*l.*; 13th May 1904, Senior Examiner at 650*l.* rising to 800*l.* (from November 1902 to December 1905 he acted as Private Secretary to the Permanent Secretary, with an allowance of 150*l.*); 1st December 1905, Chief Clerk at 900*l.*; 1st October 1909, Accountant General and Chief Clerk at 1,000*l.*, rising to 1,200*l.*; 30th December 1911, Principal Assistant Secretary at 1,200*l.* Present age 42.

(c) entered the service of the Board as a Junior Examiner at 300*l.* in 1894; 1st November 1898 to 16th February 1902 Private Secretary to the Permanent Secretary, with an allowance of 150*l.* The posts he subsequently held are: 6th March 1902, Director General of Education in India (seconded from the Board of Education), at a salary equivalent to 1,600*l.*; 19th October 1904, appointed Director General of Education in India (permanently appointed) at a salary equivalent to 1,800*l.*, rising to 2,200*l.*; 1st December 1910, Chief Inspector of Elementary Schools in England at 1,000*l.* per annum; 30th December 1911, Accountant General of the Board of Education at 1,000*l.*, rising to 1,200*l.* per annum. Present age 45.

We do not object to the rapid promotion of a young man of marked ability, but we do object most strongly to the promotion of young First Division men to high posts simply because they enter the Civil Service from one of the older Universities *via* the First Division Examination.

We would remark on the good fortune which attends private secretaries, and would quote as an example the case of Mr. N. F. W. Fisher, Special Commissioner of Income Tax. Mr. Fisher, who reached the salary of 850*l.* after 7½ years' service, was at one time Private Secretary to Sir Robert Chalmers. Mr. M. B. R. Sturgis, also a Special Commissioner of Income Tax, at a salary of 850*l.*, and formerly a private secretary to Mr. Asquith, was appointed to his present post at the age of 26 years.

General Evidence as to Ability of Second Division Clerks.

(a) *Extract from an article entitled "Forty-four Years at the Colonial Office," in the April 1909 number of the XIXth Century and After, by Sir W. A. Baillie Hamilton, late Chief Clerk at the Colonial Office.*

"I have so far confined myself to the Upper Division of the office, and regret that space will only

admit of a very few words respecting what is termed the Second Division, or those who enter by a different examination and under different conditions. It cannot be said that their position is altogether satisfactory, and it is, in fact, one of the most difficult questions with which the heads of an office have constantly to deal. It is a general understanding that their work is of a different class from that of the Higher Division; and, not having passed the higher examination, they are naturally shut off from the higher appointments.

"But it is inevitable, especially in such a department as the Colonial Office, that some of them should occasionally be called upon to perform work that, while it can hardly be distinguished from that of the Higher Division, nevertheless does not carry with it the same advantages, and I am afraid that the consciousness of this has been productive of a growing feeling of discontent.

"It seems to me, in fact, that some revision of the existing regulations will before long become absolutely necessary. Many of this class in the Colonial Office have served directly under me, and I can unhesitatingly testify to the valuable nature of their services.

"I should be only too glad to see their position improved, and I trust that it will not be long before some improvement takes place."

(b) *Extracts from the Third Report (Appendix) of the Royal Commission on University Education in London. [Cd. 5911, 1911.]*

Professor Edwin Cannan, M.A., LL.D., of the London School of Economics, was questioned regarding (*inter alia*) the respective abilities of day students and evening students. In reply he states (7112 *et seq.*): ". . . . in mere quantity the class from which evening students are drawn is much larger, because morning students must have means to enable them to go on without earning their living for some years, and, at any rate, the better provided of that class prefer to go to the older universities, and consequently it is not a very large nor a very excellent class in some ways that we can draw upon in that case, whereas, in the case of the evening students, we have a very enormous class, and a class among which there is a good deal of ability, and I have been rather struck myself with the ability of the Second Division Civil Servants. I daresay, as an average, their ability is not very high, but the ability of the people who come to us, who are, of course, a picked lot, is very considerable."

In answer to further questions: ". . . . I have had a good many of these Second Division Civil Servants, who are really very capable, so much so that it makes me doubt whether the present chasm between the two divisions is expedient."

On being questioned regarding the difference between a man trained at Oxford and an evening student at the London School of Economics, Professor Cannan replied: ". . . . the difference between them is rather like the difference between men and women . . . it is a thing very difficult to define and give a satisfactory account of. It is a question of previous education and surroundings very largely. You get rather more intelligence, perhaps, out of our people than you do out of the young man at Oxford. On the other hand, the young man at Oxford has a better literary education, his power of expression is greater, and your feelings are not violated by a number of things which are rather annoying in the work of others."

(*Sir Robert Morant.*) ". . . . You do not think, *a priori*, there would be much difference between the one and the other?"

(*Professor Cannan.*) ". . . . I am not prepared to say so. I do not think I should send my own son here in preference to sending him to Oxford I say that is a question of social environment. When a man has been at one of the older Universities he feels he is one of a class which, he believes, enjoys some public esteem, and it gives him confidence, which is always something."

(*Sir Robert Morant.*) "Is that the only reason you would suggest for sending your son to Oxford and not to London, and for evening study only?"

(*Professor Cannan.*) "Yes, I think it is the only reason bearing on the present inquiry."

Reorganisation.

The proposals for reorganisation which we beg to be allowed to submit for the consideration of the Royal Commission involve the abolition of the First Division as a separate class and the absorption of boy labour. We do not think that any scheme of reform could be considered satisfactory which did not embody both of these principles.

As far as possible we have based our scheme on the existing organisation of the Service, with the object always in view of simplifying the present chaotic classification. We think that there are the strongest objections to the present organisation of the Civil Service, which is, we venture to say, incomprehensible to the general public. Our proposals, if applied to the clerical staff, would, we are convinced, bring order out of the existing chaos.

While we have shown that the attempt to stereotype a distinction between administrative and clerical has failed, we believe that the principle on which the Intermediate Scheme is based is sound, and we adopt it in our proposals; the application of the Intermediate Examination involves the retention of a lower grade to deal with routine work, and we believe that the distinction between clerical work requiring intelligence, and routine work, can be made satisfactorily.

We would, therefore, propose that the Civil Service should be divided into two grades; in the higher would be merged the First and Second Division and the Intermediate Class, while the lower would in future be composed of boys recruited at the age of leaving the elementary school. (We would point out forthwith that we do not regard the existing Assistant Clerks' scale as adequate, and shall suggest an increase.)

First Grade.—We would recruit this grade at the normal age for leaving a secondary or public school, 17½–19½ years, but the syllabus of examination should be most carefully drawn up to offer equal chances of success to boys leaving any type of school. We have already protested against the injustice of weighting the examination scales heavily in favour of the public school boy, and we claim that that injustice should be forthwith removed. But while we have no doubt that this mode of entry would supply more than sufficient men fit to staff the highest posts, we do not propose to commit the injustice of barring from the Civil Service those men who have attended a University.

We would provide an entry for them at the present First Division age, and they would enter Grade I. at a salary point of 150*l.*, corresponding to their excess of age over the entrants by the main examination. It would of course be only fair to give them a seniority allowance of five years. This would, we think, be an improvement on the present Intermediate Scheme.

But we would emphasise the need for reform in the present First Division examination. Statistics show conclusively that Oxford and Cambridge men have great advantages over their competitors in the First Division examination, and we think that the present bias in the syllabus of examination should be removed; e.g., the present system inflicts a considerable injustice upon those men who study at the London School of Economics, of whom Professor Cannan has spoken so highly.

We recommend that the proportion of clerks entering at the University-leaving age should not be, in comparison with the number at present entering at the school-leaving age, greater than the present proportion between those who enter by the Upper Division examination as compared with the total number entering by the Intermediate and Second Division examinations.

Second Grade.—We have in our provision for Grade I. taken into consideration existing conditions, and have attempted to fit our proposals to the educational system of the country. We propose to carry

out that principle in dealing with Grade II., and therefore we shall seek to attract to this grade the capable boy from the elementary school, who, for one reason or another (very probably poverty will be the chief reason), has not proceeded to the secondary school. We propose that he should enter the Civil Service direct from the elementary school. The present minimum entrance age of 15 for Boy Clerks involves a gap which we believe to be detrimental to a boy's character and attainments.

We suggest, therefore, that the age for entrance to Boy Clerkships should be 14–15½ years, but this alteration should be entirely without prejudice to the possibility of a future alteration in the school-leaving age.

It is a point much emphasised by educational reformers that the supervision of the boy should be continued beyond the age of leaving school, and it seems to us that if the State undertakes to employ the boy it should also set the example of supervising him. We therefore propose that for three years the boy should be compelled to attend compulsory continuation classes. It should be possible to ascertain at an early date whether the boy has any aptitude for clerical work, and if it is evident that he has none he should be discharged forthwith. Subject to proof that he has profited by his continuation classes, he should pass normally to the top of his scale, with prospect of promotion to the supervisory posts and to Grade I. We emphasise the latter point because in accordance with our third principle we desire that ability and merit in any rank should be adequately rewarded.

We would also give a substantial age allowance to the Boy Clerk who desires to enter Grade I. by examination.

We would suggest too that the education of the boy should not be in merely technical subjects intended to fit him for his office work. It would be unfortunate if his general education were considered to be complete as soon as he had left school, and we think that our suggestion would offer an opportunity for ensuring real benefits to the boy throughout the whole of his life. At this point, too, we emphasise the necessity that the clerks in the Second Grade should have every inducement to good work, and a salary such as to secure a living wage and to provide a sufficient income for marriage. We think that the above scheme would remove anomalies and remedy injustice with the least possible disturbance of existing arrangements.

Finance.

We propose to deal as far as it is in our power with the finance of the proposed scheme, and we hope to show that the cost of our proposals, involving as they do an increase in the present wages of Assistant Clerks, would yet be very slightly, if at all, in excess of the cost of the present system.

In combining the First and Second Divisions and Intermediate Class to form Grade I., we think that some proportion of the work at present done by junior Second Division clerks might fairly pass to the Second Grade, and for the purpose of our calculations we have estimated that proportion at one third; that is, we think from our experience that approximately one third of the duties at present performed by the Second Division might be classed as among the routine duties which would be proper to Grade II.

For the purposes of comparison we shall leave as they are with slight necessary salary amendments the higher posts in offices, and shall give to clerks in Grade I. the salary appertaining to the Intermediate Scheme at present, i.e., 100*l.*–350*l.* per annum.

For Grade II. we would suggest that at the age of 18 a clerk should earn 55*l.*, passing by 5*l.* increments to 75*l.*, and then by 7*l.* 10*s.* to 200*l.*, with an extra jump of 10*l.* at 105*l.* In addition to the prospect of promotion to Grade I., we would provide supervising posts carrying a salary of 200*l.* to 250*l.* in the proportion of 1 to 3.

We append tables illustrating the comparative cost of the existing system, and of the classification which would obtain in our proposed reorganisation.

Secretaries' Office, Inland Revenue.

Existing Classification.		£
2 Secretaries (1,200 <i>l.</i>)	- - -	2,400
4 Assistant Secretaries (850-1,000 <i>l.</i>)	- - -	3,700
16 Committee Clerks (600-800 <i>l.</i>)	- - -	11,200
6 Staff Officers (550 <i>l.</i>)	- - -	3,300
19 First Division (200-500 <i>l.</i>)	- - -	6,650
13 Minor Staff (400-500 <i>l.</i>)	- - -	5,850
30 Minor Staff (300-400 <i>l.</i>)	- - -	10,500
13 Minor Staff (250-350 <i>l.</i>)	- - -	3,900
15 Minor Staff (200-300 <i>l.</i>)	- - -	3,750
189 Second Division (70-300 <i>l.</i>)	- - -	34,965
128 Assistant Clerks (45-150 <i>l.</i>)	- - -	12,480
435		98,695

New Classification.		£
2 Secretaries (1,200 <i>l.</i>)	- - -	2,400
4 Assistant Secretaries (800-1,000 <i>l.</i>)	- - -	3,600
16 Committee Clerks (500-700 <i>l.</i>)	- - -	9,600
34 Staff Officers (400-500 <i>l.</i>)	- - -	15,300
188 Grade I. (100-350 <i>l.</i>)	- - -	42,300
50 Supervisors, Grade II. (200-250 <i>l.</i>)	- - -	11,250
141 Grade II. (55-200 <i>l.</i>)	- - -	17,977
435		102,427

Savings Bank Department.

Existing Classification.		£
1 Controller (1,000-1,200 <i>l.</i>)	- - -	1,100
4 Assistant Controllers (700-800 <i>l.</i>)	- - -	3,000
10 Principal Clerks (450-600 <i>l.</i>)	- - -	5,250
12 Principal Clerks (450-550 <i>l.</i>)	- - -	6,000
64 Superintendents (315-450 <i>l.</i>), 12 to 490 <i>l.</i>	- - -	24,720
166 Higher Grade, Second Division (250-350 <i>l.</i>)	- - -	49,800
284 Second Division (70-300 <i>l.</i>)	- - -	52,540
280 Assistant Clerks (45-150 <i>l.</i>)	- - -	27,300
821		169,710

New Classification.		£
1 Controller (1,000-1,200 <i>l.</i>)	- - -	1,100
4 Assistant Controllers (700-800 <i>l.</i>)	- - -	3,000
10 Principal Clerks (450-600 <i>l.</i>)	- - -	5,250
12 Principal Clerks (450-550 <i>l.</i>)	- - -	6,000
44 Superintendents (350-500 <i>l.</i>)	- - -	18,700
320 Grade I. (100-350 <i>l.</i>)	- - -	72,000
100 Supervisors, Grade II. (200-250 <i>l.</i>)	- - -	22,500
330 Grade II. (55-200 <i>l.</i>)	- - -	42,075
821		170,625

It will be observed that this comparison does not show the saving which we should effect by refusing, as a general rule, to perpetuate the system of promoting men after a few years' service to high salaries reached, therefore, by a very large average annual increment. We would also point out that there is a positive motive to economy in the promotion of men from Grade II. to Grade I.

The salaries to be paid to the Boy Clerks need not, we anticipate, be large, and we suggest that a scale of 10*s.* in the first year of service, rising to 15*s.* by 2*s.* 6*d.* increment and to 50*l.* at the age of 17, when the boy would complete his Boy Clerkship stage, would be sufficient.

Under this heading it will be convenient to remark on the existing system of temporary employment of Second Division Clerks. At one time this system was almost unknown, and it is only since the South African war that the plan has involved the hardships which now accompany temporary service. In many cases a young Second Division Clerk waits as long as three years before he obtains permanent employment, and this period is broken up into periods of service in different offices of varying lengths with intervals of unemployment during which he receives no payment. The disadvantages of this system are fairly obvious. The clerk who knows that there is a very small prospect of his staying in a department longer than a few months cannot be expected to show any very keen interest in his work; moreover, he becomes disheartened when, after securing what he expected to be a permanent post in the Civil Service, he finds that he is compelled from time to time to return home to live at the expense of his parents.

We think that temporary employment, as far as it is necessary, can in our scheme be allotted to the younger clerks of Grade II. when they have completed their Boy Clerkship stage; but we would, of course, insist that they should not suffer financial loss by the necessity for such temporary service.

We consider this question is essentially one of organisation, and we think that in the past there has been mismanagement which has resulted in much hardship.

(c) GENERAL OBSERVATIONS.

During Reorganisation.

Second Division Clerks would generally be placed on the First Grade, but we claim that no officer should suffer financial hardship under the scheme of reorganisation which we have suggested.

In the past it has happened that under the Treasury rule officers have been compelled to refuse promotion because it involved an immediate and considerable loss of salary. We cannot conceive what ground there is for promoting a man on account of special merit and at the same time mulcting him in salary. We do not believe for one moment that this proposition would commend itself to any business man.

We might quote as an instance of the working of this extraordinary rule the case of a Second Division Clerk who has recently been promoted to the First Division with an immediate loss of salary of 130*l.* per annum (330-200*l.*).

Further, we would ask generally that the rights of clerks serving at the time of reorganisation should be fully safeguarded.

Retiring Age.

We desire to draw attention to the matter of the retiring age of Civil Servants. Practice varies in different departments, and whereas in some cases officers have to retire at the age of 60, or after 40 years' service, in other offices they are allowed to take advantage of the provision which makes it possible for them to stay on until 65 years of age.

We think that practice throughout the Service should be uniform, and would point out that the variations involve considerable inequality of opportunity of promotion between one department and another.

Second Division Clerks promoted from the Ranks of Assistant Clerks (New Class).

The following facts concerning the case of certain promoted Assistant Clerks deserve notice:—

Original salary of Assistant Clerk, 55*l.* by 2*l.* 10*s.* to 70*l.*, then by 5*l.* to 150*l.*

1902. Increment increased from 2*l.* 10*s.* to 4*l.* (55-4-75*l.*).

1905. Increment increased from 4*l.* to 5*l.*

These small increases were not made retrospective.

In 1909 a revised scheme was introduced. Under this scheme, which was retrospective, special allowances for the 2*l.* 10*s.* increments in force from 1896 to 1902 were granted.

These allowances were not given to Assistant Clerks promoted to Second Division rank prior to 1909.

Their promotion did not carry with it an increase of salary or grant of special increments, although they passed a further qualifying examination, and were

assigned the superior duties appertaining to their improved rank.

Such men in all cases receive a smaller salary than if they had not been promoted.

Assistant Clerks promoted to the Second Division since 1909 are in a number of cases junior both as regards established service and Second Division service, and yet in receipt of larger salaries than clerks promoted prior to that date.

Assistant Clerks promoted to the post of Supervising Assistant Clerk receive a considerable immediate increase of salary, e.g., a clerk promoted in the Estate

Duty Office received an increase of over 50%, although it may be assumed that the duties performed are not superior to those performed by a clerk of the Second Division.

After striking a balance of the relative gains and losses of salary after promotion, it is evident that there is a considerable body of Assistant Clerks promoted to the Second Division rank who do not, and will not, receive the salary payable to an unpromoted Assistant Clerk even after performing the duties of a clerk of the Second Division for a considerable number of years.

Age.	Date of Appointment to Assistant Clerk.	Date of Appointment to Second Division.	Present Salary including Increment due April 1912.	Salary if present Scale of Assistant Clerks had been in force.	From
35	Nov. 1896	June 1905	£ s. d. 134 9 0	£ s. d. 150 0 0	Nov. 1911
34	June 1897	July 1906	129 0 0	145 0 0	June 1911
33	Aug. 1898	July 1907	122 10 0	137 10 0	Aug. 1911
31	Dec. 1899	Nov. 1906	121 2 0	130 0 0	Dec. 1911

We claim that the salary of a clerk of the Second Division with prior service as an Assistant Clerk should at least be not less than that paid to an Assistant Clerk for the same period of service.

Recognition of Associations of Civil Servants.

In the early part of 1911 the Association of Second Division Clerks petitioned the Treasury for the right of corresponding as an association with the Treasury on matters affecting the general conditions of service in the Second Division which did not concern the internal administration of departments. This petition was refused, but we would lay our proposal before the Royal Commission for their consideration.

Advisory Councils.

We have observed that there is a growing tendency to utilise the collective experience and ideas of lower grades of industry, and we would throw out the suggestion that it might be practicable to apply the principle to the Civil Service. We have already alluded to the fact that it is extremely difficult for clerks in the lower ranks to obtain consideration of any ideas they may have conceived to be for the improvement of the efficiency of their department. It is rarely possible to put forward plans for modification in official systems which do not contain implied criticisms of higher officials, and we think that it would be a considerable aid to increased efficiency if there were to be set up an Advisory Committee in each department whose office it should be to consider ideas and proposals emanating from any individual member or section of the staff. We suggest that the head of the department should not himself serve on this Advisory Council, but that it should number among its members a representative of every grade in the department. It would be desirable, we consider, that the grades should be allowed to elect their own representatives. The plan might first be tried in a few large offices, and, if found successful, could then be extended to cover the whole of the Service.

Saturday Half-Holiday.

Although we do not wish to dwell on details in the conditions of our employment, we think that this will be a convenient opportunity to draw attention to the rule in regard to the Saturday half-holiday. It is now an almost universal custom in the business world to close on Saturday afternoons as a matter of course, but in the Civil Service there is very considerable variation in the practice of departments. This variation involves unfairness as between the clerks serving

in different departments, and we submit that the time has now arrived when a uniform Saturday half-holiday should definitely be established.

Treasury Control.

The Intermediate Scheme and Assistant Clerkships were introduced into the Civil Service by Treasury Minute without any authority from Parliament and without Order in Council. It will have been noted that the introduction of these classes was contrary to the recommendations of the Ridley Commission, and we desire to remark especially on the fact that it is within the power of the Treasury to make radical alterations of this character in the Civil Service without any kind of supervision whatsoever. Such a power is clearly open to abuse, and we trust that the Commissioners will find it possible to recommend that in future no alteration in the constitution of the Civil Service shall be effected save by Order in Council after notice of the proposed alteration has been laid on the table of the House of Commons for the customary period, giving an opportunity for discussion or questions if desired by Members.

Conclusion.

In bringing our case to a conclusion we trust that it will be considered in the light of the alteration in the social and political conditions of the nation. Naturally we have no desire to enter upon a political discussion, which would be entirely outside our province, but we do not think it can be disputed that the present tendency is for the community, through Parliament and the Civil Service, to extend the sphere of its action. The enormous increase in the amount of the Civil Service Estimates supports our statement, and we do not suppose that there will be any immediate diminution in the activities of the State.

We therefore contend that at no time more than the present has it been necessary that the very highest degree of efficiency in the Civil Service should be reached. Our statement has been intended to demonstrate that the existing organisation of the Civil Service does not admit of that measure of efficiency being attained, and it is in the hope of removing the obstacles to efficiency that we have ventured to lay before the Commission our constructive proposals. The Civil Service is becoming more and more the indispensable servant of the community, and it is the business of the community to ensure that all who serve it are appointed on the score of capacity and character alone and that those who reach the highest posts in that Service shall do so by virtue of ability and merit. The inevitable result of any shortcoming in these matters will be weakness and failure.

APPENDIX VI.

(Handed in by Mr. Edmund Phipps.)

Q. 2840.

APPLICATIONS BY BOY CLERKS FOR HELP IN FINDING WORK OUTSIDE THE SERVICE.

- (a) Number of applications received since the foundation of the Society in 1902 - - - 1,287.
 Number of posts found by or through the Society - - - - - 507.
- (b) Applications received and posts found in the last four years :—

	1908-9.	1909-10.	1910-11.	Six Months Nov. 1911—April 1912.
From Boys of the Old Class - - - -	74	83	144	68
From Boys of the New Class - - - -	—	1	51	104
		84	195	172
<i>Posts Found.</i>				
For Boys of the Old Class - - - -	17	52	57	42
For Boys of the New Class - - - -	—	1	24	65
		53	81	107
Public Offices - - - - -	—	—	22	12
Banks - - - - -	—	—	11	34
Insurance Offices - - - - -	—	—	8	20
Commercial Offices - - - - -	—	—	39	36
Professional Offices - - - - -	—	—	1	5
			81	107

- (c) Occupations of Parents :—

The 172 boys who applied during the six months November 1911—April 1912 stated the occupations of their parents to be as follows :—

Artisans - - - - -	53
Shopkeepers - - - - -	39
Clerical, Travelling or Professional - - - - -	47
Miscellaneous occupations - - - - -	14
Fathers deceased :—	
Occupations not stated - - - - -	19
	—
	172
	—

- (d) Of the same applicants—

137 stated that they had attended Elementary or Higher Elementary Schools, and
 35 "Grammar," "Secondary," "Private," or other Schools.

- (e) Of the same applicants—

47 came from homes in the country.

(During the same period 819 boys from the country received help in finding lodgings in London.)

APPENDIX VII.

(Handed in by Mr. D. J. Milne.)

Q. 2958.

EVIDENCE presented by Messrs. D. J. MILNE, R. W. DELVES, and R. MCC. BEAMISH on behalf of the ASSOCIATION of ASSISTANT CLERKS (New Class).

In submitting the following statement for your consideration we desire to state that we represent all the Assistant Clerks (New Class) now in the Civil Service.

We will endeavour to show that it is desirable that the class of Assistant Clerks be abolished, and we will bring to your notice certain proposals for the removal of the extreme hardships which affect the Assistant Clerks now serving and which, if acceded to, will in our opinion increase the efficiency of the public service.

A request for abolition by the class concerned may be somewhat unusual, but when the facts are placed before you we believe that you will agree that such a course is advisable.

(1) There are at present nearly 2,400 Assistant Clerks employed. These are attached to the various Government Departments in London, Dublin, and Edinburgh, and a few provincial centres. With the exception of a few offices, Assistant Clerks are employed in all Government Departments.

The class was introduced for general employment in 1896. Originally the conditions of service were:—

(2) Age of entry, 19–21. Salary, 55*l.*, by annual increments of 2*l.* 10*s.* to 70*l.*, and thence by 5*l.* to 150*l.*

Various alterations have since been introduced and the existing conditions, which were laid down in 1909, are:—

Age of entry, 17–18. Salary, 45*l.*, by annual increments of 5*l.* to 85*l.*, and thence by 7*l.* 10*s.* to 150*l.*

(3) The entrance examination is open to Boy Clerks only, who compete among themselves for the positions. The average competition is 4 to 1. Boy Clerks are recruited by open examination, the average competition being also about 4 to 1.

(4) The main features of the case of Assistant Clerks are as follows:—

(1) There is no proper authority for the institution of the class on its present basis, its employment being directly contrary to the recommendations of the Ridley Commissioners as confirmed by Parliament.

(2) An investigation of the general nature of the work of the various Public Departments will show that there is no room for the employment of such a class.

(3) The scale of salary does not constitute a living wage.

(4) Promotion to the Second Division is restricted within very narrow limits. Even when granted it results in no immediate advancement of salary, and does not for some years remove the hardships resulting from the low scale of pay of Assistant Clerks.

(5) The existence of the class, therefore, is conducive neither to the contentment nor to the efficiency of the Public Service and it should be abolished. The existing members of the class should be placed in receipt of a fair wage and absorbed into the ranks of some properly constituted body.

(5) In addition to these points the suggestion will be submitted that a system of recruiting for the clerical duties (excluding pure copying and including supervision) by means of one entrance examination is the most effective and economical that can be applied.

AUTHORITY FOR INSTITUTION OF THE CLASS.

Playfair Commission.

(6) In considering the question of the authority for the general employment of Assistant Clerks it is necessary to go back as far as 1875, when the issue of

the Report of the Playfair Commission resulted in the first steps being taken to institute the system of making appointments to the Civil Service which is now to a great extent in operation.

(7) Speaking broadly, prior to that date the Service had grown up under a system of appointment by nomination for permanent positions (in some cases subject to examination), supplemented by the employment of a temporary class called Writers.

(8) Each department had practically entire control over the numbers and, to a great extent, the basis of remuneration of its own staff, and each department naturally developed along the lines of its own necessities. Consequently, the Service was in a somewhat chaotic condition; men of different grades, permanent and temporary, being indiscriminately employed on similar duties, and the salaries paid frequently bearing but little relation to the value of the work performed.

(9) The system of open competition as the main avenue of entry into the Service had just been instituted by certain Orders in Council, and it was for the purpose of advising as to the grading of the Service under this system that the Playfair Commission was primarily appointed.

(10) This Commission marked the first serious attempt to unify the Civil Service. The outstanding feature of its deliberations was a definite classification of the work into two sections, the first characterised as clerical work, and the second work of an administrative nature, the amount of which was estimated to be very small in proportion to that of the first.

Abolition of the Writer Class.

(11) At the time there was in the Service a large number of Writers, and the question of their retention was carefully considered. They were nominally engaged for copying work, but the Playfair Commission stated that they were employed "in many offices as a cheap description of labour for the discharge of permanent duties of less importance than those usually assigned to established Clerks."

There was no uncertainty in the decision of the Playfair Commission as to the continuance of the employment of these Writers. Speaking of the arrangements in existence for recruiting the Service, they said:—"Three descriptions of Clerks were to be provided for. At the bottom were to be Civil Service Writers, to whom the lowest and most purely mechanical duties were to be committed. No one wishes to preserve this part of the scheme." And again they refer to the "objection to the system of Writers" as "now universally admitted to be well founded," which objection, they add, would be removed if "the lowest class of permanent work were entrusted to a properly paid and organised class of Clerks." That class of Clerk was instituted under the title of Lower Division Clerks.

(12) It is clear, therefore, that the Playfair Commission, whose recommendations on this point were adopted, laid down definitely that no permanent class lower than the Second Division should be employed generally throughout the Service.

Ridley Commission.

(13) In 1886, a Royal Commission on Civil Establishments was appointed. This was the Ridley Commission. Included in the terms of reference was a special direction to inquire into and report upon, the scheme of organisation recommended by the Playfair Commission.

(14) That scheme of organisation was, as has been pointed out, based upon the performance of the work

by two distinct bodies, the higher and lower divisions. The Ridley Commission reported as follows:—

“ We are of opinion that the purely clerical work of the Service can be, and therefore ought to be, done by one class of Clerks, viz., those entering upon the present lower examination,” and that “ copying work in the future which cannot be done mechanically . . . should be done by the present clerks of the second division on first entrance to the Service, and beyond this by Boy Clerks.”

(15) The Ridley Report was confirmed by both Houses of Parliament, and its recommendations were eventually incorporated in Orders in Council of 21st March and 19th August 1890. It will hardly be denied that the organisation of the clerical Civil Service at the present day should be based mainly on these recommendations, seeing that there has been no further Commission or general inquiry. There is evidence that the Treasury recognised this at one time. Careful to guard against even the suspicion that it was taking steps which might be regarded as contradictory to the decision in question, that department in making a few appointments of Abstractors stated in a minute dated 10th August, 1889:—

“ The need for such assistance arises but rarely.”

The minute adds, “ My Lords do not propose to “ create such a class common to the whole “ Service but will assign them to those Depart- “ ments who specially want them.”

(16) The recommendations of the Ridley Commission were brought into operation in 1890, and the system of recruiting for the clerical labour of the Service on the lines of the two examinations laid down by the Playfair Commission was placed on a permanent footing. That system, it should not be forgotten, did not permit of a class of clerks lower in grade to the Second Division being recruited for general employment in the public service. Yet in 1896, a little over five years afterwards, such a class was instituted.

(17) It is submitted, in view of the careful consideration given to the question by both the Playfair and the Ridley Commissioners, and of the definite nature of the findings, that there was no justification for such a step. It cannot be said that between 1890 and 1896, the condition of the work altered to such an extent that it was necessary to employ a third class to meet additional requirements.

(18) Even had it been found that in the short space of five years there had grown up a quantity of copying and simple routine work out of all proportion to the growth of the more intricate clerical duties, it should surely have been proper for the Treasury, as administrators of the Civil Service, to have explained fully why a course in direct opposition to the findings of the Royal Commission was necessary, and at least to obtain the authority of an Order in Council.

(19) Nothing like this, however, occurred. There was no general inquiry into the work during the period under survey, nor was there any change in its nature such as might justify the institution of a new class; it is therefore somewhat significant to find that the class of Assistant Clerks was instituted not by Order in Council but by the easier means of a Treasury Minute.

(20) The request for the abolition of the class is therefore a request for compliance with the recommendations of the last Royal Commission.

NATURE OF THE CLERICAL WORK.

Whether there is adequate justification for the existence of Assistant Clerks at the present day.

(21) In considering the question whether, on its own merits, the clerical work of the Service at the present day justifies the employment of Assistant Clerks it is essential that a careful analysis of the work of the various departments should be made.

(22) There is certainly some difficulty in classifying the work on a general basis. The departments, owing to the diversity of affairs with which they have to deal, are not always analogous so far as responsibility and

intricacy of work are concerned. Both the Playfair and Ridley Commissions were faced with the same difficulty, but it would appear from their Reports that it was felt more with regard to the better class of work. They both readily found a common measure for dealing with the general clerical work.

Classification of Civil Service work by Ridley Commission correct to-day.

(23) As the result of the inquiries instituted by the Assistant Clerks' Council, the conclusion cannot be resisted, that while there is always bound to be some difference of opinion in estimating the work over such a large area, the opinion of the Ridley Commissioners already quoted, that the clerical work of the Service is best performed by one class, is sound and applies to the present day with more force than it did even at the time that opinion was expressed.

(24) As there was no recent official inquiry to go on, the Association of Assistant Clerks conducted a thorough investigation into the work of each office. Every endeavour has been made to avoid bias. When instituting inquiries in the first instance it was impressed on the representatives supplying the information that their reports should not be *ex parte*. The instructions in this connection for example which were issued ran as follows:—

“ Your description of the work should be absolutely impartial. The fact that you are an Assistant Clerk should not prejudice your estimate of the work done, neither should it bias any comparison (between the classes doing the work) that might be made.”

Especial care has been taken to ensure the accuracy of the facts collected and such conclusions as have been arrived at as to the system of the organisation of the clerical grades of the Service are based upon these facts alone.

(25) The result of the investigation gives what is believed to be a true account of the work performed in 95 per cent. of Government offices, an account showing the varieties of that work, the training required for its most effective performance, the responsibilities involved, practical and theoretical, and finally the relative value of the work done by the respective grades.

Definition of Work to be assigned to Assistant Clerks.

(26) Although the Class was instituted in 1896, it was not until 1910 that the Treasury publicly defined the nature of the work to be assigned. The definition took the form of a bare statement in a general Order in Council relating to the Service, that it was to be “ copying and routine duties.” One would imagine from the manner in which the Assistant Clerks were referred to in that Order in Council, that instead of a growing body then numbering nearly 2,000 they were employed in a few offices only. Perhaps however, the method adopted in introducing the body into the Service had some slight bearing on the cursory reference given to it.

(27) There would, however, appear to be but little doubt that the intention was that this work should be the more simple of the routine duties. This intention could never have been carried out owing to the nature and organisation of the work of the Service and to the fact that, as shall be presently shown, the new Class was bound to be well fitted educationally to learn and master the great bulk of that work.

Educational Qualifications of Assistant Clerks.

(28) The Assistant Clerks are recruited by a system of two keen competitive examinations. The first of these is the Boy Clerks' examination, the subjects of which are Handwriting, Orthography, English Composition, Arithmetic, and Copying Manuscript. These are obligatory. Then there are the additional subjects:—History, Geography, Mathematics, Elementary Science, French, German, and Latin, three of which are taken. At the last examination there were 805 candidates for 226 places, a competition of nearly 4 to 1.

The next examination which has to be passed is the one for the position of Assistant Clerk. Some

of the subjects for the Boy Clerks' examination are omitted from the syllabus, on the other hand Book-keeping and Shorthand are added. At the last examination for this grade there were 566 candidates for 108 places, making the competition over 5 to 1. It will therefore be seen that the Assistant Clerk has to pass two tests, the scope and severity of which ensure that he is possessed of a sound English education besides usually having a knowledge of shorthand, of one foreign language, and of one of the sciences. His knowledge of the last-mentioned may be of an elementary nature, it is true, but so far as it goes it must be thorough if he is to gain any advantage in the competition.

(29) The following remark by the Ridley Commissioners has a distinct bearing on this point:—

"It cannot be too emphatically stated that the bulk of the work in all Government Departments can be done satisfactorily by clerks who have received an ordinary commercial education."

(30) It is submitted that the Assistant Clerk has a far better education than that implied by the words "ordinary commercial education." Moreover, before he takes up his post, he has had an experience of Government work extending over a period of two to three years. It is obviously impossible, short of cast-iron rules, to keep a body of men, so educated and trained, permanently in the Service on those "copying and simple" duties which have been so lightheartedly assigned to the Class.

Assistant Clerks' Progress from Simple to Complex Work.

(31) The actual work performed by the Assistant Clerks is of a higher nature than that defined.

(32) The usual practice is for an Assistant Clerk, if he be appointed to a different office from that in which he served as a Boy Clerk, first to be shown the simple routine duties. He is rarely, if ever, put on copying work. As time goes by, during the absence of his more senior colleagues, he helps to perform their work, and when vacancies make a change necessary, he is given a more responsible and intricate duty. After seven or eight years he is almost invariably doing responsible and intricate work. It may frequently be of a routine character, but emphatically it is not of a simple routine character. It usually involves a knowledge of the regulations governing the administration of his department, and of the system on which the work is based. It generally necessitates the capacity to write good English freely, as there is always a large share of correspondence (including drafting and reporting) to be done in practically every Government Department. As necessities arise, heads of branches naturally employ on such duties men who have already mastered the technicalities of the work, and whose education fits them for duties entailing correspondence.

Second Division and Assistant Clerks frequently on similar Work.

(33) In practically every office where Second Division and Assistant Clerks are employed a percentage of these clerks are to be found doing similar work and sharing practically the same responsibilities. In such cases the work is not necessarily that usually done by the junior men of either grade, but by men of a fair seniority of both grades. In some cases Assistant Clerks share the same work with Higher Grade Second Division Clerks, and in many more instances the duties of the latter during their absence through sickness or leave devolve upon Assistant Clerks. Frequently, for example, there are certain sections of which the senior Second Division man does the more responsible part, the less responsible being performed by one or two Assistant Clerks and, perhaps, a Boy Clerk. When the Second Division Clerk is absent, one of the Assistant Clerks is obviously the best man to take his place, and when for some reason or other the former is shifted off the work the claim of the Assistant Clerk, who has actually performed the duties at various times, can hardly be resisted.

(34) Again, those Assistant Clerks who at present can be said to be engaged in the performance of simple routine duties within the meaning applied to the expression by the Playfair and Ridley Commissioners are generally speaking junior men who in the ordinary course will pass on to the performance of more responsible work in the manner indicated.

Not sufficient rudimentary duties to keep all Assistant Clerks employed.

(35) It may be true to some extent that stringent regulations might influence the work assigned to any class. If such regulations have been issued regarding Assistant Clerks they must have been ignored, and with the best of reasons; for apart from the obvious waste of good material and consequent destruction of initiative in a large portion of the staff there is not a sufficiency of simple routine work available to keep all the Assistant Clerks employed.

A brief summary of the numbers of the various grades dealing with the clerical and routine work will abundantly prove this.

On the 1st of January 1894 there were in the Service:—

3,020 Second Division Clerks.
700 Writers and Old Abstractors.
1,300 Boy Clerks.

Total 5,020

On the 1st of January 1910 there were:—

3,670 Second Division Clerks.
1,880 Assistant Clerks.
2,930 Boy Clerks, and about
400 Officials of various lower grades
(including Temporary Clerks).

Total 8,880

(36) While, therefore, the total complement of that portion of the Service to which the bulk of the clerical work is assigned has increased 77 per cent., the number of officials for copying work and the very simple routine duties has increased 160 per cent.

(37) It cannot be fairly alleged that copying work and simple duties have increased in anything like the proportion the increase in the number of Clerks to deal with such duties would indicate.

Scale of Salaries laid down by Ridley Commissioners for Lower Division.

(38) It has been shown that the work performed by Assistant Clerks generally is work that according to the Ridley Commission, should be done by Second Division Clerks, and that there is not, therefore, sufficient justification for the continued employment of Assistant Clerks as a class common to the various Government Departments.

(39) It will hardly be contended that the Ridley Commission placed the value of the work at too high an estimate, or again, that since the date of its deliberations the relative value of good clerical work has decreased, and that consequently what might have been a reasonable estimate in 1890 cannot be so regarded at the present day.

(40) If this be admitted it cannot be controverted that the scale of wage laid down for the Second Division in 1890 should be raised at the present day in view of the increased cost of living.

(41) As a matter of fact the tendency has been to improve the quality of the work committed to the lower grades. This is due first to the great increase in the number of fairly intricate duties in the various offices, and secondly, to the fact that owing mainly to the institution of the competitive system the class of men introduced to the lower grade service is, on the average, well qualified to undertake the better class work.

Motive for instituting the Assistant Clerk Class.

(42) Seeing that varying conditions of work cannot be held to have made such a step necessary it will be asked what reason can there have been for the institution of the Class. The answer is economy.

(43) To some minds, perhaps, economy will appeal as a very worthy motive almost for anything, and there is no doubt that, generally speaking, economy on the part of any Government Department, and particularly such a Department as the Treasury, is desirable. It is, however, submitted that it should be a *fair* economy.

(44) The economy responsible for the institution of the Assistant Clerk Class results in the passage from youth to manhood of a large number of boys, educationally well equipped and specially selected, being made in poverty-stricken circumstances. Forced to exist amid the dismal environment obtaining amongst that section of the community which, in large cities, has to preserve respectability of appearance under the most trying economic conditions, what real happiness in life can be theirs? Unable to marry at a proper age, and when married unable to bring up a family under decent conditions, the course of time brings but little relief. Such economy cannot be regarded as worthy of the dignity of the State, and is not, therefore, to be commended.

(45) To explain clearly the operation of this motive of economy the circumstances which placed a large number of boys, well educated and specially chosen and trained, in such a position that an offer of the merest penury was acceptable, must be examined.

(46) A number of Boy Clerks enter the Service each year. If these boys do not pass one of the Civil Service examinations up to a certain age they are discharged from the Service. Boy Clerks usually enter for the Second Division, Customs and Excise Examinations. Owing to the fact that they have to work during the day, they are obviously at a great disadvantage with those candidates who can devote the whole of their time to study. For this and other reasons many Boy Clerks are unsuccessful. These boys, it should be remembered, have served in a Government office from two to four years. The examination they had to pass in the first instance made it certain that, notwithstanding their failure, they are fairly keen boys. The position then is, while there is not the slightest legal obligation on the part of the State to retain them in the Service, the relatively advanced age of the lads places them at a considerable disadvantage in seeking careers in the commercial world. They are excellent raw material for Civil Service work, and here comes the inducement to the Treasury. That Department says in effect, "The position of these youths is such that they will accept any terms; let us, therefore, retain the best of them in the Service as Assistant Clerks at a low wage. The result will be a large saving to the State."

(47) And a saving there has been, but it is a saving that is too dearly bought.

EVILS ARISING FROM EMPLOYMENT OF ASSISTANT CLERKS.

(48) The evils which have resulted from the institution of the class are numerous. They are not confined to hardships on its members but extend to the Service and react on the community.

(49) A consideration of the following facts will illustrate the hardships borne by the men.

(50) Over 85 per cent. of the total number of Assistant Clerks are employed in London offices, about 12 per cent. in Dublin, the remainder being attached to some of the Government Departments in Edinburgh, Birmingham, Manchester and one or two of the larger ports. It will be seen, therefore, that every Assistant Clerk has to support life under the expensive conditions prevailing in large centres of population, and that the great bulk of Assistant Clerks do so in what is the most expensive centre in the British Isles, viz. :— London.

Comparison of Scale of Pay with Cost of Living.

(51) The wage granted to an Assistant Clerk at various stages of his career is as follows :—

At 20 years of age	- 21s.	a week.
" 26 "	- 32s. 8d.	"
" 28 "	- 38s. 6d.	"
" 31 "	- 47s.	"
" 35 "	- 57s. 10d.	"

(his maximum).

(52) It may be mentioned that the majority of Assistant Clerks now serving do not receive so much as is here shown. In 1909 the annual increments were raised and the conditions have been subsequently improved. The improvements, however, were not made retrospective.

(53) It is submitted that this scale does not constitute a living wage for a Government Clerk who has to keep up a respectable appearance. Furthermore, it is not only at the beginning that the pay granted is too small. At no period of his career is an Assistant Clerk in receipt of a wage that can keep him decently. In his earlier years he has to deprive himself of many necessaries of life. When he arrives at a proper and natural age for marriage he has just sufficient to keep himself and only himself.

(54) The majority of Assistant Clerks are recruited from the provinces and a good many are consequently forced to live in lodgings. Inquiries have been instituted as to the cost of lodgings in Islington, Canonbury, Hampstead, Highgate and Finsbury in the North of London, and in Clapham, Brixton, Camberwell, and Balham in the South. These localities are all well known as lodging centres for Clerks. They provide the greatest available maximum of cleanliness and respectability of neighbourhood with the minimum of cost. In short, they offer the best bargains so far as lodgings are concerned to men in the position of the Assistant Clerk. Now to obtain partial board, that is, bedroom, breakfast, tea, and full board on Sundays in a moderate place the lowest cost is 15s. a week. The majority of Assistant Clerks pay this sum even during the earlier years of their Service. Other purely subsistence expenses run as follow :—

Dinners	- - - -	6s. a week.
Washing	- - - -	1s. "
Fares	- - - -	2s. "
Clothes	- - - -	4s. "
With lodgings	- - - -	15s. "
		28s. "

(55) There is no item in this estimate that can be criticised. The amount allowed for dinners, 1s. a day, is small when the limited quantity of food provided in the 15s. lodgings is considered as well as the prices that obtain in London restaurants. Of the other items the fares and washing cannot be said to be excessive, whilst the amount allotted for clothes is barely sufficient to keep a man dressed respectably with decent underclothing.

(56) The Junior Assistant Clerk gets weekly 21s., and 28s. are necessary to provide him with the ordinary necessities of life. How then does he live? Does he never go into the country? Does he never read? What are his amusements? What holidays does he take?

(57) As a matter of fact the Assistant Clerk does not live up to that table of subsistence. He pays 15s. for partial board and lodging, 2s. for fares, and 1s. for washing—that is 18s. a week. In the first year of his service he has, therefore, only 3s. a week left for all the remaining items enumerated. It takes 6s. alone to provide him with dinners and 4s. a week to keep him decently clad. What happens? He is forced to forego the dinner and he cannot spend anything like 4s. on clothes. He tries to preserve a respectable appearance but his success is more apparent than real; his boots, socks, and inside apparel are generally in a condition that makes them but a mere satire on the word clothes.

(58) Some members of the class there may be who are fortunate enough to obtain assistance from their parents; others there are who, by joining the ranks of sweated evening workers, bring their salaries more into line with natural requirements. With such exceptions, during the first eight or nine years of their services Assistant Clerks are forced to deprive themselves of proper food and clothing. If they venture to indulge in any form of amusement they do so at the expense of further deprivation of the necessaries of life.

(59) Now, come to the cost of living from the married man's point of view. For this purpose figures will be submitted which were compiled by the London Post Officers Sorters when they were placing evidence

before the Bradford Commission. These figures were not disputed. They were furnished in 1902, and from inquiries, which have been instituted in some districts it is found that they are slightly lower than would obtain at the present day.

(60) Fifty-one districts of London were taken, and the following was found to be a fairly good average of rents:—

Two rooms, 7s. to 8s. 6d.
Three rooms, 9s. 6d. to 11s.
Four rooms, 12s. to 13s.
Five-roomed houses, 26l. to 40l.
Six-roomed houses, 30l. to 52l.

(In the cases of the houses the cheaper are in undesirable neighbourhoods.)

(61) Inquiries have been made amongst Assistant Clerks who are married, and it is found that the rent they pay varies from 11s. to 18s. a week. Lower figures obtain in cases where the men live far out, but this is practically counterbalanced by the increase in fares.

(62) The cost of providing food and clothing is as follows:—

Families consisting of:—	Food, including Fuel and Light.		Clothes, &c.		Rent.		Total.	
	s.	s. d.	s.	s. d.	s.	s. d.	s.	s. d.
Two adults . . .	20	6 0	11		37	0		
Two adults and one child.	24	8 0	14		46	0		
Two adults and two children.	27	9 6	15		51	6		
Two adults and three children.	30	11 0	18		59	0		

(63) Contrast these figures with the salary received and it will readily be granted that it is natural for an Assistant Clerk to wish to avoid marriage. It must be remembered that at 26 years of age the Assistant Clerk gets 32s. 8d. a week, and that it costs 37s. to provide the necessaries of life for two adults.

(64) It is submitted that, in the circumstances, an Assistant Clerk should not marry. Furthermore, in view of the cost of living the lowest income that he can marry on is at least 150l. a year, and then only when he has a good prospect of his salary being augmented by a fair increment periodically to meet the additional expenses of a growing family. The amount mentioned is the maximum salary of an Assistant Clerk, and he is not justified in the circumstances in marrying on that salary.

The Evil Social Effect.

(65) Hitherto it has been considered that to marry, to rear and bring up children well, is a man's first duty to the State, that the country which shows the greatest growth of population holds the happiest augury for its future prosperity. Surely in instituting the Assistant Clerks the Treasury cannot have held this opinion.

(66) It is agreed by most sociologists of the present day, that the population of the country at present is to some extent recruited from the wrong sources, that the average birth rate for instance in such slum districts as Whitechapel is far greater than that in respectable neighbourhoods, and that it is one of the most urgent necessities of the present period in the history of our country that such a state of affairs should be reversed.

(67) The Treasury by employing labour at inadequate rates are emphasising this frightful evil. The following is an extract from the Report of the Labour Commission of 1894:—

“Many complaints have however been made to us that the Government is in some Departments far from being a model employer. We consider, for instance, that the wages paid . . . violate . . . the spirit of the House of Commons' resolutions and ought at once to be considered with the question of the income below which

efficiency and decent family life cannot be maintained. For the Government to pay less than this amount is actually to create the poverty and social demoralisation which it is elsewhere combating.”

(68) In 1906, the facts as regards the scale of pay of Assistant Clerks and the cost of living were brought to the notice of the House of Commons. The case attracted an unusual amount of attention, with the result that 386 Members of Parliament petitioned the late Prime Minister for a special inquiry, which was unfortunately refused.

(69) The scale of pay assigned to the Class should at least have been framed in accordance with the cost of living. The lowest scale that would have satisfied this condition is—

Minimum 55l. per annum on entry between 17 and 18 $\left\{ \begin{array}{l} \text{going by annual} \\ \text{increments of 5l.} \\ \text{to 70l., and thence} \\ \text{by 7l. 10s. to a} \end{array} \right\}$ maximum of 200l. per annum.

It is, however, considered that, taking into account the class of work performed, and the scale of remuneration for such work recommended by the Ridley Commissioners over 20 years ago, a higher scale than that indicated should have been established.

(70) If for any reasons it is decided to retain in the Service such a class as the Assistant Clerks, a scale of pay commensurate with the cost of living and the value of the work should be instituted.

Such a scale should be made retrospective to the extent of bringing the salaries of the Assistant Clerks now serving to the level that would have been attained had that scale existed since the institution of the Class. Any alterations which are not made retrospective to that extent will not meet the needs of the case.

PROMOTION.

(71) There is at present an avenue for the Assistant Clerk to pass on to the Second Division, and it may be asked whether this relieves the hardships of his position to any appreciable extent.

(72) Promotion to the Second Division is possible after a period of six years' combined service as Assistant Clerk and Boy Clerk provided that not less than four years have been served as Assistant Clerk.

(73) In most Government Departments there are always at least some Assistant Clerks doing similar work to that of Second Division Clerks, and in such cases there is no question as to the efficiency with which that work is performed. When, however, a vacancy occurs in the Second Division ranks it is but comparatively rarely given to an Assistant Clerk. It is usually filled by applying to the Civil Service Commission for a Second Division man.

Saving to the State by Promoting Assistant Clerks.

(74) If, instead of applying to the Civil Service Commission to fill the vacancy, it were filled by promoting an Assistant Clerk there would be an immediate saving to the State of 25l. per annum. This is because an Assistant Clerk eligible for promotion, is in receipt of at least 70l. a year; and, if he obtained the post, his place would be filled by a new Assistant Clerk, whose salary is 45l.

(75) Seeing therefore that in practically every office there is no real difference between the work allotted to the Second Division and some Assistant Clerks, and as, moreover, there is a saving of 25l. a year for each Assistant Clerk promoted, it might be expected that promotion would be exercised freely.

(76) This is, however, far from the case. Up to the 1st January 1912 only 262 members of the Class had obtained such promotion, a small number considering that there are 2,400 Assistant Clerks in the Service, of whom over 1,500 are eligible by length of service.

(77) At first, Heads of Departments took a commonsense view of the position, and when Second Division vacancies arose, were inclined to submit the names of Assistant Clerks to the Treasury. That Department, however, promptly put a stop to such a reasonable interpretation of the regulations by which Assistant Clerks are allowed promotion. It appears that it was not sufficient that there were

Assistant Clerks actually efficiently performing work similar to that for which the new Second Division man was required. Neither was the saving to the State of 25l. a year for each promotion, nor the gain to the State in increased efficiency resulting from greater incentive, taken into account. What was to be borne in mind was the effect on the number of Second Division vacancies for open competition.

(78) The regulation allowing promotion has therefore not been fairly applied; the Treasury on the one hand states that promotion depends on the recommendation of Heads of Departments, and the Heads of Departments on the other hand say that they would promote far more freely were it not for the Treasury attitude.

(79) Again, in many offices there is a deadlock. Promotion is so restricted, and the number of Assistant Clerks on the list so big, that on the present basis of selection, which is mainly by seniority, there are large numbers of Assistant Clerks of from six to ten years' service who, in the ordinary course, will not be considered for years.

(80) It should also be borne in mind that on promotion no immediate increase in salary or in the annual increment is given to the promoted man. It is not until after some years that he begins to feel any benefit from his advancement.

(81) The general question of promotion is recognised as a fairly difficult one with which to deal. In the Service this difficulty is naturally increased by the variety of the grades employed.

Principles that Should Govern System of Promotion.

(82) It is submitted, however, that every system of promotion should be based mainly upon the following considerations:—

1. The value of the promotion as represented by the increase in pay and status conferred.
2. The work involved in the new grade.
3. The saving to the State resulting from promotion of men in the Service as already indicated.
4. The effect generally on efficiency.

(83) An analysis of these considerations, so far as the Assistant Clerks are concerned, will show that the first three obviously go into the balance in favour of automatic promotion—that is promotion after a certain period of years as an Assistant Clerk, provided always, of course, that a vacancy arose and the necessary good report on the work of the man could be furnished. As regards the fourth, there is still on the same side the undoubted increase to efficiency resulting from the greater incentive.

(84) On the other hand, however, there is in vogue a certain system of recruiting the Second Division by examination, and as long as that system remains in force care must be taken that the objects with which it has been adopted are not frustrated. One of these objects is to keep available a supply of candidates whose educational qualifications will be such as to make a Second Division Examination a very severe test, and consequently to ensure as far as possible that the men who enter that grade will be possessed of the very best brains and capacity for office work. It is granted that automatic promotion might effect the attainment of this object, although its extent is greatly exaggerated.

Proportionate Promotion.

(85) Taking all the circumstances into account, it is considered that a proportionate system of promotion should have been instituted. By a proportionate system is meant one which allows for a proportionate number of vacancies, say one in three, in the Second Division ranks being filled by the advancement of deserving Assistant Clerks. Such a system, while reducing the number of anomalies to its lowest possible extent, and resulting in a considerable saving to the State, would not have materially affected the calibre of the Second Division men entering from outside. By establishing definite conditions instead of the present vague prospects, it would, moreover, have provided a greater incentive to the Assistant Clerks to put forward their best efforts, and needless to say would have obviated the present deplorable deadlock.

(86) This completes the case for the abolition of the Assistant Clerk Class. It has been shown that the institution of the class was contrary to the Ridley Commissioners' recommendations, that there is not sufficient work of the nature intended to keep anything like the present number of Assistant Clerks employed, and lastly, that apart from questions of institution and work, the scale of pay is such as cannot be said to constitute a living wage.

(87) The inevitable consequence of such a state is discontent. The Assistant Clerks are discontented. Owing to their scale of pay and the anomalies connected with their work, they are bound to be so. So long as they are in the Service under their present conditions that discontent will remain.

(88) The Assistant Clerks come from a class of the community in which the civic spirit is highly developed. They do not wish as active members of the State to be always in the humiliating position of asking for the bare necessities of life. They know their work to be good work. They wish to feel it an honour to serve the State, but deplore the fact that the conditions of their service are such that make a feeling of pride in their positions impossible.

THE INTERMEDIATE SYSTEM.

(89) It is desirable to refer to the scheme which has been adopted in a few offices during recent years. It is generally believed throughout the Service that strong representations will be made for its extension. This scheme is known as the Intermediate System. Under it both the First Division and Second Division Clerks are abolished, and in their places are employed men on the Intermediate Grade, Supervising Assistant Clerks, and Assistant Clerks. At present there are four Assistant Clerks for every Supervising Assistant Clerk. The numbers of the Intermediate men are much less than the number of Second Division Clerks previously employed, the Assistant Clerks being increased proportionally. The main objections to this scheme are:—

- (1) It perpetuates the continuance of the employment of the Assistant Clerks on their present scale of pay. This in itself should be sufficient to condemn any scheme.
- (2) It being impossible to differentiate the clerical work of Government Departments so as to keep different grades within prescribed areas, there will still remain a large number of anomalies as regards work and pay.
- (3) Its institution at present leads to a breach of faith with Assistant Clerks who have taken up their appointments on the specific understanding that promotion to the Second Division is possible. The Second Division being abolished, the possibility of promotion thereto is gone. There is certainly provision made for promotion to Supervising Assistant Clerkships, but this position is far inferior as regards pay and status to the Second Division.

(90) These are the main objections to the Intermediate Scheme. Assistant Clerks are, however, willing to admit that if the subordinate classes were placed in receipt of a wage commensurate with the cost of living and the value of the work to be performed, and if promotion to the Upper Grade were laid down on a basis of, say, one for every three vacancies arising, and the relative number of Supervising Assistant Clerks increased, most of these objections would be removed.

REORGANISATION OF THE CLERICAL CIVIL SERVICE.

Classification of Work.

(91) A consideration of the nature of the work of the Civil Service shows that it naturally falls under three headings:

1. Copying.
2. Registration and routine duties (complex and simple), involving correspondence and knowledge of intricate details.
3. Supervision.

(92) Copying work is done almost entirely by Boy Clerks and Typists. Only in rare instances are Assistant Clerks so engaged.

(93) It is upon duties indicated in (2) above that Assistant Clerks are employed. What is termed registration usually includes making some form of concise report or précis of a document and involves various degrees of responsibility. Simple routine duties involve some knowledge of technical details, a fair amount of responsibility and considerable accuracy. Complex routine duties involve a knowledge of intricate details such as the system of the work and the regulations by which any particular department is governed. The last class of work is usually done by Second Division Clerks and Assistant Clerks of from five or six years' seniority upwards. Of course it is not all of the same complexity, and, generally speaking, the youngest of the men engaged on it would be employed on the more simple portion.

(94) Lastly there is the matter of supervision. The Head of a Department is as a rule engaged on administrative duties, and rarely if ever undertakes direct supervision. These are deputed to officers under him who supervise the general clerical work. There are of course disciplinary duties, but these do not largely occupy the attention of the Supervising Officer.

(95) Owing to its extent and variety there are obvious difficulties in the way of any classification of the work of the Civil Service, but the classification given, which is the result of careful inquiry, is the only one possible in the circumstances, and would be accepted as substantially accurate by the majority of Civil Servants.

How the Work is Allotted.

(96) The work having been described and classified, attention is directed to the method adopted for its performance.

(97) There are five distinct classes of officials at present dealing with the clerical work of the Service. Three of these, the Boy Clerks, Second Division Clerks, and Class 1 Clerks, have been recruited under the Ridley Scheme. Then there are two classes introduced by Treasury Minute, the Assistant Clerks and the Intermediate Grade. In addition, however, there are in some offices a number of clerks introduced by nomination on various scales of pay.

(98) The desire to eliminate anomalous conditions of work and pay with their attendant evils of discontent and inefficiency which was largely responsible for the institution of the Playfair and Ridley inquiries, led to the separation of administrative and clerical duties, and the system of recruiting two classes by different examinations. That system has been departed from, and, as stated, there are now five instead of two classes doing the clerical work, with the result that such anomalies exist to-day to a greater extent than ever.

(99) It has already been explained that with the exception of copying the clerical work cannot be divided so as to be done by different classes, and the tendency has been indicated for any intelligent body of men to acquire to some extent control of the more responsible part of such work. Any scheme for reconstructing the Civil Service which ignores this will fail.

Training in Details Indispensable for Effective Supervision.

(100) The work is of such a nature that the clerk naturally progresses from one stage to another. The training received in the simple routine work is the best for the performance of the more intricate routine work, and the training in both simple and intricate routine work is essential for effective supervision. For this reason supervision is included in the classification of clerical duties.

(101) The practice has grown to a large extent of entrusting supervisory duties to First Division men. Such a practice was never contemplated by the Ridley Commissioners. They intended that the duties of supervision should be done by men promoted from the class entering under the lower examination. The consequence of departing from that decision has been that the State is paying salaries from 600*l.* to 800*l.* a year

for work of direct supervision, a price, it is submitted, out of all proportion to the actual value of the work performed and the real responsibilities involved.

(102) Supervision is always exercised over well-trained men, and this, it will be agreed, to a great extent detracts from the amount of worry incidental to such work. As regards the responsibility attached to supervision, it is largely nominal. Who for instance gets blamed most for a mistake? The man with whom it originated, or the supervising man who passed it? Invariably the former. Where the blame is apportioned there also in reality is apportioned the responsibility.

THE ONE ENTRANCE EXAMINATION.

(103) It is the opinion of the Assistant Clerks' Association that the clerical work of the Service as indicated in the classification under headings 2 and 3 would be most effectively and economically performed by a class recruited by means of one entrance examination (the limits of age for which would be in accordance with our educational system), and graded in different ways as the subsequent capacity of its units became displayed.

(104) This proposal is not new. During the past few years it has attracted a very large share of attention from those interested in the better administration of the Service. It is, as has been already shown in dealing with the direct request for the abolition of the class, practically identical with the proposals which were put forward by both the Playfair and the Ridley Commissioners. These Commissioners considered the matter most carefully, and came to the conclusion that while administrative work should be allotted to men of wide and liberal education, the clerical duties (including supervision) should be done by the Lower Division Clerks.

(105) In submitting this proposal it is emphasised that the Assistant Clerks are not suggesting that the entrance examination for men to whom administrative or technical work would be allotted should be the same as for those intended for clerical work. Assistant Clerks are concerning themselves only with the question of clerical work which includes supervision, and they do not express any opinion as to the arrangements that should be instituted for what is admittedly administrative work.

The Best Material will be Provided by One Examination.

(106) The advantages of such a system as that proposed are many. In the first place, it is certain to provide the best material. The examination would naturally be laid down on lines sufficiently in accordance with the educational system of the country as to ensure that, taking into account the character of the work to be performed, the greatest possible portion of the community would be fairly represented. This being provided for, the result will be the greatest possible area of selection and the best possible material.

(107) Furthermore, such an arrangement would eliminate "caste," which is so marked a characteristic of the Service to-day.

Apart from the First Division there are three different classes of permanent officials exclusive of numerous patronage appointments.

(108) The inevitable result of that system, under which men enter the Service by different examinations and by no examination, and by which one grade stands as a barrier to the advancement of another, is unsettlement.

(109) The continual emphasising of distinctions, the never ceasing comparisons between the preferential treatment of one Class and the disappointments of another, the resentment felt by those who have "won" places towards those who "get" placed, all tend to destroy that *esprit de corps* necessary for efficiency.

Discontent Manufactured at Present.

(110) It has frequently been said that the Civil Servant is a chronic grumbler, but it is submitted that his discontent is largely the result of the methods of recruiting the Service adopted in defiance of the Ridley Commissioners' Report. Many of the evils which affect the Service as a whole to-day are the

result of its lack of homogeneity, and the surest way to remove these is to institute the one entrance examination system.

National Fairness.

(111) It is submitted that the method of recruiting by means of one entrance examination, besides making for efficiency, is more democratic. Certainly under it the very poor classes would continue to be at a great disadvantage, but not to such an extent as is at present the case, while on the other hand the better classes of working people, the lower middle, and the middle classes would be put upon more equitable terms with the upper middle, and wealthy classes.

Patronage.

(112) The general question of patronage is under consideration by this Commission. Direct or individual patronage will doubtless be condemned generally. It is, however, pointed out that there is another form of patronage which has not excited so much notice, and that is class patronage. This is effected by a system of examination framed with the object of ensuring that the best paid posts in the Civil Service shall be filled by members of the well-to-do class.

(113) It is stated that it is necessary to extend the syllabus of an examination in order to make the test for the best positions more stringent. As a matter of fact the extension of the syllabus of any examination beyond a certain point will reduce the severity of the test. That point is reached in this country when the syllabus covers in number and extent the subjects taught to the majority of the people, *i.e.*, primary and secondary schoolboys. The extension of the syllabus of the examination, for instance, for the Higher Division, has reduced very materially the severity of that test as compared with the examination for Second Division. This is apparent from a comparison of the last three Second Division and Higher Division examinations. In the first case there were 5,303 candidates for 665 vacancies. That is an average of over 8 candidates for 1 vacancy. Now take the last three First Division examinations, in which 657 candidates sat for 327 places. That is an average of 2 for 1 vacancy. Which is the severer test? Subjected to the same degree of competition as their Second Division Colleagues, it is not too much to say that many men now in the First Division of the Service would never have obtained their positions.

The Removal of Assistant Clerks and Boy Clerks.

(114) Another beneficial effect of the proposal would be the disappearance automatically of two crying evils, the first the existence of a class of clerks numbering nearly 2,400 on an inadequate wage; the second, the entrance of a large number of boys, the great majority of whom have to take up a permanent position in the ranks of the Assistant Clerks, or leave the Service at an age unsuitable for the commencement of a successful career in any other business or profession. Reasons have already been advanced why the Assistant Clerks should be abolished. As regards Boy Clerks, the consequences of their employment were so pernicious that even the pity of the higher officials in various offices was aroused and the Treasury decided that they should leave the Service at 18, an age at which they would be more likely to do some good for themselves outside, instead of what used to be the retiring age 20. This, however, does not remove the evil.

(115) It is most undesirable to bring boys into the Service and to dismiss them subsequently, except for evident unfitness for good clerical work. Were there no other reasons, there is the obvious waste of material and training.

Female Typists to do Copying Work.

(116) In all our offices a large amount of purely copying work and typing could be done effectively by

a class of female typists. Simple routine duties which lead up to a knowledge of the more intricate work of an office should be done by entrants under the one examination during their earlier years of service.

(17) There only remains the question of cost to be considered. The following table shows the comparative cost under (1) the old system, (2) the intermediate system, (3) an intermediate system in which a fair wage is given to the subordinate grade, and (4) the one entrance examination as suggested by the Assistant Clerks. The office taken is the department of the Accountant-General of the Navy which has just been reorganised on the intermediate basis. The figures for (1) are taken for the year 1903, when that office was entirely staffed by First, Second Division and Assistant Clerks. (It may be mentioned that in 1904 a large number of patronage appointments were instituted, but this method of appointment has now been abandoned.)

RELATIVE COST OF THE RIDLEY AND INTERMEDIATE SCHEME AS INSTITUTED IN THE DEPARTMENT OF THE ACCOUNTANT-GENERAL OF THE NAVY FOR CLERICAL AND SUPERVISING CLERICAL WORK.

I.—Ridley. Based on complement of 1903.

Mean Salary.		
£ s.		£
700 0	10 Superintending Clerks at 600 <i>l.</i> to 800 <i>l.</i>	7,000
312 10	14 Clerks (150 <i>l.</i> by 15 <i>l.</i> to 300 <i>l.</i> and by 20 <i>l.</i> to 500 <i>l.</i>).	4,375
193 0	144 Second Division Clerks (70 <i>l.</i> by 5 <i>l.</i> to 100 <i>l.</i> by 7 <i>l.</i> 10 <i>s.</i> to 190 <i>l.</i> and by 10 <i>l.</i> to 350 <i>l.</i>).	27,792
90 0	75 Assistant Clerks (55 <i>l.</i> by 4 <i>l.</i> to 70 <i>l.</i> and by 5 <i>l.</i> to 150 <i>l.</i>).	6,750
425 0	4 Staff Clerks (350 <i>l.</i> by 15 <i>l.</i> to 500 <i>l.</i>).	1,700
400 0	11 Staff Clerks (350 <i>l.</i> by 15 <i>l.</i> to 450 <i>l.</i>).	4,400
—	1 Paymaster of Contingencies	400
202 0	259	52,417

II.—Intermediate. Ultimate complement.

£ s.		£
625 0	14 Superintending Clerks (550 <i>l.</i> to 700 <i>l.</i> by 20 <i>l.</i>).	8,750
425 0	28 Deputy Accountant Officers (350 <i>l.</i> to 500 <i>l.</i>).	11,900
212 10	58 Assistant Accountant Officers (100 <i>l.</i> to 200 <i>l.</i> by 10 <i>l.</i> and to 350 <i>l.</i> by 15 <i>l.</i>).	12,325
190 0	44 Supervising Assistant Clerks (160 <i>l.</i> to 220 <i>l.</i> by 10 <i>l.</i>).	8,550
94 0	162 Assistant Clerks - - -	15,228
185 0	307	56,753

N.B.—These estimates exclude the Accountant-General, the Deputy and Assistants Accountant-General, and the Boy Clerks.

III.—Accountant-General's Department. Admiralty.

Intermediate Scheme if worked on a basis of a living wage and fair conditions being given to the subordinate staff.

Mean Salary.		
£ s.		£
625 10	14 Superintending Clerks -	8,750
425 0	28 Deputy Accountant Officers (350l. to 500l.).	11,900
212 10	58 Assistant Accountant Officers (100l. to 200l. by 10l. and to 350l. by 15l.).	12,325
205 0	45 Superintending Assistant Clerks (160l. to 250l. by 10l.).	9,225
118 0	162 Assistant Clerks (55l. at age of 17 by 5l. to 70l. and by 7l. 10s. to 200l.).	19,116
200 0	307	61,316

IV.—One Entrance Examination. Scheme as outlined in evidence of Assistant Clerks.

£		£
125	177 Second Grade (60l. at age of 16 to 18, by 7l. 10s. to 120l., and by 10l. to 200l.).	22,125
225	87 First Grade (150l. by 15l. to 300l.).	19,575
425	43 Supervising Clerks (350l. by 15l. to 500l.).	18,275
194	307	59,975

(111) It will be seen that the Superintending Clerks of (1), (2), and (3) are absent from (4). Taking into account the hours and quality of the work and the amount of actual responsibility involved, it is considered that their places should be taken by Supervising Officers. A maximum of 500l. a year is suggested for the latter officials. It is unsound and wasteful, merely for the sake of being able to keep up a supply of men of liberal culture for contingencies that rarely, if ever, arise, that a class which demands a salary out of proportion to the value of the work should be recruited into the Service.

GENERAL.

Overtime.

(119) The rates of overtime for Assistant Clerks vary with the salaries paid as follows:—

Annual Salary.	Rate per hour.
45l. to 85l.	9d.
85l. to 100l.	10d.
100l. to 150l.	1s. 2d.

(120) It is considered that these rates are inadequate. The Second Division Clerks, for instance, on entry (at salary of 70l.) receive 1s. 6d. per hour. In many offices the overtime work performed by the Second Division Clerks and the Assistant Clerks is exactly the same.

(121) When an Assistant Clerk reaches the salary of 70l. (which is after some years of service) he should receive at least the 1s. 6d. rate for overtime. A glaring anomaly would be removed by such a concession and the cost thereof would be insignificant.

Leave.

(122) At present Assistant Clerks get 14 days annual leave until over ten years have been served, after which they are allowed 18 days.

(123) The Tweedmouth Commission laid down that 21 days' leave after five years' service should be granted to Postal servants. A similar rule applies to Second Division Clerks and at first was extended to Assistant Clerks in some offices.

(124) First Division Clerks on entry get 36 days leave, and after 10 years' service 48 days. Whatever reasons there may be for the difference in pay and prospects which are extended to men entering under different examinations, there is not, it is submitted, by any means the same justification for such an extensive differentiation in the matter of leave. Generally speaking, the work of one man is presumably as trying as that of another, and annual leave is presumably based mainly on considerations of health.

(125) It would cause considerable satisfaction if the rule of 21 days leave after five years' service were applied to Assistant Clerks. It is believed that such a suggestion would not meet with any objection from the Heads of the various Government Departments.

CONCLUSION.

(126) The case of Assistant Clerks now serving is pre-eminently a question of wage. That wage should be put on a footing consistent with the conditions of living.

(127) The Assistant Clerks do not receive a living wage, and we earnestly trust that, as a result of your deliberations, this evil will be removed.

(128) We claim that any suggested improvements in conditions should in future be made retrospective to the extent of bringing the present salaries of members of our class to that level which would have been attained had such improved conditions always existed. If this be not done the remedy of the evil will be but partial and there will still remain a large body of officials of the State who will be forced to support life under the most trying conditions.

APPENDIX VIII. (a).

(Handed in by Miss Charlesworth.)

Q. 3620.

TABLE showing the DISTRIBUTION of WOMEN TYPISTS in PUBLIC DEPARTMENTS.

Department.	Chief Superintendents.	Superintendents.	Shorthand Typists.	Typists.	Total.
G.P.O. :—					
Secretary's Registry	—	8	{ 2* }	77	85
London Telephone Service	1	1	{ 5 15* }	10	17
Accountant-General's Department	1	1	5	10	17
Money Order Department	—	1	—	9	10
War Office	{ 1 2 }	{ 5 }	13	34	54
Royal Arsenal, Woolwich	—	1	2	2	5
Army Clothing Department	—	1	1	2	4
Carried forward	5	18	26	144	192

* Taken over from National Telephone Company ; not included in the total.

Department.	Chief Superintendents.	Superintendents.	Shorthand Typists.	Typists.	Total.
Brought forward	5	18	26	144	192
Board of Education	1	8	15	34	58
South Kensington Museum	—	—	1	4	5
Local Government Board	1	4	10	21	36
Inland Revenue, Somerset House	1	3	4	20	28
Colonial Office	—	4	4	16	24
General Register Office	1	3	3	21	28
Probate Division	—	—	—	—	—
Board of Agriculture and Fisheries	1	1	3	13	18
India Office	1	1	6	7	15
Customs and Excise	1	1	2	10	14
Office of Works	1	1	2	12	16
Foreign Office	1	1	2	7	11
Scottish Education Department	—	2	—	5	7
Treasury	—	1	1	4	6
Scottish Office	—	1	1	1	3
Stationery Office	—	—	—	2	2
Board of Trade (Labour Department)	—	—	—	2	2
Labour Exchanges	—	1	—	14	15
London Traffic Branch	—	—	—	1	1
Trade Boards	—	—	—	3	3
Trinity House	—	—	—	1	1
Privy Council	—	—	—	1	1
National Insurance (England)	—†	1	8‡	30	38
" " (Wales)	—	1	—	6	7
" " (Scotland)	—	—	3	3	6
" " (Ireland)	—	—	4	4	8
Exchequer and Audit	—	—	—	2	2
Charity Commission	—	—	—	4	4
Scotland:—					
Lunacy Commission	—	—	—	1	1
Local Government Board	—	1	2	2	5
Prison Commission	—	—	—	1	1
General Register Office	—	—	—	1	1
Accountant's Office, Edinburgh	—	—	—	3§	3
Ireland:—					
Board of Agriculture	—	1	2	6	9
Local Government Board	—	2	—	6	8
Office of Works	—	—	—	3	3
Accountant's Office, Dublin	—	—	—	3§	3
Valuation and Boundary	—	—	—	1	1
" under Finance Act	—	—	—	1	1
Board of Education	—	2	—	6	8
Science and Art	—	—	1	—	1
Secretary's Office, Dublin	—	—	—	5§	5
Totals	14	58	100	431	601

† A Principal Woman Clerk is at present acting as Chief Superintendent of Typists.
‡ Only five yet appointed.
§ Allowance of 3s. for Shorthand.

APPENDIX VIII. (b).

(Handed in by Miss Charlesworth.)

Q. 3839.

STATISTICS showing the NUMBER of WOMEN TYPISTS in GOVERNMENT DEPARTMENTS who resigned for various causes, 1894 to 1906.

No. appointed between 15th Jan. 1894 and 31st Dec. 1906.	No. of resignations on account of				Total number appointed between those dates and still in Service.
	Marriage.	Ill-health or death.	Taking up other work.	Other reasons.	
253	54	21	43	14	120
<i>i.e.</i> (approximately)	21 per cent.	8 per cent.	17 per cent.	7 per cent.	47 per cent.

APPENDIX IX.

(Handed in by Sir Horace Monro, K.C.B.)

Q. 7290.

LOCAL GOVERNMENT BOARD.

STATEMENT OF THE AGES OF CERTAIN OFFICERS APPOINTED DURING THE 25 YEARS ENDED
30TH APRIL 1912.

(1) General Inspectors and Assistant General Inspectors.

Name.	Age on first appointment as Assistant General Inspector or Inspector.
N. Herbert	32*
C. A. Dawson	53
H. Preston-Thomas	52
J. W. Preston	59
P. H. Bagenal	46
E. B. Wethered	44
G. A. F. Hervey	38*
E. D. Court	38*
The Hon. G. Walsh	35*
J. Lowry	51
A. B. Lowry	34*
J. S. Oxley	44*
W. P. Elias	35*
R. H. A. G. Duff	34*
H. R. Williams	49
J. W. Thompson	47*
C. F. Roundell	31*
W. D. Bushell	36*
H. K. Nisbet	32*
W. J. T. Turton	34*
G. R. Snowden	34*

Average age on appointment, 40½ years.

Those marked * were first appointed as Assistant Inspector.

(2) Engineering Inspectors.

Name.	Age on appointment as Engineering Inspector.
Colonel W. M. Ducat	51
S. H. Terry	34
Colonel C. H. Luard, R.E.	53
Colonel J. O. Hasted, R.E.	54
R. Walton	49
Major-General H. D. Crozier, R.E.	54
F. H. Tulloch	35
G. W. Willcocks	46
Colonel J. T. Marsh, R.E.	54
Colonel W. L. Coke	51
R. H. Bicknell	40
W. O. E. Meade-King	37
W. A. Ducat	34
H. H. Law	34
H. P. Boulnois	51
E. A. S. Fawcett	29
M. K. North	34
A. A. G. Malet	45
Major C. E. Norton, C.E.	40
Lieut.-Colonel A. C. Smith, C.E.	54
Major J. Stewart, R.E.	41
H. R. Hooper	39
P. M. Crosthwaite	42
Colonel A. G. Durnford, R.E.	56
Colonel W. R. Slacke, R.E.	57
Colonel A. J. Hepper, D.S.O., R.E.	57

Name.	Age on appointment as Engineering Inspector.
E. Dudley	40
A. W. Brightmore	42
H. S. Bidwell	48
A. G. Drury	46
H. A. Reed	41
R. G. Hetherington	33
F. O. Stanford	32
T. C. Elkin	49

Average age on appointment, 44 years.

(3) Medical Inspectors (including Inspectors of Foods.)

Name.	Age on appointment as Medical Inspector.
R. B. Low, M.B.	41
R. D. R. Sweeting	33
T. W. Thompson, M.B.	38
T. Thomson, M.B.	33
S. A. M. Copeman, M.D.	29
W. W. E. Fletcher, M.D.	35
H. T. Bulstrode, M.D.	33
A. Royle, C.B.	55
R. J. Reece, M.D.	30
G. S. Buchanan, M.D.	26
S. W. Wheaton, M.D.	31
F. St. G. Mivart, M.D.	41
L. W. D. Mair, M.D.	32
R. W. Johnstone, M.D.	32
E. P. Manby, M.D.	35
R. A. Farrar, M.D.	41
A. Eastwood, M.D.	41
T. Carnwath, M.B.	32
H. A. Macewen, M.B.	31
M. J. Rees, M.D.	36
J. R. Hutchinson, M.D.	31

Name.	Age on appointment as Assistant Inspector of Foods.
<i>Inspectors of Foods.</i>	
A. W. J. MacFadden, M.B.	37*
F. J. H. Coutts, M.D.	43
J. M. Hamill, M.B.	26*
J. S. Low, M.B.	30
G. C. Hancock	40*
G. W. Monier Williams	27*

* Assistant Inspectors.

Average age on appointment, including Food Inspectors 34½ years.

APPENDIX X.

(Handed in by Mr. A. J. A. Ball.)

Q. 7342.

NOTE.

The scale in force at the Local Government Board in 1884 was not a relic of a Playfair scale. It was a scale fixed by the Treasury in that year after a Departmental Committee of Inquiry. It was no doubt based on the peculiar circumstances of the office, which from that date was to be recruited by the Higher Division Examination. The lowness of the salaries of the higher classes was probably due to the fact that the staff at the time existing had not been recruited by that examination, and the relatively high entrance salary was probably intended to attract men who passed high in the examination, which it undoubtedly did. But this is only surmise, and I am unable to trace any minutes showing the principles upon which the scale was fixed. I have been unable to find that a similar scale prevailed in any other office before the Ridley Commission reported. The Ridley scale was in part adopted by the Treasury as regards some offices (see the Treasury Minute of 10th August 1889 upon the

Second Report of the Royal Commission on Civil Establishments, paragraphs 41-45). Briefly the attitude of the Treasury was that, although they did not consider it necessary that the rule should apply to all offices, they would sanction such a scale whenever the Heads of the Departments and the Treasury were agreed that the work justified it if the higher establishment in such offices was undergoing a process of reduction. This attitude of the Treasury precluded the Local Government Board—which was continually expanding, and to which work from offices where the Ridley scale prevailed was being transferred—from receiving the scale. The Home Office and the Colonial Office had, prior to the Ridley Commission, a scale practically the same as their present scale and as good as the Ridley scale, so that the report of the Ridley Commission could not give them any advantage which was denied to this office.

APPENDIX XI.

(Handed in by Mr. A. J. A. Ball.)

Q. 7418.

STATEMENT of Mr. A. J. A. BALL, as representing the HIGHER DIVISION CLERKS of the LOCAL GOVERNMENT BOARD (ENGLAND).

I am a Principal Clerk in the Local Government Board and represent the Higher Division of the Office, and more especially the Principal Clerks and First Class Clerks; the Second Class Clerks, while agreeing with our Memorial, have additional grievances of their own, and are separately represented.

To avoid confusion I should point out that the Higher Division at the Local Government Board, as in other offices of the Secretaries of State, is divided into three classes designated at the Local Government Board Principal Clerks, First Class Clerks, and Second Class Clerks. The latter, which is the junior class of the Higher Division, must be clearly distinguished from the Second Division Clerks, who come into the Service under different conditions.

Ever since the publication of the Report of the Ridley Commission of 1888 the Higher Division of this office have urged that the recommendations in that Report should be adopted and that the scale of salaries therein recommended as suitable to the Higher Division throughout the Service should be assigned to us. Not unnaturally we compared our scale with that of the Home Office, from which office a great deal of work has at various times been transferred to us. On the formation of the Board in 1871 we took over the powers and duties of the Home Office in relation to public health, local government, and certain other matters, and since there have been further considerable transfers of work by operation of the Burial Act of 1900 and the Housing of the Working Classes Act of 1903 and other statutes. We have never asked for the Home Office scale, which is in excess of that recommended by the Ridley Commission. All that we have asked for is that the so-called Ridley scale should be assigned to us.

The only indication of the views held at that time by the Treasury is contained in a reply given by Mr. Austen Chamberlain on the 25th March 1902, in which he justified a higher scale in the offices of the

Secretaries of State, mainly on the ground that the work in those offices, taken as a whole, requires higher qualifications than that of other public departments. That ground for differentiation has since been removed. In 1905 Mr. Balfour introduced a Bill to make this office and the Board of Trade offices of a Secretary of State. The Bill was introduced too late in the session to be proceeded with, but the matter was taken up by the present Government, and in 1909 the status of the Department was raised to that of an office of a Secretary of State and the salaries of the Parliamentary and permanent chiefs were raised accordingly. It was recognised as incidental to an improvement of the status that there should be a corresponding revision in the salaries of the staff. On the 17th of June 1910 Mr. Asquith, after referring to the "enormous and constantly increasing aggregation of new functions and new duties" of the Board, stated that it was impossible "to treat the work of the Local Government Board as if it were in any sense inferior in gravity, in difficulty, and in dignity to that of other great offices of State," and went on to say that "under-secretaries, assistant-secretaries, first-class clerks, and all other officers of the department were now treated as if they were performing services of equal difficulty and equal dignity with those of the Home Office and the Foreign Office."

From this statement of the Prime Minister in the House of Commons it would naturally be assumed that the salaries of the Principals and First Class Clerks in the Local Government Board were the same as those of the corresponding classes in the two offices mentioned. But this is not the case. The salaries of the Principal Clerks and First Class Clerks were not affected by the alteration of status, except in the case of one Principal Clerk who was awarded the Ridley scale of 850*l.* to 1,000*l.* The salaries of these classes at the Local Government Board are:—Principals, 700*l.* to 900*l.*; First Class Clerks, 550*l.* to

650*l.* The corresponding classes, called in the Home Office Principal Clerks and Senior Clerks, and in the Foreign Office Senior Clerks and Assistant Clerks, receive salaries of 900*l.* to 1,000*l.* and 700*l.* to 800*l.*

The matter was referred to in a question which was asked in the House of Commons on the 13th of March last and was replied to by Mr. Masterman. The following is the question and answer:—

Mr. Bigland: To ask the Prime Minister whether he will explain why when the status of the Local Government Board was raised to the status of a Secretary of State Office, and the salary of the President was raised from 2,000*l.* to 5,000*l.*, the salaries of Principal Clerks and of the class immediately below Principal Clerks were not also raised to the level which obtained in Secretary of State Offices.

Mr. Masterman: The scale of salaries assigned to the Principal Clerks and First Class Clerks in the Local Government Board was fixed, having regard to the internal organisation of that Department, which differs in some respects from the system prevailing in the Departments of the various Secretaries of State. The Local Government Board has, for instance, a far larger number of Assistant Secretaries than the other Departments, and, consequently, there is a practical equivalence between it and them as regards the aggregate number of highly-paid and more responsible posts.

This reply seems to us most unfair. The use of the words "was fixed" suggests definitely that at the time of the alteration of status a new scale was assigned, whereas, except in the case of one single Principal Clerk, the salaries of the two classes were not affected. Further, as pointed out in our memorial, the reference to the "far larger" number of Assistant Secretaries as giving better prospects of promotion conveys a wholly erroneous impression. The number is not larger in comparison with other offices when taken in relation to the number of Higher Division Clerks in the several offices, and that is the only consideration as regards prospects of promotion. What makes the argument especially illusory is that in practice the Assistant Secretaries are only very rarely recruited from the class immediately below them. The fact remains that, through stagnation of promotion, it takes, as pointed out in the Memorial of the Second Class, much longer at the Local Government Board than in other offices to obtain one promotion, and that when it is obtained it leads to a maximum of only 650*l.*, as compared to 800*l.* in the offices of the Secretaries of State. If the officer obtains a second promotion, which again comes usually much later in life, he rises to a maximum of 900*l.*, as compared with 1,000*l.* in the other offices referred to.

There can now be no ground for a distinction on the ground of difference of work or duties, and we contend that our lower scale of pay is against the spirit of the recommendations of the Ridley Commission.

APPENDIX XII.

(Handed in by Mr. L. A. Selby-Bigge, C.B.)

BOARD OF EDUCATION.

Particulars of Appointments made by the Board of Education under Section 4 of the Superannuation Act, 1859.

I.—Age, Academic Qualifications and Experience of the 79 Examiners appointed since the Board of Education Act (1899) came into operation on 1st April, 1900.

i. (a) AVERAGE AGE OF THE 79 EXAMINERS ON APPOINTMENT AS SUCH:
28 years 5 months.

(b) DITTO ON FIRST APPOINTMENT TO THE BOARD'S SERVICE (EXCLUDING TWO WHO ENTERED THE BOARD'S SERVICE BY THE CLASS I. EXAM., TWO PROMOTED FROM THE CLERICAL STAFF AND FOUR TRANSFERRED FROM OTHER DEPARTMENTS IN LONDON):
27 years 4 months.

ii. TABLE SHOWING DISTRIBUTION AT VARIOUS AGES ON APPOINTMENT.

Age on Appointment.		Number.		Age on Appointment.		Number.	
		(a)	(b)			(a)	(b)
23-24	- - - -	9	12	30-31	- - - -	6	4
24-25	- - - -	3	5	31-32	- - - -	2	4
25-26	- - - -	11	8	32-33	- - - -	3	3
26-27	- - - -	9	9	33-34	- - - -	7	2
27-28	- - - -	8	9	34-35	- - - -	1	2
28-29	- - - -	8	8	35-36	- - - -	1	—
29-30	- - - -	7	5	36 and over	- - - -	4	—
Total under 30 -	- - - -	55	56	Total 30 and over	- - - -	24	15

iii. SCHOOLS AT WHICH THESE 79 EXAMINERS WERE EDUCATED.

Eton - - - -	9	Wellington - - -	2	Birmingham, King	
Winchester - - -	7	King's College -	1	Edward's - - -	1
Marlborough - - -	7	Newcastle - under		Belfast, Queen's Col-	
Westminster - - -	4	Lyme - - - -	1	lege - - - -	1
Harrow - - - -	3	North Walsham -	1	City of London -	1
Rugby - - - -	3	Clifton - - - -	1	Mill Hill - - -	1
Charterhouse - - -	3	Bala - - - -	1	University College	
St. Paul's - - -	3	Leatherhead - - -	1	School - - - -	1
Shrewsbury - - -	3	Westminster City -	1	Margate, Stanley	
Derby - - - -	2	Dulwich - - - -	1	House - - - -	1
Repton - - - -	2	Eastbourne College -	1	Dublin, Belvedere	
Bedford - - - -	2	Highgate - - - -	1	College - - - -	1
Merchant Taylors -	2	Radley - - - -	1	None (or not known)	6
Cheltenham - - -	2	Liverpool Institute -	1		
				Total - - - -	79

Of the 9 from Eton, 6 were Scholars. Of the 7 from Winchester, 4 were Scholars, and one an Exhibitioner.

iv. ACADEMIC DISTINCTIONS OBTAINED IN FINAL SCHOOLS BY THE 79 EXAMINERS APPOINTED SINCE 1ST APRIL 1900.

	1st Class.	2nd Class.	3rd Class.	Ægotat.
OXFORD UNIVERSITY (Graduates) :—				
Lit. Hum. - - - - -	11	12	3	1
Modern History - - - - -	2	4	1	
Jurisprudence - - - - -	2			
Mathematics - - - - -	1			
English Language and Literature - - - - -	1			
Theology - - - - -	1			
Natural Science - - - - -			1	
Totals - - - - -	18	16	5	1

	1st Class.	2nd Class.	3rd Class.	Ægotat.	Pass.
CAMBRIDGE UNIVERSITY (Graduates) :—					
Classical Tripos - - - - -	13	—	2	—	—
Historical Tripos - - - - -	1	1	—	—	1
Law Tripos - - - - -	2	—	—	—	—
Mathematical Tripos - - - - -	2	1	—	—	—
Mechanical Sciences Tripos - - - - -	(Wranglers)	(Sen. Opt.)	—	1	—
Natural Science Tripos - - - - -	—	1	—	—	—
Totals - - - - -	18	3	2	1	1

Total Graduates of Oxford University - - - - -	40
" " Cambridge " - - - - -	25
" " London " - - - - -	3
" " Dublin " - - - - -	2
" " Royal University of Ireland - - - - -	2
" " not of any University - - - - -	7
	<u>79*</u>

Five were Fellows of Colleges. Twelve won University Prizes or Scholarships.

* The seven candidates who were not graduates of a University are accounted for as follows :—

- A.—Royal Navy, subsequently Egyptian Educational Service.
- B.—Second Division Clerk.
- C.—Left Oxford through ill-health.
- D.—Privately educated—Transvaal Civil Service.
- E.—Left Oxford to act as A.D.C.
- F.—Second Division Clerk.
- G.—Read for Bar after leaving school.

V. ANALYSIS OF THE SOURCES FROM WHICH THE 79 EXAMINERS
WERE DRAWN.

(a) *Civil Servants (actual or intending).*

Entered the Science and Art Department by the Class I. Examination -	-	2
Entered other Departments by the Class I. Examination and were transferred to the Board -	-	3
Reading for the Class I. Examination (in one case after success at the previous examination) -	-	2
Entered the Office of the House of Lords by competitive examination and was transferred to the Board -	-	1
Transferred from the service of the Indian or Colonial or Egyptian (1) Governments or of the Crown Agents (1) -	-	7
Promoted from the Second Division or from Staff Clerk post -	-	2

(b) *Teaching and Study.*

Fellows of Colleges at the Universities -	-	5
Teaching at Universities -	-	8
" at Secondary Schools -	-	4
" at Technical Institutes -	-	2
" for the Workers' Educational Union -	-	1
" at a Training College for Elementary School Teachers -	-	1
" in Public Elementary Schools -	-	2
Students at Universities -	-	3
At Toynbee Hall -	-	1
Private Study -	-	2

(c) *Administrative Work.*

In the Offices of Local Education Authorities -	-	6
In Municipal work -	-	2
In the Office of the London University -	-	2
" " " Girls' Public Day School Co., Ltd. -	-	2
" " " Goldsmiths' Technical Institute -	-	1
Private Secretaries to Colonial Governor and Chairman of County Council -	-	2

(d) *Law.*

At the Bar -	-	12
Reading for the Bar -	-	1
Solicitors -	-	2

(e) *Miscellaneous.*

Inspector of the Historical MSS. Commission -	-	1
Journalists and Publisher -	-	2

VI.—LIST OF EXAMINERS APPOINTED SINCE 1 APRIL 1900.

vi.—LIST OF EXAMINERS APPOINTED SINCE 1 APRIL 1900.
(INCLUDING 1 SENIOR EXAMINER.)

—	Date of Appointment as Junior Examiner.	Age on Appointment as Junior Examiner.	School.	University and College.	Academic Distinctions.	Combined Civil Service Examination.	Practical Experience.
1	1 April 1900	32	Belvedere College, Dublin.	Royal University of Ireland.	2nd Class Hons. in Maths. and Mathl. Physics.	6th place	First Division Clerk, February 1892. Assistant Examiner, January 1897.
2	1 April 1900	26	Rugby	Oxford, Balliol	2nd History	—	Assistant Examiner, January 1900.
3	30 April 1900	23	Harrow	Oxford, Balliol	1st Mods. (Math.) 1st Maths. Final School. 2nd Modern History	—	Temporary Examiner, April 1900.
4	3 May 1900	25	Westminster	Cambridge, King's	1st Class Classics, Parts I. and II. 1st Prize in Univ. Winchester Reading Prizes. Fellow of King's Coll.	Successful; declined post offered	—
5	15 May 1900	26	Eton	Cambridge, King's	1st Class Divn. 2 Classical Tripos, Part I., 1896.	—	Teaching in Training College (2 terms). Reading for bar.
6	19 July 1900	29	Derby	Oxford, Balliol	1st Class Mods. 1st Class Lit. Hum. 2nd Class Nat. Sci.	12th place	First Division Clerk, August 1894. Junior Staff Clerk, April 1900.
7	8 Mar. 1901	31	—	—	—	—	Lieutenant in Royal Navy. 3 years in Egyptian Administration. Junior Inspector, October 1900.
8	23 Nov. 1901	40	—	—	—	—	Second Division Clerk, March 1881. Minor Staff Clerk, August 1897. First Division Clerk, October 1898. Junior Staff Clerk, April 1900.

9	1 Feb. 1902	30	Marlborough	Oxford, Merton	1st Class Mods. 2nd Class Lit. Hum.	—	Resident Toynbee Hall, 1896-1900. Temporary Examiner, June 1900.
10	25 Jan. 1903	29	Charterhouse	Cambridge, Pembroke	3rd Class, Divn. II., Classical Tripos.	—	Teacher in Public Elementary School, 1897. Assistant Master, Weymouth College, 1898. Assistant Secretary, Goldsmiths' Institute, 1899-1901. Junior Inspector, October 1901.
11	25 Feb. 1903	27	Winchester	Oxford, New	Proxime Accessit. Hertford Scholarship. [Illness prevented his taking Final Schools.]	—	Travelling abroad, 1899. Temporary Examiner, June 1901.
12	1 April 1903	27	Repton	Cambridge, Trinity	1st Class Classical Tripos, Part. I.	—	Temporary Examiner, April 1902.
13	17 April 1903	33	Winchester	Oxford, New	Hons. Mods., Class II. Class III., Lit. Hum.	—	Assistant Master, 1892-3. Tutor to the Children of H.R.H. the Duke of Connaught, 1893-6. Assistant Master, Clifton, 1896 Assistant Secretary, Girls' Public Day School Co., Ltd., 1897-1901. Junior Inspector, October 1901. Barrister, 1896-1903.
14	25 May 1903	33	Winchester	Oxford, Merton	1st Class Mods. 1st Class Lit. Hum.	—	Barrister, 1895. Barrister under the Board from March, 1903.
15	7 July 1903	34	Winchester	Oxford, New	2nd Mods. 2nd Lit. Hum.	—	Assistant Master, Westminster. Junior Inspector, April 1902.
16	1 Nov. 1903	25	—	Cambridge, Trinity	8th Wrangler	—	Temporary Examiner, July 1903.
17	1 Jan. 1904	23	Eton	Oxford, Christ Church	Ægrotat, Lit. Hum.	—	Solicitor. Assistant Secretary, Girls' Public Day School Company, 1901.
18	1 Jan. 1904	31	King's College	Oxford, Pembroke	2nd Class Mods. 1st Class Lit. Hum. Chancellor's Prize for Latin Verse.	—	

Name.	Date of Appointment as Junior Examiner.	Age on Appointment, as Junior Examiner.	School.	University and College.	Academic Distinctions.	Combined Civil Service Examinations.	Practical Experience.
19	1 Jan. 1904	32	Newcastle-under-Lyme High School.	Oxford, Jesus	3rd Final Hons. Sch. Modern History. Diploma Theory and Practice of Teaching.	—	Assistant Master, Cheltenham, 1896-98. Secretarial work at Toynbee Hall. Junior Inspector, October 1901.
20	1 Jan. 1904	35	North Walsham Grammar School.	R.U. of Ireland (B.A.). London (B.Sc.).	—	—	Principal of Countess of Warwick's Secondary and Agricultural School, 1898-1903. Junior Inspector, February 1903.
21	4 Jan. 1904	23	Marlborough and St. Paul's.	Cambridge, Trinity	Sheepshanks Astronomical Exhibition. 16th Wrangler. 1st Class, Part II. Math. Tripos. 1st Div. 1903. Fellow of Trin. Coll. 1905.	—	Lecturer in Applied Mathematics at University College, London. Private Tutor at Cambridge.
22	4 May 1904	27	Bedford Grammar	Oxford, Lincoln	2nd Class Mods. 2nd Class Greats.	—	Secretary to Registrar at London University, 1902.
23	4 July 1904	23	Clifton	Oxford, Exeter	1st Class Modern History	—	Cape Colonial Civil Service, 1902-03. Temporary Examiner, January 1904.
24	7 Sept. 1904	25	Eton	Cambridge, King's	1st Class Classical Tripos	—	Taking Teacher's Diploma Course, Cambridge. Junior Inspector, January 1904. Temporary Examiner, July 1904.
25	1 Jan. 1905	30	Westminster	Oxford, Christ Church	2nd Class Mods. 2nd Class Lit. Hum.	—	Assistant Master, Westminster, 1900-1. Secretary of the Head Masters' Conference. Barrister, 1902. Barrister under the Board from September 1903.
26	23 Jan. 1905	25	Privately educated.		—	—	Transvaal Civil Service, January 1902 to December 1904.

27	23 Jan. 1905	32	Harrow	Cambridge, Trinity	3rd Class, 1st Div., Classical Tripos.	—	Barrister, 1897. Barrister under the Board from October 1904.
28	6 Mar. 1905	26	Charterhouse	Oxford, New College	1st Class Mods. 1st Class Lit. Hum.	—	Assistant Professor and Lecturer at Universities. Temporary Examiner, January 1905. Private Secretary, 1904-5.
29	1 April 1905	23	Eton	Oxford, Balliol	1st Class Mods. 2nd Class Lit. Hum.	—	
30	26 June 1905	32	Derby	Oxford, New College	2nd Class Mods. 3rd Class Lit. Hum.	—	Clerk in Land Registry, April 1900. Barrister. Barrister under the Board from January 1905.
31	11 Dec. 1905	25	Eton	Oxford, Trinity	2nd Class Mods. 1st Class Hon. School English Literature. Passmore Edwards' Scholarship.	—	Prussian Civil Service, 1903-4. University Lecturer, 1904-5. Teaching in Public Elementary School, 1905.
32	24 Jan. 1906	30	St. Paul's	Cambridge, Trinity	3rd Class Math. Tripos. 1st Class Law Tripos, Pt. II.	—	Barrister. Barrister under the Board from January 1905. Temporary Examiner, August 1905.
33	1 May 1906	25	Eton	Oxford, Magdalen	2nd Class Hon. Mods. 1st Class Modern History.	—	Inspector for Historical Manuscripts Commission, 1905. Temporary Examiner, October 1905.
34	3 Sept. 1906	33	Shrewsbury	Cambridge, Trinity	1st Class, Div. 3, Classical Tripos. (Taken in 2nd year.)	—	Newspaper Manager, 1900-1. Legal work in engineering firm, 1901-5. Temporary Examiner, December 1905.
35	1 Feb. 1907	36	Shrewsbury	Oxford, New Heidelberg Berlin	3rd Class Chemistry. Ph.D. cum Laude.	—	Research student. Fellow and Demonstrator at Owens College. Junior Inspector, April 1902.

Name.	Date of Appointment as Junior Examiner.	Age on Appointment as Junior Examiner.	School.	University and College.	Academic Distinctions.	Combined Civil Service Examinations.	Practical Experience.
36	Feb. 1907	24	Winchester	Oxford, Balliol University College	1st Class Math. Mods. 1st Class Classical Mods. Hon. Mention, Hertford Scholarship. Hon. Mention, Ireland and Craven Scholarship. 1st Class Lit. Hum. Chancellor's English Essay. Fellow of University College.	—	Temporary Examiner February 1906
37	1 Feb. 1907	28	Eton	Oxford, Trinity	—	—	A.D.C. to Governor of South Australia. Clerk in House of Lords. Temporary Examiner, November 1906.
38	1 Feb. 1907	32	Marlborough	Oxford, Worcester	2nd Mods. 2nd Lit. Hum. Chancellor's English Essay. Special Prize in competition for Arnold Prize.	—	Barrister, 1897. Barrister under the Board from March 1903.
39	1 Feb. 1907	29	Marlborough	Cambridge, Pembroke	—	—	Barrister, 1899. Barrister under the Board from December 1905. Joint Editor of Tudor's Charitable Trusts.
40	4 Feb. 1907.	25	Marlborough	Oxford, Corpus Christi	2nd Class Mods. 1st Class Lit. Hum.	10th place	Clerk in House of Commons, Nov. 1905.
41	18 Mar. 1907	32	Bala Grammar	Paris Bonn London (M.A.)	—	—	7 years Assistant Master at Secondary School. 5 years Assistant Secretary to Merioneth Education Committee.

42	8 July 1907	27	Leatherhead, St. John's.	Dublin, Trinity	LL.D. (1st place), Prize in Modern History. Vice-Chancellor's Prize for Eng. Silver Medal and Hons. in History and Political Science.	—	2 years teaching in secondary school. 3 years articled to firm of solicitors.
43	1 Nov. 1907	30	Westminster City School.	—	—	—	Second Division Clerk, March 1897.
44	15 Jan. 1908	33	Marlborough	Oxford, Lincoln	2nd Class Hon. Mods. 2nd Class Lit. Hum.	—	Private coaching. Assistant in Wiltshire Education Office. Barrister. Barrister under the Board from June 1905. Temporary examiner, Sep- tember 1907. Teaching in Elementary School. Principal Clerk, Inspector and Second Assistant Secretary to Oxfordshire Education Com- mittee. Junior Inspector, November 1907. Teaching in Secondary School.
45	15 Jan. 1908	29	Merchant Taylors'	Oxford, St. John's	1st Class Hons. Theology.	—	Teaching in Elementary School. Principal Clerk, Inspector and Second Assistant Secretary to Oxfordshire Education Com- mittee. Junior Inspector, November 1907. Teaching in Secondary School.
46	15 Jan. 1908	24	Eton	Cambridge, King's	1st Divn., 1st Class Classical Tripos, Pts I. and II. Browne Medal for Greek Epigram.	—	Teaching in Secondary School.
47	15 Jan. 1908	28	Dulwich	Cambridge, King's	1st Class Classical Tripos, Pts. I. and II. 1st Class Moral Sciences Tripos, Pt. II.	—	Lecturer at Owens College, Man- chester, and Lecturer and Assistant Professor of Greek at Edinburgh University.
48	15 Jan. 1908	28	Eastbourne College	Cambridge, Trinity Hall.	1st Class, Pts. I. and II. Law Tripos.	—	Barrister. Barrister under the Board from November 1907.
49	25 Jan. 1908	24	Winchester	Oxford, Balliol	1st Class Hon. Mods. 2nd Class Lit. Hum. Hon. Mention for Stanhope Prize.	—	—

Name.	Date of Appointment as Junior Examiner	Age on Appointment as Junior Examiner.	School.	University and College.	Academic Distinctions.	Combined Civil Service Examinations.	Practical Experience.
50	27 Jan. 1908	28	Shrewsbury	Oxford, Trinity	3rd Class Lit. Hum. Fellow of Economical Society.	—	Head of University Settlement. Member of West Ham Education Committee and Distress Committee. Organiser of Vacation Schools.
51	6 Feb. 1908	26	Highgate School	Cambridge, Trinity	2nd Class Nat. Science Tripos. Fellow of the Chemical Society.	—	Assistant Master at Secondary School. Principal of Rangoon Collegiate and Normal School, April 1905. Assistant Director of Public Instruction in Burma, February 1907.
52	24 Mar. 1908	30	Cheltenham	Oxford, Worcester	2nd Class Hon. Mods. 2nd Class Lit. Hum.	—	Seven years' Government service in Malay States. District Officer at Kuantan.
53	30 Mar. 1908	27	Marlborough	Cambridge, Pembroke	1st Class Div. II. Classical Tripos.	—	Journalist. Barrister.
54	4 May 1908	29	Radley	Oxford, Trinity	2nd Class Hon. Mods. 2nd Class Lit. Hum. Fellow of Calcutta University.	—	Professor of English Literature, Presidency College, Calcutta, January 1902. Inspector of European Schools in Bengal, April 1903. Assistant Director of Public Instruction, Bengal, March 1906.
55	5 Aug. 1908	23	Eton	Oxford, New	3rd Class Lit. Hum. 2nd Class History.	—	—
56	17 Aug. 1908	27	Liverpool Institute High School.	Cambridge, St. John's	3rd Senior Optime 2nd Class Mechanical Science Tripos.	—	Three years' practical engineering in marine engineering works. Demonstrator in Cambridge Engineering Laboratory and Director in Mechanical Science.

57	1 Oct. 1908	26	St. Paul's	Oxford, Balliol	1st Class Mods. 2nd Class Lit. Hum. Fellow of All Souls College.	—	Lecturer in History at Leeds University. Tutor in Ancient History at St. John's College, Oxford.
58	10 Dec. 1908	23	Wellington	Oxford, Magdalen	1st Class Hon. Mods. 2nd Class Lit. Hum.	13th.	Oxfordshire Education Committee Office.
59	1 Feb. 1909	27	Bedford Grammar	Cambridge, Pembroke	1st. Div. 1st Class Classical Tripos, Part I. 2nd Classical Tripos, Part II. Chancellor's Classical Medallist.	80th.	First Division Clerk in Estate Duty Office for four years.
60	24 April 1909	28	Repton	—	—	—	Barrister. Barrister under the Board from March, 1906. Temporary Examiner, February, 1909.
61	2 May 1909	26	Birmingham, King Edward's	Oxford, Balliol	1st Class Lit. Hum.	—	Assistant Lecturer in Philosophy at Manchester University and Extension Lecturer. Temporary Examiner, March 1909.
62	4 July 1909	30	Belfast, Queen's College	Oxford, Trinity, Jena, Berlin	2nd Class Mods. 1st Class Lit. Hum.	—	Assistant Master at Secondary School and Assistant Lecturer in History at Leeds University. Junior Inspector, July 1907.
63	1 Oct. 1909	28	Westminster	Cambridge, Trinity	1st Class Classical Tripos. Tancred Law Studentship (Lincoln's Inn). 2nd Class Law Tripos. Powis Medal (Latin Verse) Proxime Accessit, Porson Prize (Greek Verse). Proxime Accessit Harness Prize (English Essay) 1st Class Jurisprudence.	—	Barrister. Occasional Examiner at Cambridge and for the Inns of Court. Temporary Examiner, August 1909.
64	23 Nov. 1910	29	Rugby	Oxford, Corpus Christi	—	—	Barrister. Barrister under the Board, April 1909. Temporary Examiner, November 1909.
65	17 Feb. 1911	30	*St. Paul's	Oxford, New	2nd Class, History	—	Barrister. Barrister under the Board, February, 1908. Temporary Examiner, November 1909.

—	Date of Appointment as Junior Examiner.	Age on Appointment as Junior Examiner.	School.	University and College.	Academic Distinction.	Combined Civil Service Examination.	Practical Experience.
66	11 May 1911	25	Wellington	Oxford, Balliol	1st Class, Jurisprudence	—	Barrister. Barrister under the Board from November, 1909. Temporary Examiner, January 1911.
67	14 June 1911	23	City of London	Cambridge, Caius	1st Class, Div. II., Classical Tripos, Part I. 1st Class, History Tripos, Part II.	—	Junior Inspector, February, 1911.
68	1 Aug. 1911	25	Winchester	Cambridge, Trinity	2nd Class, History Tripos, Part I. 2nd Class, History Tripos, Part II.	—	3 years in East Riding Education Office. Junior Inspector, May 1911.
69	2 Oct. 1911	27	Mill Hill	London	LL.B.	—	Barrister. Inspector of Extension Centres and Tutorial Classes for London University. 4 years Senior Secretary in London University.
70	27 Nov. 1911	23	Privately educated	Cambridge, King's	1st Class, History Tripos, Part I. 1st Class, History Tripos, Part II.	—	Assistant in Wiltshire Education Offices, 1911.
71	9 April 1912	27	Westminster	Cambridge, Trinity	1st Class, Div. II., Classical Tripos, Part I. 1st Class, History Tripos, Part II.	—	Assistant Lecturer in Greek, University College, Cardiff, 1908-10. Assistant Lecturer in Classics, Liverpool University, 1910-11. Manchester University Extension Lecturer (W.E.A. Classes).
72	1 Jan. 1912	26	Kelvinside Academy. University College School.	Oxford, Balliol	2nd Class Hons., History	—	Publishing and Journalism, 1908-11. Temporary Examiner, December, 1911.

73	10 Jan. 1912	25	Charterhouse	Oxford, University Munich.	1st Class Mods. 1st Class Lit. Hum. Gaisford Prize (Greek Verse). Hertford Scholarship. Derby Scholarship.	—	Teacher in Public Elementary School. Junior Inspector, April 1910.
74	25 Jan. 1912	27	Margate, Stanley House.	London University (B.Sc.)	—	—	Demonstrator in Chemistry at University College. Chemical Research work for India Office at Leeds University. Research Student at University College. Warden of University College Hall. Junior Inspector, September 1910.
75	1 Feb. 1912	26	Harrow	Cambridge, Pembroke	1st Class Classical Tripos, Part I.	—	Assistant Master, 1908-09. Junior Inspector, May 1911.
76	21 Mar. 1912	25	Merchant-Taylor's	Oxford, St. John's	2nd Class Hons. Mods. 1st Class Lit. Hum. Fellow of Worcester College	6th place	University Lecturer.
77	3 April 1912	36	Cheltenham College Westward Ho! United Service College. Newton College. West Bromwich Science and Art School.	Cambridge, Sidney	Ægotat, Mechanical Science Tripos.	—	In Engineering Works, Glasgow. Master of Engineering Depart- ment, N.E. County School, Bar- nard Castle. Lecturer at West Bromwich Tech- nical School. Junior Inspector, April 1904. H.M. Inspector, April 1909.
78	6 May 1912	26	Rugby	Oxford, Trinity	1st Class Hons. Mods. 1st Class Lit. Hum.	—	University Extension Lecturer (W.E.A. Classes). Head of East End University Settlement.
79 (Senior Examiner.)	24 Aug. 1908	33	—	Trinity College, Dublin Heidelberg	M.A., D.Sc., Dublin Ph. D., Heidelberg. Gold Medal and Senior Moderatorship, Dublin.	—	Head Master, Government Schools, Transvaal, March 1903. Inspector of Schools, Natal, November 1903. Professor, Transvaal University College, October 1905.

II.—Age, Academic Qualifications, and Teaching Experience of the Inspectors in the permanent service of the Board in June 1912.

- i. Inspectors of the Elementary Education Branch (Men).
- ii. Inspectors of Training Colleges (Men).
- iii. Inspectors of Music (Men).
- iv. Inspectors of the Medical Branch (Men).
- v. Inspectors of Physical Exercises (Men).
- vi. Inspectors of the Legal Branch (Men).
- vii. Inspectors of the Welsh Department (Men).
- viii. Women Inspectors.
- ix. Junior Inspectors (Men).
- x. Inspectors of the Secondary Schools Branch (Men).
- xi. Inspectors of the Technological Branch (Men).
- xii. Inspectors of Schools of Art (Men).

i.—INSPECTORS OF THE ELEMENTARY EDUCATION BRANCH.

Reference Number.	Year of Appointment.	Academic Qualifications.	Years of Teaching.	Years of Teaching in Public Elementary Schools.	Age at Appointment as full Inspector.	
					yrs.	mths
1	1900	1st Mods., Oxford. 1st Lit. Hum. Craven Scholar. Ireland Scholar. Derby Scholar.	3	—	28	4
2	1880	20th Wrangler, Cambridge.	1½	—	23	1
3	1878	1st Mods., Oxford. 2nd Lit. Hum. Gaisford Prize Verse and Prose.	—	—	25	9
4	1892	Bracketed Senior Wrangler. 1st Class Mathematics, 2nd Division, Part II. Scholar, Trin. Coll., Cambridge.	1½	—	26	6
5	1880	1st Classics, Cambridge. Foundation Scholar, St. John's Coll., Cambridge.	2½	—	25	3
6	1876	1st Classics, Cambridge. Classical Exhibitioner, King's Coll., Cambridge.	1½	—	24	8
7	1892	1st Classics Mods., Oxon. 1st Classics Lit. Hum. 2nd Modern History. Senior Scholar St. John's Coll., Oxon.	2	2	28	6
8	1903	2nd History, Oxon.	7	2½	33	2
9	1896	2nd Nat. Sci., Oxon. Burdett Coutts Scholar	6	—	28	9
10	1895	1st. Lit. Hum., Oxon. Chancellor's English Essay.	5	—	29	1
11	1875	2nd Classics Mods., Oxon. 3rd Lit. Hum.	—	—	24	—
12	1878	1st Modern History, Oxon.	—	—	25	6
13	1879	1st Class Final Classical School, Oxon. 3rd Modern History.	½	—	25	2
14	1879	15th Wrangler, Cambridge. Scholar of Clare College.	3½	—	29	10
15	1879	5th Wrangler, Cambridge. Fellow of Sidney Sussex Coll.	2	—	28	1
16	1880	3rd History, Oxon. Newdigate Prize Poem. Chancellor's English Essay. Sacred Prize Poem.	—	—	27	11
17	1880	2nd Maths., Oxon. Scholar of Queen's Coll.	4½	—	27	6
18	1880	3rd Lit. Hum., Oxon. Scholar of New Coll.	—	—	28	11
19	1892	1st Classics, 1st and Final Exams, Durham. 2nd Maths. 1st and Final. Fellow of Durham University.	10	—	32	6
20	1895	1st Classics Mods., and Finals, Oxon.	4	—	27	4
21	1898	2nd Classics Mods., Oxon. 2nd Lit. Hum. Somerset Scholar of Brasenose Coll.	5	4	28	8
22	1899	1st Classics, Cambridge. Browne Gold Medal for Greek Epigram.	7	—	31	11
23	1899	1st Classics, Part I. and II. Cambridge. Fellow and Tutor of Peterhouse. Univ. and Coll. Lecturer in Class.	5½	—	28	8
24	1899	1st Classics Cambridge. Scholar Pembroke Coll.	7	—	28	7
25	1899	1st History, Oxon. 1st Lit. Hum.	7	—	32	4
26	1900	2nd Modern History	5½	(Some in Germany)	27	8
27	1900	13th Wrangler, Cambridge. College Scholarships.	5	—	26	8
28	1901	Silver Medal in Classics, Dublin. M.D. &c. Foundation Scholar and Senior Exhibitioner Trin. Coll., Dublin.	4½	—	23	1
29	1903	2nd Modern History, Oxon.	13	9	39	9

Reference Number.	Year of Appointment.	Academic Qualifications.	Years of Teaching.	Years of Teaching in Public Elementary Schools.	Age at Appointment.
30	1903	2nd Med. and Mod. Lang. Cambridge, with distinction.	6½	One year in Germany.	yrs. mths. 31 9
31	1903	1st Classics, Cambridge. Abbot University Scholar. Scholar of Pembroke.	9	—	33 8
32	1904	1st Maths. Mods., Oxon. 1st Maths. Finals. University Junior Mathematical Scholarship. University Taylorian Scholarship in Italian.	8	—	32 8
33	1904	3rd Nat. Sci., Cambridge. 1st M.B., Parts I and II. 2nd M.B., Part I.	10½	—	36 10
34	1904	2nd Classics Mods. Oxon. 3rd Lit. Hum. Classical Exhibition, Hertford Coll., Oxon. Cambridge University Teachers' Diploma.	5	2	32 6
35	1904	1st Modern History, Oxon. Cert. Teacher	9	8½	30
36	1904	1st Mods., Oxon. 1st Finals. Junior Univ. Math. Scholarship. Senior Univ. Math. Scholarship.	4½	—	30 8
37	1904	1st Classics, Part I. 2nd Classics, Part II.	3½	—	30 3
38	1905	—	16	—	44
39	1905	B.Sc., London, 1st Class (Physics, Pure and Mixed Mathematics), A.R.C.S.	6	5	39 8
40	1905	3rd Nat. Sci. Oxon. Meyriche Exhibitioner, Jesus Coll.	4	—	35 3
41	1905	B.Sc. London, 1st Class Hons., Geology. A.R.C.S., Geology. A.R.S.M., Mining and Metallurgy.	4	—	30 4
42	1905	3rd Nat. Sci., Cambridge	1	—	28 9
43	1905	Ph.D., Univ. of Erlangen (Chemistry, Physics, Mineralogy).	11	—	35 6
44	1905	1st Math. Mods., Oxon. 3rd Modern History. Scholar of Worcester.	15	—	40 7
45	1905	2nd Lit. Hum. (Greats), Oxon.	7	2	32 1
46	1906	1st Nat. Sci., Oxon.	5	—	32 6
47	1906	1st Classics Mods., Oxon. 2nd Lit. Hum.	4½	—	33 9
48	1906	3rd Classics, Camb. 2nd Theology (History Section), Part II. President of Union Debating Society. Exhibitioner Pembroke Coll.	4½	—	29 10
49	1906	1st Nat. Sci., Oxon.	5½	—	32 6
50	1906	18th Wrangler, 2nd Nat. Sci., Part I., Cambridge. B.Sc. London (1st Class Maths.).	2	—	29 7
51	1906	2nd Modern History, Oxon.	12	10	35 5
52	1907	—	9½	9½	57 8
53	1907	B.Sc. (Victoria) 2nd Class (Chemistry and Physics)	8	2	33 4
54	1907	11th Wrangler, Cambridge. 1st Nat. Sci.	2	—	28 11
55	1907	Senior Optime Math., Cambridge. 1st Nat. Sci.	4	—	31 6
56	1907	1st History, Part I. 2nd History, Part II. Foundation Scholar and Choral Exhibitioner of Jesus.	5½	5½	30 2
57	1907	6th Wrangler, Cambridge. 2nd Nat. Sci. Scholar of Trin. Coll.	1	—	28 10
58	1907	1st Modern History, Oxon. Brackenbury Scholar of Balliol Coll. Fellow of Pembroke.	1	1	36 4
59	1908	B.Sc., London, 2nd Class (Chemistry, Zoology, Geology). John Cory (Open) Scholarship, University Coll. of South Wales.	9	—	36 8
60	1908	Pupil Teacher. Certificated Teacher	15	15	56 10
61	1908	3rd Nat. Sci., Part I., Cambridge. 2nd Nat. Sci., Part II., Cambridge.	1½	1	28 7
62	1908	3rd Lit. Hum., Oxon.	12	—	39 4
63	1908	2nd Mods., Oxon. 2nd Lit. Hum. Scholar of Univ.	2½	6 months in Germany.	30
64	1908	2nd History, Parts I and II., Cambridge. Diploma in Education with Distinction, Oxon.	3	—	29 6
65	1908	1st Nat. Sci., Oxon. Burdett Coutts University Scholar. Hon. mention in Rolleston Memorial Prize.	1½	—	29 6
66	1909	B.A., Royal Univ. of Ireland (Hons. Course in Civil and Constitutional History, Political Economy, Jurisprudence).	8	5	52 1
67	1909	1st Lit. Hum. Distinctions in Oxford Univ. Diploma in Education.	2	6 months	38 3
68	1909	4th History. Oxon. Course in Teaching	2½	—	31 9
69	1909	B.A., London, 2nd Class. Pupil Teacher. Certificated Teacher.	6	6	55
70	1909	M.A. (by exam.), Victoria University (English Language and Literature). University Prizeman in English Literature. University Teachers' Diploma.	6	2	34 7

Reference Number.	Year of Appointment.	Academic or other Qualifications.	Years of Teaching.	Years of Teaching in Elementary Schools.	Age at Appointment.
					yrs. mths.
71	1909	B.A., London. Hons. at Matric. 1st Class Pass at Interm. and Final Exams. Pupil Teacher and Certificated Teacher.	18	15	59 7
72	1910	M.A., Trin. Coll., Dublin. Pass Degree B.A., 2nd Class. B.Sc., London. Pass Degree, 2nd Class (Maths., Pure and Applied, Mental and Moral Science).	16	16	49 9
73	1910	2nd Lit. Hum., Oxon	6 months	2 months	27 5
74	1910	2nd Classics, Oxon. 2nd Lit. Hum.	2½	1	29 2
75	1910	1st Nat., Sci., 1st Math., Mods. and Finals, Cambridge Univ. Exhibition for Maths. Cambridge Teaching Cert.	7	—	33
76	1910	2nd Med. and Mod. Language. Scholar Jesus Coll., Cambridge.	16	9	34 7
77	1910	B.A. London. Class I.	11	7	53 1
78	1910	1st Classics Mods., Oxon. 1st Lit. Hum.	6	—	30 11
79	1910	8th Wrangler Math. Tripos, Cambridge. 1st Div. of 1st Class. Part II. Smith's Prize. Fellow of King's Coll. Cambridge Day Trg. Coll. Diploma.	1½	6 months	27 1
80	1910	M.A. Cambridge. Special exam. in Maths., Class I. (with approval in Voluntary Subject).	11	8	40 6
81	1910	1st Classics, Div. II., Cambridge. Stewart of Rannoch Scholar. Goldsmiths' Company Scholarship. Student of University of Tübingen.	10	—	33 11
82	1910	B.A., 1st Class. M.A. (London) (Anglo-Saxon Language and Literature, English Language and Literature, French Literature, Phonology, &c.)	15	15	53 2
83	1911	Certificated Teacher	9	9	45 7
84	1911	M.A. (Classics), Victoria University. 2nd Lit. Hum., Oxon. Symond's Exhibitioner, Wadham Coll.	9	—	37
85	1912	B.A., London, 1st Class. Interm. B.Sc., 1st Class	15	15	51 3
86	1912	1st Math. Mods., Oxon. 1st Math. Finals. 1st Nat. Sci. Mathematical Scholar, C.C.C. Junior Mathematical Scholar of University. Johnson University Scholar. Oxford Diploma in Theory, History, and Practice of Education.	4	1	—
ii.—INSPECTOR OF TRAINING COLLEGES.*					
1	1894	Nat. Sci., Oxon., 3rd	6	4	31 4
iii.—INSPECTOR OF MUSIC.					
1	1911	B.A., Class II. Mus. Bac., Camb. Univ. Scholarship in Music.	8	5	31 1
iv.—INSPECTOR OF THE MEDICAL BRANCH.					
1	1898	1st. Nat. Sci., Camb. Pts. I. and II., with distinction. Fellow of Emmanuel. M.D.	7	—	30 3
v.—INSPECTORS OF PHYSICAL EXERCISES.					
1	1909	3rd Mods. 4th Lit. Hum., Oxon.	6	4	38 7
2	1909	Lieut. R.N.	7	—	34 9
vi.—INSPECTOR OF THE LEGAL BRANCH.					
1	1911	2nd Classics, Camb. Barrister	—	—	45 4
vii.—INSPECTORS OF THE WELSH DEPARTMENT.					
1	1877	1st (Classics) Mods. 1st Maths. Mods. 1st Math. Finals, Oxon. Fellow of Jesus.	2	—	26
2	1877	1st Mods. 3rd Lit. Hum., Oxon.	3	—	26 3
3	1894	2nd History, Oxon. Scholar and Prizeman, Lampeter.	2	—	27 8
4	1894	D.Sc., Lond. 1st Chemistry	10	—	30 2
5	1897	1st Nat. Sci., Oxon. B.Sc., Lond. 1st Class	3	—	30 7
6	1902	1st Maths. Mods. 1st Finals. Senior Mathematical Scholar. 2nd Nat. Sci. B.Sc. (Leeds).	7	—	31 1

* The other Inspectors of Training Colleges are also Inspectors of Elementary Schools.

Reference Number.	Year of Appointment.	Academic Qualifications.	Years of Teaching.	Years of Teaching in Public Elementary Schools.	Age at Appointment as Full Inspector.
7	1902	1st Math. Mods., Oxon. 1st Maths. Finals. Scholar of Brasenose. Proxime accessit for Senior Hulme Scholarship. 1st Class Teaching Diploma, Cambridge.	—	—	yrs. mths. 32 1
8	1907	Univ. Coll. of Wales. B.A., Lond. 1st History, Oxon. Stanhope Essay: Lothian Prize. Fellow of Lincoln.	28	—	48 3
9	1908	D.Sc., Lond. Scholar, Bangor. Cert. Teacher	17	5	44 7

viii. WOMEN INSPECTORS now in the SERVICE of the BOARD, or about to take up APPOINTMENT under the BOARD.

The 34 Women Inspectors, of whom particulars are given in the following Return, are allotted to various branches of the Board's work, as follows —

- 1 (Chief Woman Inspector).
- 10 (viz. :—Nos. 1-5, 28, 29, 31, 32, 33) Women Inspectors are employed in the inspection of Girls' and Infants' Departments of Public Elementary Schools.
- 3 (viz. :—Nos. 17, 19, 21) Women Inspectors are employed in the inspection of Girls' and Mixed Secondary Schools.
- 2 (viz. :—Nos. 6 and 20) Women Inspectors are employed in the inspection of Training Colleges (Women's and Mixed).
- 12 (viz. :—Nos. 7-16, 23, 30), Women Inspectors are employed in the inspection of Domestic Subjects Centres and Classes for Public Elementary School children.
- 3 (viz. :—Nos. 18, 22, 27), Women Inspectors are employed in the inspection of Physical Exercises as taught to girls in various types of schools.
- 3 (viz. :—Nos. 24, 25, 26), Women Inspectors are employed in the inspection of Domestic and Trade Courses (for women and girls), recognised under the Technological Regulations of the Board.

Total - 34

Reference Number.	Year of First Appointment.	Academic, or other Qualifications.	Years of Teaching.	Years spent in Teaching in Elementary Schools.	Age at Appointment.
—	1905	Manager, London Board schools, over 20 years. Member of two last School Boards for London. Member Education Committee of London County Council, 1904-5.	—	—	yrs. mths. 40 10
1	1896 (as "Sub-Inspector").	L.L.A., St. Andrews. 1st class French, Education, and History. Cert. Teacher. Head Mistress of Public Elementary School	14	14	35 0
2	1897 (as "Sub-Inspector").	Cert. Teacher (was head of Certificate List in Final Exam. at Stockwell Training College when a student). Teacher on staff of Elementary Training College.	10	3	32 2
3	1900 (as "Sub-Inspector").	2nd Class Classical Mods., Oxon. Pass Finals. Head Mistress Girls' High School,	15	—	34 6
4	1900 (as "Junior Inspector").	B.Sc., Lond., Div. I. Diploma, City and Guilds' Inst. Gilchrist Scholar, 1st class. Mistress on staff of large Girls' Secondary School (London).	7	—	24 7
5	1901 (as "Junior Inspector").	Cert. Teacher. L.L.A. Diploma (partly), Liverpool. Teacher in Elementary School.	5	4	27 3
6	1905	M.A., Dublin. 3rd Classics, Cambridge. 2nd Classical Archæology. Acting Principal of Women's College (University of Sydney, N.S.W.), Australia. Acting Principal, Bedford College for Women (University of London).	3	—	32 5
7	1905	L.L.A., St. Andrews (partly). Mistress in Secondary Schools. Experience in teaching and inspecting schools in South Africa.	6	—	42 7
6	1905	1st Class Diplomas in Domestic Subjects (Liverpool); Dairy-work (Advanced) (Bangor); Dress-making and Millinery (City and Guilds). Mistress on staff of Training School of Domestic Subjects. Inspectress of Domestic Subjects under Bristol Local Education Authority.	6	—	40 1

Reference Number.	Year of First Appointment.	Academic, or other Qualifications.	Years of Teaching.	Years spent in Teaching in Elementary Schools.	Age at Appointment.
					yrs. mths.
9	1905	1st Class Diplomas, Cookery and Laundry-Work, National Union for Technical Education of Women. Mistress on staff of Training School of Domestic Subjects. Principal Teacher of Domestic Subjects under Blackpool Local Education Authority.	7	2	26 11
10	1905	1st Class Diplomas, Domestic Subjects, Popular Health, Sick Nursing, Edinburgh and Liverpool. Teacher of Cookery, and Lecturer in Physiology and Hygiene, Dublin School of Cookery.	12	—	33 8
11	1906	Full Diplomas, Domestic Subjects, Liverpool. Sewing and Dressmaking, Liverpool. Teacher of Cookery, and Lecturer on Domestic Science under Dorset Technical Instruction Committee. Recognised Examiner in Domestic Subjects.	14	—	38 4
12	1906	Full Diplomas, Domestic Subjects, London. Three Certs., Needlework (London Inst. for Advancement of Plain Needlework). Staff Teacher at National Training School of Cookery, Westminster. Superintendent of Domestic Subjects under London Education Authority.	6	—	45 8
13	1906	High Class Cookery Cert., Gloucester ("Distinction for special ability"). Secretary of National Union for Technical Education of Women in Domestic Science. Superintendent of Training School for Teachers of Domestic Subjects.	—	—	40 2
14	1907	1st Class Diplomas, Cookery and Laundry-Work, Birmingham, 12 years' teaching experience in England and abroad.	12	—	33 3
15	1907	1st Class Diplomas, Domestic Subjects, Liverpool. Dresscutting, Manchester. Dresscutting, City and Guilds, London. Millinery (Honours), City and Guilds, London. First Aid and Home Nursing, St. John's Ambulance. Special course in Dairy Work and Bacteriology, Truro, Nova Scotia. Teacher of Domestic Subjects under Bristol Education Authority. Principal of School of Household Science, Truro, Nova Scotia.	9	3	31 0
16	1908	1st Class Diplomas, Domestic Subjects (with Distinction), Gloucester. 1st Class Plain Dressmaking Diploma (Distinction), Gloucester. Diploma, First Aid and Sick Nursing, St. John's Ambulance. Cert. of the Société des Professeurs de Français en Angleterre. Associate in Arts, Oxford (Hons. Class III.), Distinguished in English (21st). Organising Inspector of Domestic Subjects under Somerset County Council.	5	—	32 2
17	1908	B.A., London. Senior Assistant Mistress, Notting Hill Girls' High School. Worked on Teachers' Registration Council.	26	—	54 10
18	1909	Cert., Physical Training Mm. Osterberg's Physical Training College, Dartford. Member, Ling Association Trained Gymnastic Teachers. Teacher of Physical Exercises, Girls' Secondary Schools. Physical Training Mistress, London Day Training College, Southampton Row, and Graystoke Place Training College, London.	10	—	30 10
19	1909	Scholar, University Coll. of Wales, Aberystwyth. Scholar, Newnham Coll., Cambridge. Mathematical Tripos (placed between 9th and 11th Wranglers). Hon. Sec., Mathematical Association 1908-10. Mistress, Norwich High School for Girls. Mistress, St. Leonard's School, St. Andrews, N.B. Mathematical Tutor, Bedford College for Women, London (Secondary Training Dept.)	10	—	31 1
20	1909	B.A. Lond. (1st Class Hons. English Language and Literature). Mistress, Girls' Secondary Schools. Lecturer, Graystoke Place Day Training College, London.	12	—	34 8
21	1909	M.A. Dublin. Somerville Coll., Oxford, Final Hon. Sch., English Language and Literature. Mistress, Girls' Secondary Schools. Acting Head Mistress, Exeter High School for Girls.	14	—	38 3

Reference Number.	Year of First Appointment.	Academic, or other Qualifications.	Years of Teaching.	Years spent in Teaching in Elementary Schools,	Age at Appointment.
22	1911	Cert., Physical Training (Bedford Physical Training College). Secretary and Treasurer, Scottish League of Organisers and Teachers of Swedish Gymnastics. Instructress in Physical Exercises Training College for Elementary Teachers. Instructress in Physical Exercises under Aberdeen Provincial Committee for Training of Teachers.	4	—	yrs. mths. 25 8
23	1911	B.A. Wales (Hons.). Scholar, University College of Wales, Aberystwyth. Cambridge Teachers' Diploma. Housewife's Diploma (Edinburgh). Senior Mistress, Girls' Secondary School.	11	—	37 8
24	1912	1st Class Diplomas, Domestic Subjects, Battersea (Distinction). Teacher of Domestic Subjects on staff of Woolwich Polytechnic.	15	—	37 3
25	1912	Registered Teacher on Col. B. Secretary, Hampstead Apprenticeship Committee. Mistress in various Secondary Schools. Superintendent, Girls' Trade School (L.C.C.).	25	—	45 2
26	1912	1st Class Diplomas, Cookery, Laundry, Needlework and Dressmaking, Middlesbrough. 1st Class Diploma, Millinery Liverpool. 1st Class Diploma Housewifery, Bristol. Cert., Sick Nursing, St. John's Ambulance. Member of Moseley Commission, 1906-7. Teacher of Domestic Subjects in Secondary and Elementary Schools. Inspectress of Domestic Subjects under West Riding of Yorks County Council.	13	7	37 7
27	1912	Cert., Physical Training, Mme. Osterberg's Physical Training College, Dartford. Superintendent of Physical Instruction under Leith School Board. Outside Lecturer on staff of Edinburgh Provincial Committee for Training Teachers.	6	—	31 7
28	1912	1st Class Higher Cert., National Fræbel Union. Acting Teacher's Cert., Board of Education (Distinction in Theory of Education). Teacher in Public Elementary Schools (Infants' Depts.) Assistant Mistress of Method and Supervisor of Student-Teachers, Fulham and Moorfields Training Colleges, London.	11	5	31 5
29	1912	Cert. Teacher. Higher Cert. of National Fræbel Union (1st Class Hons. in Class Teaching, History of Education, Physiography, and Music). Certs. in Needlework and Cutting-out, London Association for Advancement of Plain Needlework. Mistress on Staff of Elementary Training Colleges. Lecturer and Examiner, Kindergarten and Infant School training. Mistress, Municipal Secondary School, West Ham.	26	—	47 6
30	1912	1st Class Diplomas Domestic Subjects, National Union. 1st Class Diplomas Dressmaking, National Union. Teacher of Domestic Subjects. Superintendent of Training School for Teachers of Domestic Subjects.	15	1	39 3
31	1912	M.A., Dublin. 2nd Wray Prize Metaphysics, Dublin. 3 exams. in Arts, Royal University of Ireland. Teacher's Diploma (London University). Frances Power Cobb Memorial Prize (211.) for essay in Quarterly Review (open to Women University Students). Assistant Mistress, Girls' Secondary Schools. Assistant Mistress, Ladies' College, Cheltenham.	11	—	30 3
32	1912	B. Litt., Durham. Assistant Mistress of Method, Training College for Elementary Teachers.	5	—	28 7
33	1912	B.A., Royal University of Ireland. Cambridge Teacher's Diploma. Teacher on Staff of Elementary Training Colleges. Mistress of Method and Acting Vice-Principal, Clapham Day Training College (L.C.C.).	21	—	45 1

ix.—JUNIOR INSPECTORS.

Reference Number.	Year of Appointment.	Academic Qualifications	Years of Teaching.	Years spent in Teaching in Elementary Schools.	Age at Appointment.	
					yrs.	mths.
1	1904	Lit. Hum.; Oxon. - - - - -	6	4 months	29	11
2	*1904	A.R.C.S., F.I.C., Inter. B.Sc., Lond. - - -	—	—	25	8
3	1908	M.A., Ph.D. with Honours (University of Wales), Board's Certificate.	8	1	34	
4	1909	1st Honour Mods. 2nd Lit. Hum. Oxford - - -	5½	—	29	9
5	1909	1st in Classics, Cambridge. Scholar of College -	5	—	26	4
6	1909	1st Math. Mod. 1st Math. Final. 1st Honour School of Physics, Oxford.	5	—	28	8
7	1909	1st in Classics. 2nd History Tripos, Cambridge. Scholar of College. Cambridge Diploma in Theory and Practice of Education.	2½	6 months	25	9
8	1909	2nd Lit. Hum., Oxford. Scholar of College. Associate of College of Preceptors. (Theory and Practice of Education.)	2	1	26	
9	1909	B.A. Dublin. Honours in Classics. University Prizeman and Gold Medallist.	1	1	25	
10	1910	1st Class Moral Sciences Tripos, Cambridge. B.Sc., Wales, Ph.D., Jena. Certificate of the Board of Education.	5	2½	31	8
11	1910	2nd Class History, Oxford - - - - -	2½	1	30	9
12	1910	1st History (Oxford), University Prizeman, 1st English, London, Tutor and Lecturer, Oxford, Certificate of Board of Education, 4½ years P.T.	10 months	10 months	24	6
13	1910	1st Honour Mods. 1st Lit. Hum., Oxford. University Prizeman.	6 months	3 months	23	10
14	1910	28th Wrangler (Cambridge) - - - - -	2½	—	24	8
15	1910	1st Honour Mods. 3rd Lit. Hum., Oxford. Diploma in Education (Elementary).	6½	—	31	1
16	1910	Specialist in Handwork. Certificated Teacher -	24	24	43	11
17	1910	Certificated Teacher. Four years' experience of Evening School work.	17	17	38	7
18	1910	Civil Service Examinations. Formerly Inspector of Reformatory and Industrial Schools.	—	—	37	8
19	1910	Art Master's Certificate, Scholar of the Royal College of Art, Medallist, &c. Pupil Teacher, Scotland.	5	—	32	3
20	1910	2nd Natural Science, Oxford. College Exhibitioner. B.Sc., London. Teachers' Certificate of Board.	10	7	31	5
21	1910	1st Classics, Cambridge - - - - -	7	—	29	6
22	1910	B.Sc. Honours Natural Science, London - - -	6	—	26	6
23	1910	1st Classics, Parts I. and II., Cambridge. College and University Prizeman.	3 months	3 months	24	1
24	1910	1st Classics. 2nd Law Tripos, Cambridge. University Medallist. Cambridge Diploma in Teaching.	1½	3 months	24	8
25	1910	1st Classics, Part I., 2nd Classics, Part II., Cambridge. University Scholar, Fellow of College and Lecturer.	9½	3 months	32	9
26	1910	Special Qualifications in Handicraft. Teacher's Diploma City and Guilds' Institute.	12	12	41	6
27	1911	2nd Classics, 1st History, Cambridge - - -	3½	—	27	2
28	1911	1st Moral Science, Parts I. and II., Cambridge. Scholar of College. M.A., London. Teacher's Certificate of Board.	6½	2½	30	7
29	1911	1st Classics, Cambridge. Scholar of College -	1½	3 months	25	3
30	1911	2nd Lit. Hum., Oxford. Scholar of College. Inspector of Schools in Burma.	2½	—	31	4
31	1911	1st Classics Cambridge. 1st History† - - -	—	—	23	
32	1911	2nd History Cambridge, Part I. and Part II.† -	—	—	25	
33	1911	2nd History, Oxon - - - - -	1	1	25	
34	1911	1st Science, Oxon - - - - -	5½	3 months	30	3
35	1911	1st Classics, Cambridge. 2nd History - - -	2	3 months	25	2
36	1912	1st Classics, Glasgow. Gold Medal: Research Fellowship. 1st Hon. Mods. 2nd Lit. Hum., Oxon. Duke's Prize in French.	5	4 months	29	6
37	1912	Certificated Teacher - - - - -	24	24	46	
38	1912	3rd Lit. Hum. - - - - -	16	—	39	1
39	1912	Docteur ès Lettres, Paris. Edinburgh - - -	9	5 as Pupil Teacher	30	6

* As Sub-inspector. † Before Appointment to be Junior Examiners.

Reference Number.	Year of Appointment.	Academic Qualifications.	Years of Teaching	Years spent in Teaching in Elementary Schools.	Age at Appointment.
40	1912	B.A. Cambridge. Certificated Teacher - -	4½	4½ and 5 as Pupil Teacher	yrs. mths. 26
41	1912	M.A., Classics, London, 1st Class. B.A. University of Wales, 1st Class.	11	—	35 4
42	1912	D.Sc., Wales. Ph.D., Marburg - - -	2	2 and 4 as Pupil Teacher	27 11
43	1912	M.A., University of Wales. 1st Class Gladstone and Withers prizes.	10	—	28 7

X.—INSPECTORS OF THE SECONDARY SCHOOLS BRANCH.

Reference Number.	Year of Appointment.	Academic Qualifications.	Years of Teaching.	Age at Appointment.
1	1904	2nd Wrangler. 1st Part II. Math., Cambridge. Fellow of St. John's.	17	yrs. mths. 38 11
2	1904	1st Classics, Cambridge. Parts I. and II. Scholar and Fellow of King's. Prince Consort's Prize.	3	40 3
3	1904	Senior Optime Math., Cambridge. Exhibitioner of King's. Le Bas and Members' Prizes. LL.D.	23	47 3
4	1904	2nd Medieval and Modern Languages, Cambridge. Ph.D., Leipzig.	18	35 7
5	1893	2nd Lit. Hum., Oxon. Scholar of Trinity - - -	12	35
6	1894	1st Class Nat. Sci., Cambridge. Parts I. and II. Foundation Scholar and Fellow of Trinity. D.Sc., Lond. Chemistry.	5	36 11
7	*1894	Royal College Science. Deputy Reader in Botany, Cambridge. Lecturer Yorkshire College and Victoria University. F.R.S.	9	32
8	*1900	B.Sc., Lond. 3rd Civil Service Exams. - - -	3	39 9
9	*1900	1st Nat. Sci., Cambridge. B.Sc., Lond. - - -	4	35 1
10	*1902	B.A., Lond. Classics, Maths., French. Inter. B.Sc. (Physics and Chemistry). Prizes in Maths. and Physics. Certificated Teacher.	Pupil Teacher and 9 years.	38
11	1904	B.A., Lond. - - - - -	11	39 1
12	1905	1st Classics, Cambridge. Parts I. and II. Fellow of Caius -	13	35 4
13	1905	1st in 1st Class London B.A. Honours in English - -	14	37 1
14	1905	Docteur, Paris - - - - -	9	33 9
15	1905	M.A., Cambridge. Chancellor's English Medal - - -	3½	29 1
16	1906	2nd Lit. Hum., Oxon. - - - - -	16	41 7
17	1906	1st Classics, Cambridge. Parts I. and II. Scholar of King's -	20	44 4
18	1908	1st Maths. Sci., Cambridge. Parts I. and II. - - -	10	35 7
19	1910	1st Mods. 2nd Lit. Hum., Oxon. - - - - -	21	50 8
20	1911	M.A., B.Sc., Aberdeen. 7th Wrangler, Cambridge. 1st Nat. Sci. Part II.	7	31 3
21	1911	B.A., B.Sc., Lond. Certificated Teacher - - -	31	48 10
22	1912	3rd Mods. 4th Lit. Hum., Oxon. - - - - -	15½	41 3

xi.—INSPECTORS OF THE TECHNOLOGICAL BRANCH.

23	1894	1st Nat. Sci., Oxon. Burdett Coutts Scholar. Scholar of Corpus. Science. B.Sc., Lond. 1st Class.	1	28
24	1894	D.Sc., Lond., 1st Class B.Sc. A.R.S. Mines. - - -	13	33
25	1894	Captain Royal Engineers (passed in 7th) - - -	—	35 7
26	*1894	University College, London. F.I.C. - - - - -	7	34 6
27	*1894	B.A. Lond. 1st Div. Teacher's Certificate. F.C.S. - -	13	34 9
28	1894	A.R. Coll. Sci. 1st Geology - - - - -	1	27 2
29	1895	M.A., B.Sc. (Research). D.Sc., Oxon. A.R. Coll. Sci. 1st Chem. F.R.S. F.C.S. Lond. & Berlin.	8	30 7
30	*1902	M.A., Cantab. Barrister - - - - -	—	49 8
31	*1905	4th Wrangler, Camb. Scholar and Fellow of St. John's -	6½	37 5
32	1909	M.I.M.E., M.I.C.E. Whitworth Scholar - - - - -	5	43 3
33	1910	B.Sc., Agriculture, Edinburgh. - - - - -	10	42 1
34	1910	Diplomas in Agriculture and Advanced Chemistry, Wales -	13	35 5
35	1911	Edinburgh B.Sc. Course distinctions - - - - -	12	37 6
36	1911	D.Sc., Lond. Engineering. A.R. Coll. Science. Senior Whitworth Scholar, National Scholarship.	13	40
37	1911	M.A., B.Sc., Aberdeen - - - - -	8	29 5
38	1912	M.A., Edinburgh. B.Sc., Durham. - - - - -	6	40 1
39	1912	M.Sc. Tech., Manchester. 1st Principles of Mining (Queen's Medal). Wigan Mining School, Gold Medal. M.I.M.E.	19	41 10
40	1912	M.Sc. Engineering, Bristol. M.Sc. Tech., Manchester. Whitworth Exhibition and Scholarship. National Scholarship (1st place). A.M.I.C.E., M.I.E.E.	11	38 9

* As Sub-inspector.

Reference Number.	Year of Appointment.	Academic Qualifications.	Years of Teaching.	Age at Appointment.
41	1912	Cardiff University College, Distinction in Civil Engineering and Geology. Distinction in Architecture R.C. Art.	15	yrs. mths. 43 2
42	1912	A.M.I.C.E., M.I. Elect. E.	20	43 8
43	1912	Senior Optime, Camb.	19	44 0
44	1912	Queen's College, Galway. Owen's College, Manchester, M.A.	19	43 9

xii.—INSPECTORS OF SCHOOLS OF ART.

45	1898	A.R. Coll. Art. Queen's Prize: Medal	20	41 7
46	*1900	A.R. Coll. Art	4	33 0
47	*1905	Art Master's Certificate. Silver and Bronze Medals	16	33 9
48	1905	A.R. Coll. Art	15½	40 10
†49	1910	Art Master's Cert., A.K.C.	5	55 2

* As Sub-inspector. † Transferred from the Office.

III.—(i) Analysis of Ages at first appointment of Inspectors (Men) appointed directly from outside the Service since 1st April, 1900.

- (a) Inspectors appointed as Junior Inspectors.
(b) Inspectors appointed as full Inspectors.

i. Average age on appointment of (a) the 106 Junior Inspectors, 29 years 3 months.

Average age on appointment of (b) the 38 Inspectors appointed directly to the full rank, 39 years 10 months.

ii. Table showing Distribution at various ages on appointment.

(a) JUNIOR INSPECTORS.

Age on Appointment.	Number.	Age on Appointment.	Number.
23-24	5	30-31	9
24-25	9	31-32	13
25-26	12	32-33	3
26-27	12	33-34	2
27-28	8	34-35	5
28-29	7	35-36	3
29-30	12	37 and over	6
Total under 30	65	Total 30 and over	41

(b) FULL INSPECTORS.

<i>Elementary Branch.</i>		<i>Technological Branch.</i>	
30 and over	3	29-30	1
		30-40	3
		40 and over	11
<i>Secondary Branch.</i>		<i>Welsh Department.</i>	
29-30	1	40 and over	2
30-40	6		
40 and over	9		
<i>Music.</i>			
Over 30	1		
<i>Physical Exercises.</i>			
Over 30	1		
Total under 30	2		
Total 30-40	14		
Over 40	22		

(ii) Ages at first appointment of all the Women Inspectors in or about to enter the Service of the Board, June 1912.

Average age on appointment of the 34 Women Inspectors, 36 years 1 month.

Age on appointment.	Number.	Age on appointment.	Number.
25	1	36	0
26	1	37	3
27	1	38	2
28	1	39	1
29	0	40	3
30	2	41	0
31	4	42	1
32	3	43	0
33	2	44	0
34	3	45	3
35	1	46	0
		47	1
		Over 47	1
Total under 35	19	Total over 35	15

IV.—Summary of the Experience of the 86 Inspectors of the Elementary Education Branch in Teaching in Public Elementary Schools.

	No. of Inspectors with Public Elementary School experience.		No. of Inspectors with Public Elementary School experience.
Less than one year	4	Brought forward	19
1 year and less than 2 years	4	7 years and less than 8	1
2 years	3	8 " " "	2
4 " " "	5	9 " " "	4
5 " " "	6	10 " " "	1
6 " " "	7	15 " " "	4
		16 " " "	1
Carried forward	19		32

V.—Junior Inspectors.

i.—ANALYSIS of the ACADEMIC DISTINCTIONS in FINAL SCHOOLS of the 106 JUNIOR INSPECTORS.

	1st Class.	2nd Class.	3rd Class.	4th Class.
OXFORD UNIVERSITY (Graduates)				
Lit. Hum.	5	10	5	1
Modern History	3	5	1	1
Mathematics	6	—	—	—
Natural Science	4	1	1	—
Totals	18	16	7	2

ii.—LIST of the SCHOOLS at which the 106 JUNIOR INSPECTORS were educated.

Public Elementary Schools only	14
Rugby	6
Marlborough	5
Manchester Grammar School	4
Shrewsbury	3
Winchester	3
Charterhouse	2
City of London	2
Dulwich	2
Haileybury	2
King's School, Canterbury	2
Llandoverly	2
Merchant Taylors'	2
Mill Hill	2
Owen's School, Islington	2
St. Paul's	2
Ashby-de-la-Zouch	1
Bath, Kingswood	1
Batley Grammar	1
Bedford Grammar	1
Belfast, Queen's College	1
Birmingham, King Edward's	1
Bootle	1
Bradfield	1
Bradford Grammar	1
Brecon, Christ's College	1
Cambridge, The Leys	1
Cheltenham	1
Christ's Hospital	1
Dundee, Morgan Academy	1
Durham Grammar	1
Edinburgh, George Watson	1
Epsom College	1
Eton	1
Giggleswick	1
Gosport, Burney's	1
Grantham, King's School	1
Haberdashers'	1
Harrow	1
Highgate Grammar School	1
Isle of Man, King William's	1
Keighley Grammar	1
King's College School	1
King's Lynn, Grammar	1
Liverpool College	1
Margate, Stanley House	1
Newcastle-under-Lyme	1
North Walsham, Grammar	1
Norwich Middle School	1
Oakham	1
Oswestry	1
Oxford, Magdalen College	1
Poole, Longfleet High	1
Port Talbot, County School	1
Radley	1
Reading, Leighton Park	1
Rivington and Blackrod Grammar	1
Salisbury Grammar	1
Sheffield, Wesley College	1
Sowerby Grammar	1
Stourbridge, King Edward's Grammar	1
Tonbridge	1
Torquay, Public College	1
Wellington College	1
Wheelwright Grammar School	1
Worcester Cathedral	1
Ystrad Organised Science School	1

	1st Class.	2nd Class.	3rd Class.	Agro-tat.	Pass.
CAMBRIDGE UNIVERSITY (Graduates)					
Classical Tripos	14	—	1	—	—
Historical Tripos	2	1	—	—	—
Moral Sciences Tripos	3	—	—	—	—
Theology	—	1	—	—	—
Mathematical Tripos	6	—	—	—	—
	(Wranglers)				
Mediaeval and Modern Languages Tripos	—	1	—	—	—
Mechanical Sciences Tripos	—	—	—	1	—
Natural Science Tripos	6	2	3	—	—
Ordinary B.A. Degree	—	—	—	—	1
	31	5	4	1	1

Total Graduates of Oxford University†	43
" " Cambridge University†	42
" " London University	4
" " Dublin University	1
" " Royal University of Ireland	1
" " Wales	3
" " Edinburgh	1
" " Victoria	2
" " Erlangen	1
	98*

* The eight candidates who were not graduates of a University are accounted for as follows:—

A. Royal College of Science	1
B. Civil Service Examinations	1
C. Certificated Teachers	3
D. City and Guilds Teachers' Diploma	1
E. Certificates of Science and Art Department	1
F. Art Master	1

† In many cases the candidate graduated at two Universities or obtained first classes in more than one subject. Only one University and one subject has been entered above for each candidate.

AUTHORISED ESTABLISHMENT OF WHITEHALL STAFF.

(1) HIGHER (ADMINISTRATIVE) STAFF.

1 President - - - - -	2,000L.
1 Permanent Secretary - - -	1,800L.
1 Parliamentary Secretary - -	1,200L.
1 Permanent Secretary (Welsh Dept.) - - - - -	1,200L.
5 Principal Assistant Secre- taries - - - - -	1,200L.
1 Accountant-General - - - -	1,000L. by 50l. to 1,200L.
1 Chief Medical Officer - - -	1,500L.
1 Assistant Medical Officer -	700L. by 20l. to 800L.
1 Medical Officer (Woman) - -	600L.
11 Assistant Secretaries - - -	850L. by 50l. to 1,000L.
1 Chief Clerk - - - - -	650L. by 25l. to 800L.
20 Senior Examiners - - - -	650L. by 25l. to 800L.
1 Architect - - - - -	600L. by 25l. to 800L.
	(a).
3 Architect's Assistants - - -	{ 1 at 5l. 5s. per week. 1 " 4l. " " 1 " 3l. 3s. " "
1 Librarian - - - - -	300L. by 20l. to 600L.
51 Junior Examiners (b) - - -	250L. by 25l. to 600L.
1 Legal Examiner - - - - -	250L. by 25l. to 500L.
1 Assistant Estates Clerk - -	250L. by 20l. to 500L.
1 Higher Division Clerk - - -	150L. by 15l. to 300L. by 20l. to 500L.
2 Temporary Barristers - - -	1l. 1s. per day.
3 Library Clerks - - - - -	100L. by 7l. 10s. to 180L.

(2) INSPECTORATE.

1 Chief Inspector of Elemen- tary School - - - - -	1,000L.
1 Chief Inspector of Secun- dary Schools - - - - -	1,200L. (Personal).
1 Chief Inspector of Techno- logy, &c. - - - - -	1,000L.
1 Chief Inspector of Schools of Art - - - - -	800L. by 50l. to 900L.
1 Chief Inspector for Welsh Education - - - - -	1,200L.
1 Chief Woman Inspector - - -	400L. by 20l. to 500L.
9 Divisional Inspectors of Elementary Schools (c) - - -	900L.
5 Divisional Inspectors of Technical Schools, &c. - - -	800L. by 50l. to 900L.
4 Staff Inspectors of Techni- cal Schools, &c. - - - - -	800L. by 50l. to 900L.
4 Staff Inspectors of Secun- dary Schools - - - - -	800L. by 50l. to 900L.
143 Inspectors (all branches) -	400L. by 20l. to 800L.
1 Inspector of Music - - - -	600L.
33 Women Inspectors (perma- nent) - - - - -	200L. by 15l. to 400L.
7 Women Inspectors (tempo- rary) - - - - -	300L.
167 { Junior Inspectors - - - -	200L. by 15l. to 400L.
{ Sub-Inspectors - - - - -	195l. by 10l. to 345l. and after 20 years' service by 10l. to 440l.(d).

(3) CLERICAL STAFF.

(excluding Staffs in the Museums).

1 Clerk in Charge of the Accounts - - - - -	550L. by 20l. to 700L.
45 Staff Clerks (e) - - - - -	360L. by 15l. to 450L. or 500L.
52 Minor Staff Clerks (f) - -	250L. by 10l. to 350L.
262 Second Division Clerks - -	70l. by 7l. 10s. to 130l. by 10l. to 300L.
	Second Division Clerks on temporary work—the equivalent of 23 for 12 months.
313 Assistant Clerks - - - - -	55l. (or 45l.) by 5l. to 85l. by 7l. 10s. to 150l.(g).
7 Temporary Clerks (h) - - -	Up to 1s. 3d. per hour.
88 Boy Clerks - - - - -	15s. per week by 1s. to 16s. per week.
	Boy Clerks on temporary work—the equivalent of 3 for 12 months.
1 Woman Clerk (Superinten- dent) - - - - -	140l. by 10l. to 190l. (i).
1 Woman Clerk (Deputy Superintendent) - - - - -	115l. by 5l. to 140l.
17 Woman Clerks - - - - -	65l. by 5l. to 110l.
1 Library Clerk - - - - -	65l. by 5l. to 100l.
1 Chief Superintendent of Woman Typists - - - - -	105l. by 5l. to 130l.
8 Superintendents of Woman Typists - - - - -	35s. per week.
1 Woman Shorthand-writer Typist (acts as Woman Inspectors' Clerk and ranks as Superintendent -	2l. per week.
10 Woman Shorthand-writer Typists - - - - -	26s. per week by 2s. to 31s. per week.
38 Woman Typists - - - - -	20s. per week by 2s. to 26s. per week.
1 Temporary Woman Typist (during Parliamentary Session) - - - - -	20s. per week.

(4) OTHER STAFF.

1 Chief Messenger - - - - -	150l. by 5l. to 200L.
12 First Class Messengers - -	110l. by 5l. to 125l.
18 Second Class Messengers -	70l. by 2l. 10s. to 105l.
13 Third Class Messengers (k) -	60l. by 2l. 10s. to 90l.
21 Temporary Messengers - -	{ 5 at 24s. per week. 16 at 21s. per week.
1 Ex-P.C. Attendant - - - - -	24s. per week.
22 Boy Messengers - - - - -	9s. per week by 1s. 6d. to 13s. 6d. per week.
1 Warehouseman - - - - -	70l. by 2l. 10s. to 110l.
1 Foreman Cleaner - - - - -	30s. by 1s. to 35s. per week.
12 Cleaners - - - - -	23s. by 1s. to 25s. per week.
6 Porters - - - - -	23s. by 1s. to 25s. per week.
1 Housekeeper - - - - -	70l. by 2l. 10s. to 80l.
40 Charwomen - - - - -	34 at 14s. per week. 6 at 15s. per week.
1 Bookbinder - - - - -	up to 1s. per hour.
8 Packers - - - - -	7d. to 1s. per hour.

(a) The present holder rises to a personal maximum of 900L.

(b) 1 receives an allowance of 300L. as Private Secretary to the President.

1 receives an allowance of 150L. as Private Secretary to the Permanent Secretary.

1 receives an allowance of 150L. as Private Secretary to the Parliamentary Secretary.

(c) 1 acts as Staff Inspector of Training Colleges.

(d) Some rise to a personal maximum of 520L.

(e) 11 of these act as Heads of Sections and receive additional allowances of 50L., 100L., or 150L.

(f) 1 is Book-keeper and another rises to 800L. only.

(g) A very limited number may rise to 160L. or 170L.

(h) Vacancies are filled by the appointment of Assistant Clerks.

(i) The present holder rises to a personal maximum of 200L.

(k) Vacancies are filled by the appointment of Temporary Messengers.

HISTORY of the APPOINTMENT of INSPECTORS and EXAMINERS under the EDUCATION DEPARTMENT, the SCIENCE and ART DEPARTMENT and the BOARD of EDUCATION.

1. The first appointment of Inspectors under the Education Department dates from 1839. The Committee of Council on Education on the 29th November in that year selected two gentlemen to be recommended to Her Majesty for appointment as Inspectors of Schools. The appointment of "Examiners" under the Education Department dates from about 1846.

A description of the qualifications required of Inspectors and Examiners is to be found in the Report made in August 1853 by the Committee appointed to inquire into the Establishment of the Privy Council Office. This Committee consisted of Sir Stafford Northcote and Sir Charles Trevelyan who were at that time engaged in a series of similar inquiries in other Departments of State as well as in a general inquiry into the organisation of the permanent Civil Service. The third member was Mr. Greville, one of the Clerks in Ordinary of the Council. The Report recognised the special qualifications required of the officers employed upon the "Annual Grant work" of the Office by their relations to the Inspectors. It considered that no person should be appointed to the Higher Establishment of the Office who was not qualified to act as an "Examiner," and that the Examiners should be responsible for the "higher clerical work" in connection with school buildings as well as with annual grants.

The conclusions of the Report were accepted by the Lord President of the Council and by the Treasury, and the "higher clerical" work of the Education Department was thenceforward assigned to Examiners appointed directly by the Lord President.

2. Section 4 of the Superannuation Act, 1859, was applied to the Education Department by the Treasury Minute of June 14th, 1859, which placed in the Third Class, with an addition of five years, "Inspectors of Schools." A further Treasury Minute of the 24th August, 1860, placed in the Second Class, with an addition of seven years, Inspectors of Art, Science, and Navigation, these posts then being under the Council Office.

3. On the 26th January 1863, the Education Department pointed out to the Treasury that their Establishment had since 1853 continued to be organised in accordance with the Report of the Committee referred to above, and, since Examiners and Inspectors were "to be selected according to the same general rules," and since the Examiners must be men "who both were, and were known to be, of high attainments," requested that Examiners directly appointed might be placed upon the same footing for superannuation as the Inspectors. The letter stated that these Examiners had at appointment, "upon an average, been not less than 30 years of age, or considerably more than seven years above the average age of entering the public service." The Treasury, by a Minute of the 8th May 1863, brought the Examiners under section 4, with an addition of five years.

4. After the Order in Council of June 4th, 1870, the Treasury suggested to the Committee of Council that the post of Examiner should be taken out of Schedule B and filled from among the competitors at the Class I. Examination. Nothing came of this. A Memorandum written in 1870 points out that the "prizes" in the Treasury were so numerous, and the average rate of pay throughout that Office so much beyond that offered in the Education Department that, if the Department took its men from the open examination, it would only get the "Treasury leavings."

The qualifications then considered necessary for the office of Examiner were described before the Playfair

Commission in 1874 by Mr. Patrick Cumin, then Assistant-Secretary of the Education Department.

5. In 1885 the Education Department informed the Treasury that for the future it proposed to require of candidates for Inspectorship degrees of any University in the United Kingdom, with Honours in Mathematics and Classics equivalent to Wranglers of Cambridge, or First and Second Classes in Classics at Oxford or Cambridge, or else five years acting as Head Master of some Grammar School or institution for secondary education of acknowledged reputation. The Treasury replied that it was for the Department to fix its own standard conformably to its judgment of the requirements of the Service and to the position of Her Majesty's Inspectors under clause 4.

6. In 1893 the Treasury inquired as to the need of filling two vacancies for Examiners, especially as they would not be filled by open competition. In reply, the Department showed how its higher class work had increased, and a Memorandum written at the time claimed that the Office had always been constituted on the lines recommended by the Royal Commissions, inasmuch as it had always had a small Higher Staff and a large subordinate one.

7. At the time of the establishment of the Board of Education the Science and Art Department requested that the posts of Examiner, then newly established in that Department, might be placed under section 4, and the Treasury agreed that these posts might properly be put under the section, but without addition of years. This was done by a Treasury Minute of the 3rd April 1900. All the Examiner posts under the Board were therefore under section 4, and all the posts of full Inspector. Moreover, Treasury Minutes of 30th May 1900, and 22nd March 1901, placed under section 4 the posts of Junior Inspector in the South Kensington and Whitehall Branches respectively.

8. In October 1904, the Treasury desired to withdraw the addition of years for pension purposes from the Inspectors and Examiners, and for that purpose proposed to withdraw those officers from the operation of section 4. The Board replied that, since those posts had been placed under the section, the practice of appointing men of special qualifications, and of an average age considerably higher than that at which appointments were usually made in the Civil Service, had been maintained, and stated their belief that it had resulted in great advantage to the Public Service.

On the 23rd February, 1905, the Treasury agreed to continue the system and the addition of years, but adopted the Board's suggestion that the addition should be granted only in cases where an Examiner or Inspector of Schools is appointed from outside the Service above the age of 30, and then should be on a sliding scale giving one year at 31, two at 32, and so on; to five at 35, which would be the maximum. The Minute carrying out this arrangement is dated the 16th June 1906. By the same Minute the post of Woman Inspector under the Board was for the first time placed under the section.

9. It will be seen, that the principle of appointing Inspectors and Examiners at an age considerably greater than that of candidates for the Class I. Examination has been repeatedly examined, and four times since 1900 deliberately re-affirmed. The special qualifications possessed by the persons appointed and their ages at appointment are stated in the preceding Tables appended.

LIST OF OFFICES UNDER THE BOARD OF EDUCATION, WHICH HAVE BEEN PLACED UNDER SECTION IV. OF THE SUPERANNUATION ACT OF 1859, TOGETHER WITH THE NUMBER OF YEARS, IF ANY, ADDED FOR PROFESSIONAL QUALIFICATIONS.

Office.	No. of Years added, if any.	Date of Treasury Minute placing Post under Section IV.
Chief Medical Officer	7	14th June 1859.
Legal Assistant	7	14th June 1859.
Examiner (Education Department)	5	} 5th May 1863.
" (appointed to the Elementary Education Branch before the 1st September 1905).	5	
" (appointed to the Secondary Schools or Technological Branches before the 1st September 1905).	Nil.	3rd April 1900.
" (in any Branch if appointed since the 1st September 1905 from outside the public service).	5 years, less 1 year for each year by which age on appointment falls short of 35.	16th June 1906.
" (in any Branch if appointed since the 1st September 1905 from inside the public service).	Nil.	16th June 1906.
H.M. Inspector (Education Department)	5	14th June 1859.
" " (appointed to the Elementary Education or Secondary Schools Branches before the 1st September 1905).	5	14th June 1859.
" " (Science and Art Department)	7	} 24th August 1860.
" " (appointed to the Technological Branch before the 1st September 1905).	7	
" " (in any Branch if appointed since the 1st September 1905 from outside the public service).	5 years, less 1 year for each year by which age on appointment falls short of 35.	16th June 1906.
" " (in any Branch if appointed since the 1st September 1905 from inside the public service).	Nil.	16th June 1906.
Woman Inspector (appointed before the 1st September 1905).	5 years from date of O. in C. of appointment to H.M. Inspector.	14th June 1859.
" " (appointed since the 1st September 1905 from outside the public service).	5 years, less 1 year for each year by which age on appointment falls short of 35.	16th June 1906.
" " (appointed since the 1st September 1905 from inside the public service).	Nil.	16th June 1906.
Junior Inspector	Nil.	} 30th May 1900. 22nd March 1901.
Director of Geological Survey	7	
*Director of Museum, London	7	} 24th August 1860.
Director and Secretary of the Victoria and Albert Museum.	7	
Welsh Department—Permanent Secretary	Nil.	17th June 1907.
Royal College of Art:—		
†Head Master	Nil.	20th February 1900.
‡Instructor	Nil.	30th May 1900.
Instructor in Antique Life Drawing and Anatomy.	Nil.	26th November 1901.

* Covers the Director of the Science Museum at South Kensington.

† Title changed to that of Principal and Head Master 6th February 1902.

‡ Title changed to that of Professor 11th March 1901.

APPENDIX XIII.

(Handed in by Mr. Bernard Mallet, C.B.)

Q. 9919.

CENSUS OFFICE.—EDUCATIONAL QUALIFICATIONS OF WOMEN CHECKERS.

The following is a statement as to the educational qualifications of the young women temporarily employed at the Census Office as checkers at 18s., rising to 21s. a week, whose work I have compared with that of the young Second Division Clerks in coding occupations.

Of the 73 women checkers engaged during the autumn of 1911, 39 were taken from the list of unsuccessful candidates at an examination for women clerkships in April 1911, at which 10 candidates only out of 400 had been successful owing to the small number of vacancies to be filled. The standard at this examination was therefore exceptionally high. The places taken in the examination by these 39 were as follows:—

13	31	77	111	146
16	32	81	120	147
17	37	82	122	157
18	41	83	123	158
19	42	85	132	162
25	58	87	133	164
26	59	93	134	169
27	70	94	137	.

The balance of the "checkers" required were appointed on the recommendation of Miss Braginton, who trains girls for Civil Service Examinations. All of these, also, had taken Civil Service Examinations, and the majority had been educated at High Schools before attending special classes. The lady superintendent of the female staff at the Census Office reports that "their education would be of the same standard as that of the boys who go in for the Second Division Examination."

Ten women checkers were employed on the coding of occupations. They were chosen as being specially intelligent and likely to be best able to cope with this rather exacting work. Five of them were unsuccessful candidates at the April examination and had taken places 18, 31, 42, 70, and 137 respectively, four had been Miss Braginton's pupils and had been educated respectively at the Dulwich High School, Clapham High School, City of London School, and Roan School, Greenwich; and one, educated at Tayport, Fife, had been previously employed at the Education Office.

APPENDIX XIV.

(Handed in by Mr. C. A. Cook, C.B.)

Q. 10,773.

CHARITY COMMISSION.—ASSISTANT COMMISSIONERS AND PRINCIPAL CLERKS (RANKING EQUALLY.)

No.	Rank.	Date of Appointment.	Age on Appointment.	School.	University and College.	Academic Distinctions.
1	Assistant Commissioner.	July 1886	30	Eton	Cambridge, Jesus.	Senior in 1st Class, Law Tripos.
2	" "	May 1903	43	Eton	Oxford, University.	Hons., Mods., 2nd Class. Lit. Hum., 2nd Class.
3	Principal Clerk	Feb. 1892	31	Eton	Oxford, University, Cambridge, Jesus.	Hons., Modern History, 2nd Class. Historical Tripos, 1st Class.
4	" "	June 1890	33	Friend's School, Tottenham.	Oxford, Jesus.	Hons., Mods., 2nd Class. Lit. Hum., 2nd Class.
5	Assistant Commissioner.	June 1893	31	Fettes	Oxford, Corpus Christi.	Hons., Mods., 1st Class. Lit. Hum., 1st Class.
6	" "	April 1894	32	Fettes	Oxford, New College.	—
7	Principal Clerk	July 1884	30	Rugby	—	—
8	" "	Aug. 1892	27	Winchester	Oxford, New College.	Hons., Mods., 3rd Class. Hons., Modern History, 2nd Class.

CHARITY COMMISSION.—UPPER DIVISION CLERKS.

1	1st Class Clerk (Old Scale).	July 1873	22	Privately educated	—	—
2	1st Class Clerk	Dec. 1899	27	Haileybury	Oxford, Trinity	Hons., Jurisprudence, 3rd Class.
3	" "	Oct. 1903, Temporary. Nov. 1905, Permanent.	31	St. John's College, Hurstpierpoint	Oxford, Keble	Hons., Jurisprudence, 3rd Class.
4	" "	Jan. 1904, Temporary. Aug. 1906, Permanent.	27	Wellington	Oxford, University.	Hons., Modern History, 2nd Class.
5	2nd Class Clerk (Old Scale).	Dec. 1874	23	St. Mary's Church School, Lambeth.	—	—

No.	Rank.	Date of Appointment.	Age on Appointment.	School.	University and College.	Academic Distinctions.
6	2nd Class Clerk	Dec. 1905, Temporary. Feb. 1907, Permanent.	30	Merchiston	Oxford, Trinity	Hons., Modern History, 3rd Class.
7	" "	Mar. 1907, Temporary. Jan. 1908, Permanent.				
8	" "	July 1908	31	Eton	Oxford, Balliol	Hons., Mods., 3rd Class. Lit. Hum., 3rd Class.
9	" "	July 1908	32	Brighton College	Cambridge, King's.	Classical Tripos, 3rd Class.
10	" "	July 1911	34	Westminster	Oxford, Christchurch.	Hons., Jurisprudence, 1st Class. Vinerian Law Scholar. Eldon Law Scholar, B.C.L.
11	" "	July 1911	28	City of London School.	Oxford, Corpus Christi.	Hon., Mods., 1st Class. Lit. Hum., 2nd Class.

APPENDIX XV.

(Handed in by Prof. M. J. M. Hill.)

Q. 12,022.

COPY OF PETITION ADDRESSED TO THE PRIME MINISTER.

TO THE RIGHT HON. H. H. ASQUITH, M.P.,
Prime Minister.

The Petition of Representatives of Universities and Colleges providing Contingents of the Senior Division of the Officers Training Corps appointed to attend the Conference held on February 17th, 1911, sheweth as follows:—

The establishment by an Army Order, dated March 16th, 1908, of the Officers Training Corps has introduced into Public Schools and Universities a new and important organisation for the training of officers. The success of the Corps is shown by the statistics of the number of Schools and Universities in which Contingents have been formed, the number of Cadets who have been enrolled, and the number of certificates gained by Cadets successful in the examinations conducted by the War Office. Nineteen Universities and Colleges—including nearly all the Universities of the United Kingdom—have formed Contingents of the Senior Division of the Corps, and 155 Schools have formed Contingents of the Junior Division. The strength on April 1st, 1911 was 182 Officers and 6,184 Cadets for the Senior Division, and 452 Officers and 18,127 Cadets for the Junior Division, making a total strength of 634 Officers and 24,311 Cadets. The number of Cadets who have obtained Certificate A, representing the lower standard of military knowledge, is 2,957, and 291 have obtained Certificate B, representing the higher standard.

We are concerned more especially with the Senior Division of the Corps, composed of Contingents formed by Universities or independent Colleges of University rank. Apart from the physical and military training obtainable from drills, shooting practice, field days, and camps, courses of lectures are delivered on tactics and other subjects underlying the art of war, in preparation for the examinations conducted by the War Office. The training in command and the insight acquired into the methods of organisation and administration adopted in the Army are of great value to Cadets, especially to those who obtain appointments in the Government service at home or abroad. Moreover, as educational bodies, we venture to lay special stress on the training in citizenship given through the medium of service in the Officers Training Corps. The habits of discipline, self-respect, and unselfish service to which young men are introduced are as much needed in civil as in

military life, and the idea of public service is suggested to them in a form which is both natural and possible.

We desire respectfully to suggest that the value of the training and education provided by the Officers Training Corps should be recognised by the Government in relation to the qualifications demanded in candidates for appointments in the public service, and that this suggestion, if approved by the Government, should be communicated to all Government departments in which appointments are made to the public service, including the Civil Service Commissioners. Already the principle of such recognition has been accepted by the War Office and the Admiralty. A Cadet who offers himself as a candidate for Woolwich or Sandhurst is entitled under paragraph 71 of the Regulations for the Officers Training Corps, if in possession of Certificate A, to receive 200 marks in the competitive examination held by the Civil Service Commissioners for entrance to those establishments. A Cadet with Certificate A who offers himself as a candidate for a commission in the Naval Medical Service or the Royal Army Medical Corps is entitled to receive 1 per cent. of the maximum number of marks allotted to the compulsory subjects in the entrance examination; and if in possession of Certificate B, to receive 2 per cent. of the maximum number of marks allotted to the compulsory subjects in the entrance examination. Further, it is believed that in the selection of candidates for service under the Egyptian and Soudanese Governments, as well as for various educational appointments at home, importance has been attached to service in the Officers Training Corps. As regards the extension of the principle to competitive examinations for appointments in the Civil Service, it has been suggested that the object in view might be attained in several ways; and we suggest that, in addition to the method of allocating marks already mentioned, the granting of concessions in respect of limits of age for entry to examinations, and to candidates successful in examinations, in respect of seniority in the service, are worthy of consideration. Wherever appointments are made or the records of candidates without examination, the record of service in the Officers Training Corps should receive special attention in estimating the qualifications of candidates.

We desire to point out that, as a result of the adoption of our suggestion, the number of persons in

the Government service who have received military training would be increased, and that, if further facilities were given to Civil Servants to join the Special Reserve of Officers and to take commissions in the Territorial Force, a larger supply of officers might be obtained from this source. The conditions of Government employment would then probably be adopted by other employers; and the effects on the health and physique of Civil Servants, especially those working in London, would undoubtedly be beneficial.

In making these representations, we are not unmindful that the adoption of our proposals would have a salutary effect in encouraging students of Universities to enrol themselves in the Officers Training Corps. Under present conditions, students who have enrolled themselves in the Corps find that by reason of the amount of time which they are required to devote to military training they are placed at some disadvantage in regard to success in University examinations as compared with other students who, from physical unfitness, lack of patriotic feeling, or other reasons, have been unable or unwilling to undergo military training. We submit that the Government, having appealed to students to come forward in a great national cause, should, in its turn, give due credit to the training obtained by Cadets in the Corps.

Signed by Representatives appointed by the Universities and Colleges named:—

Dr. Gregg Wilson, M.A., D.Sc., Ph.D. (Major and C.O.)	} Belfast University.
Capt. J. L. Sleeman (Adjnt.)	
Major W. E. Bennett, M.B., F.R.C.S. (C.O.)	} Birmingham University.
Prof. Walter Swayne, M.D. (Major, 1st South Mid. R.F.A., T.)	
Rev. E. S. Roberts, M.A. (Master of Gonville and Caius College)	} Cambridge University.
Col. H. J. Edwards, M.A., C.B. (C.O. and Secretary to the Board of Military Studies)	
Dr. Anthony Traill, M.D., LL.D., D.L. (Provost of Trinity College and Chairman of the Military Educa- tion Committee)	} Dublin University.
Capt. J. G. de C. Wheeler (Adjnt.)	
Major F. C. Garrett (C.O. and Chair- man of the Military Education Committee)	} Durham University.
Major W. F. Hessey (Adjnt.)	

Prof. T. Hudson Beare, B.A., B.Sc. (Convener of Education Committee)	} Edinburgh University.
Capt. E. A. B. Clive (Adjnt.)	
Prof. D. J. Medley, M.A. (Convener of Military Education Committee)	} Glasgow University
Capt. A. N. E. Browne (Adjnt.)	
Major E. Kitson Clark (C.O.)	} Leeds University.
Prof. M. J. M. Hill, M.A., D.Sc., F.R.S. (Chairman of the Conference and Vice-Chancellor of the Uni- versity of London at the date of the Conference)	
Prof. D. S. Capper, M.A., M.Inst.C.E. (Chairman of Military Education Committee, Major and C.O., Infantry Unit)	} University of London.
Dr. W. P. Herringham, M.D., F.R.C.P. (Major and C.O., Medical Unit)	
Prof. S. H. Capper, M.A. (Major and C.O.)	} Manchester University.
Capt. F. H. Nugent (Adjnt.)	
Dr. T. P. Black, M.Sc., Ph.D.	} Nottingham University College.
Col. J. C. B. Eastwood (C.O.)	
Major J. F. Stenning, M.A.	} Oxford University.
Capt. R. L. Pearson (C.O.)	
Prof. J. R. Ainsworth-Davis, M.A. (Principal of College; Capt. and C.O.)	} Reading University College. Royal Agric. Coll. (Oxford).
Prof. A. C. Geddes, M.D. (Major and C.O.)	
Prof. P. R. Scott Lang, M.A., B.Sc. (Lt.-Col. and Convener of Military Education Committee)	} St. Andrews University.
Prof. J. W. Marshall, M.A. (Capt. and C.O.)	
2nd Lieut. R. Williams (Assistant Registrar)	} University of Wales:— Aberystwyth University College. Bangor University College.
T. Ll. Humberstone, B.Sc., Secretary to the Conference, University of London, South Kensington, S.W.	

August 11th, 1911.

APPENDIX XVI.

(Handed in by Mr. Temple Franks.)

Q. 13,940.

QUALIFICATIONS OF MEMBERS OF EXAMINING STAFF.

H.M. PATENT OFFICE.

Graduates of Universities	105*	Late Professors and Demonstrators of Technical Colleges	39
Barristers-at-Law and Students of the Inns of Court	10	Fellows and Members of Learned Societies	30
Associates, Royal College of Science	43	Member of Medical Profession (M.R.C.S.; L.R.C.P.)	1
Whitworth Scholars and Exhibitioners	45	Authors of Text Books on Patent Law and Technology	9
Scholars and Students of Technical Colleges affiliated to Universities	100†	Authors of Papers contributed to Scientific Societies	35
Royal Exhibitioners and National Scholars	61		
Mechanical, Civil, and Electrical Engineers	72		
Chemists	19		

* The 105 graduates hold 122 degrees as follows:—

Oxford—M.A., 2; B.A., 3	5
Cambridge—M.A., 3; Ll.D., 1; B.A., 7	11
London—B.Sc., 69; Ll.B., 3	72
Victoria—M.Sc., 4; B.Sc., 8	12
Leeds—B.Sc., 3	3
Durham—B.Sc., 2	2
Bristol—B.Sc., 3	3
Edinburgh—M.A., 1; B.Sc., 1	2

* Note—continued.

Glasgow—B.Sc., 2	2
Dublin—B.A., 1	1
R.U.I.—M.A., 2; Ll.D., 1; B.A., 2	5
Wales—B.Sc., 3	3
Tubingen—Ph.D., 1	1

† This number is approximate. The majority of those not trained at Universities have passed through Technical Colleges of this type.

APPENDIX XVII.

(Handed in by Mr. Temple Franks.)

Q. 13,963.

HONOURS DEGREES HELD BY MEMBERS OF EXAMINING STAFF IN THE PATENT OFFICE.

<i>Oxford.</i>	
1st Class Honours in Chemistry	2
1st Class Honours in Mathematics	1
2nd Class Honours in Chemistry and Jurisprudence	1
2nd Class Honours in Mathematics	1
<i>Cambridge.</i>	
Wranglers	4
Mathematics Tripos, Senior Optime	1
Natural Science Tripos, 1st Class	*4
Natural Science Tripos, 2nd Class	1
Law Tripos, 2nd Class	1
<i>London.</i>	
Laws (LL.B.), 1st Class Honours	†1
Science (B.Sc.) :—	
Chemistry, 1st Class Honours	6
Chemistry, 2nd and 3rd Class Honours	4
Physics, 1st Class Honours	4
Physics, 2nd and 3rd Class Honours	5
Mathematics, 1st Class Honours	†1
Engineering, 1st Class Honours	2
Engineering, 2nd and 3rd Class Honours	6
Botany, Zoology, and Geology, 2nd Class Honours	1
<i>Edinburgh.</i>	
Honours in Mathematics and Physics	1
<i>Dublin.</i>	
Honours in Mathematics	1
<i>Victoria.</i>	
Honours in Chemistry	5
Honours in Physics	4
Honours in Engineering	3
<i>Durham.</i>	
Honours in Mathematics and Physics	1
<i>Wales.</i>	
Honours in Mathematics	2
<i>R.U.I.</i>	
Chemistry and Physics, 1st Class Honours	3
Laws (LL.D.)	1
Physics, 2nd Class Honours	1
Barristers-at-Law	5
Students of Inns of Court who have passed Bar Final Examination	3
Whitworth Scholars	12

DETAIL STATEMENT OF ABOVE.

<i>Oxford.</i>	
Mr. F. W. Charlton, B.A., 2nd Class Honours in Chemistry and Jurisprudence.	
Mr. H. F. Lowe, M.A., 1st Class Honours in Chemistry.	
Mr. G. H. Makey, B.A., 1st Class Honours in Mathematics.	
Mr. H. O. Minty, M.A., 1st Class Honours in Chemistry.	
Mr. R. J. Trump, B.A., 2nd Class Honours in Mathematics.	
<i>Cambridge.</i>	
Mr. H. J. Adams, Wrangler.	
Mr. T. Beacall, 1st Class Natural Science Tripos, Part I.; 3rd Class, Part II.	
Mr. L. Bolton, Wrangler.	

* One also a Wrangler.
† Also Honours in Physics.

<i>Cambridge.</i>	
Mr. R. T. G. French, 1st Class, Natural Science Tripos, Part I.	
Mr. A. W. Greenwood, Wrangler.	
Mr. W. S. Jarratt, Wrangler and 1st Class, Natural Science Tripos, Part I.	
Mr. W. Martin, 2nd Class, Law Tripos.	
Mr. J. Robertshaw, 2nd Class, Natural Science Tripos, Parts I. and II.	
Mr. F. G. Smith, 1st Class, Natural Science Tripos.	
Mr. R. F. Whitehead, Mathematics Tripos, Senior Optime.	

London.

<i>1st Class Honours in Laws (LL.B.)</i>	
Mr. M. F. Levey (also Honours in Physics, B.Sc.).	
<i>1st Class Honours in Chemistry (B.Sc.).</i>	
Mr. W. F. Blyther.	
Mr. A. J. Camer.	
Mr. G. H. Delf.	
Mr. A. J. Edwards.	
Mr. A. T. Larter.	
Mr. S. H. Smith.	

1st Class Honours in Physics (B.Sc.).

Mr. V. Lough.
Mr. W. H. A. Patterson.
Mr. R. J. Sowter.
Mr. J. W. Waters.

1st Class Honours in Mathematics.

Mr. H. W. Chapman (also Honours in Physics).
--

1st Class Honours in Engineering.

Mr. E. S. Andrews.
Mr. H. E. Hodgson.

2nd and 3rd Class Honours.

Mr. R. W. Ainsworth (Chemistry).
Mr. S. Andrews (Chemistry).
Mr. J. W. Barker (Physics).
Mr. T. T. Bedford (Physics).
Mr. H. W. Chapman (Physics).
Mr. W. F. Frew (Engineering).
Mr. G. H. Green (Chemistry).
Mr. M. F. Levey (Physics).
Mr. T. E. Lones (Botany, Zoology, Geology).
Mr. E. C. Martin (Chemistry).
Mr. W. A. Ogden (Engineering).
Mr. E. H. Pollett (Engineering).
Mr. H. V. Ridout (Engineering).
Mr. H. L. Saunders (Engineering).
Mr. B. J. Venn (Physics).
Mr. B. P. Williams (Engineering).

Edinburgh.

Mr. J. J. Harkess, M.A., Honours in Mathematics and Physics.
--

Dublin.

Mr. E. K. Maxwell, B.A., Honours in Mathematics.
--

Victoria.

Mr. L. N. Barker, B.Sc., 1st Class Honours in Physics.
Mr. F. Dewhurst, B.Sc., 1st Class Honours in Chemistry.
Mr. W. H. Evans, M.Sc., 1st Class Honours in Chemistry.
Mr. R. B. Foster, B.Sc., 2nd Class Honours in Physics and 3rd Class in Mathematics.

Mr. F. E. Grant, B.Sc., 1st Class Honours in Chemistry.

Mr. A. Jones, B.Sc., 2nd Class Honours in Engineering.

Mr. L. Naylor, M.Sc., 2nd Class Honours in Chemistry.

Mr. J. H. Oates, B.Sc., 2nd Class Honours in Physics.

Mr. F. Read, B.Sc., 3rd Class Honours in Engineering.

Mr. S. Read, B.Sc., 2nd Class Honours in Chemistry.

Mr. P. H. Revell, B.Sc., 2nd Class Honours in Engineering.

Mr. R. C. Wale, M.Sc., 2nd Class Honours in Physics.

Durham.

Mr. S. E. Chisholm, B.Sc., 1st Class Honours in Physics and Mathematics.

Wales.

Mr. W. J. Pryce, B.Sc., 1st Class Honours in Mathematics.

Mr. A. W. Gould, B.Sc., 2nd Class Honours in Mathematics.

Royal University of Ireland.

Mr. J. Barratt, B.A., 2nd Class Honours in Physics.

Mr. F. W. Dunn, B.A., 1st Class Honours in Physics and Chemistry.

Mr. T. E. Lones, M.A., 1st and 2nd Class Honours in Physics, Chemistry, Geology, and Biology.

Mr. A. Whitwell, M.A., 1st Class Honours in Physics and Chemistry.

Barristers-at-Law.

(All appear also in list of graduates.)

Mr. F. W. Charlton.

Mr. F. W. Dunn.

Mr. R. B. Foster.

Mr. M. F. Levey. (Barstow Law Scholar.)

Dr. W. Martin.

Students of Inns of Court who have passed Bar Final Examination.

Mr. E. F. Cliff.

Mr. W. H. Evans.*

Mr. W. S. Jarratt.*

Whitworth Scholars.

Mr. T. H. Denning.

Mr. W. Groves.

Mr. J. Layzell.

Mr. W. Martin.*

Mr. J. E. Needham.

Mr. F. Ogden.

Mr. A. S. Ormsby.

Mr. J. Reeves.

Mr. W. Sackfield.

Mr. A. Sutton.

Mr. W. A. Taylor.

Mr. J. H. Tomlinson.

* Appears on list of graduates also.

APPENDIX XVIII.

(Handed in by Sir H. Llewellyn Smith, K.C.B.)

Q. 13,442.

DUTIES of the DEPUTY WARDEN of the STANDARDS.

The Deputy Warden of the Standards, as the head of the Standards Department of the Board of Trade, is charged with the duty of advising the Board with respect to their functions under the Weights and Measures Acts and other Acts relating to standards of measurement, and with such other cognate duties as may be deputed to him by the Department.

The first duty thus entrusted to the Deputy Warden is that of the custody and maintenance of the bronze bar and the platinum weight which serve as the British Imperial standards for determining the standard yard and the standard pound. He also has charge of one of the five sets of parliamentary copies of these standards. All these parliamentary copies (except the copies immured at the Houses of Parliament) are required by statute to be compared with each other once every ten years, and once every 20 years with the imperial standards. The last decennial inter-comparison of the parliamentary copies was begun last year and has been completed during the present year. The operation is necessarily a lengthy one, as the results are required to be known with as high a degree of accuracy as is attainable, in order that any secular changes that may be taking place in the standards may be detected. A further reason for aiming at the greatest possible accuracy in these comparisons is that if any of the imperial standards or their parliamentary copies should be at any time destroyed or injured, it would be the duty of the Standards Department to reconstruct them. The uninjured standards would be used for this purpose and it would be necessary to know precisely how much they were in error.

In addition to the imperial standards and the parliamentary copies of those standards, there are a number of secondary, or Board of Trade standards of measures and weight of different denominations kept at the Standards Office in charge of the Deputy Warden. Once in every five years these Board of Trade standards are compared, as provided by law, with the parliamentary copies of the imperial standards kept at the Standards Department. A high degree of accuracy is requisite in this comparison, as the Board of Trade standards are

the standards with which local standards throughout the country are compared.

From time to time it happens that some section or other of the trading community desire to buy or sell by some denomination of weight or measure not at the time current. As buying and selling by weights or measures which are not of the denomination of a Board of Trade standard is illegal, the demand can only be satisfied if a standard of the desired denomination is prepared and legalised as a Board of Trade standard. At such times, then, it becomes the duty of the Deputy Warden to advise the Board whether it is in the general interest that the demand for the legalisation of a new denomination of standard should be granted, and, if it is, to prepare new standards of the required denomination. At the present time, for example, an application for the legalisation of various "B.G." gauges for the measurement of iron and steel sheets and hoops is under consideration.

The Standards Department are continually engaged in verifying local standards, and they also do a good deal of other verification work as well. It must be borne in mind that the Board of Trade are under a statutory obligation to conduct comparisons, verifications, and other operations with reference to standards of measure and weight, in aid of scientific research or otherwise. The Deputy Warden is the officer to whom the Board look for advice in connection with this duty.

In many cases, as, for example, when standards are verified for the Colonies, or for the National Physical Laboratory, or the Mint, great care and thought is requisite. It is, therefore, necessary that the Standards Department should be equipped with all facilities for making comparisons of the highest accuracy, and it is expected that the Deputy Warden will keep abreast of, and, if possible, improve upon, the most accurate methods which may from time to time be devised. Recently, for instance, a comparator, based on the principle of measuring distances by means of comparison with the wave length of light, has been fitted up in the Standards Department.

Apart from the custody and verification of ordinary

standards of measure and weight, there are certain special verifications which it is the duty of the Deputy Warden to supervise. Such are the verification of gas-meters or other gas-measuring appliances used by Inspectors of Gas Meters, the verification of photometer scales, and the verification of instruments used by Inspectors appointed under the Explosives Acts for testing the flash point of petroleum. There are also other cases in which the duties of the Board of Trade involve the technical examination of weights, measures, or instruments. For example, it is the duty of the Board of Trade to determine questions referred to them by the Courts concerning the accuracy or efficiency of weights, measures, and weighing and measuring instruments. It is also their duty to examine patterns of weighing instruments, &c., submitted to them, and to issue certificates in respect of such patterns as do not appear to facilitate the commission of fraud. The instruments which are, in practice, submitted are as a rule of the more complicated kinds, and it is frequently necessary that technical memoranda should be published by the Department in order to guide local inspectors in testing the certified machines. For all this work the Board of Trade rely largely on the technical and scientific knowledge of the Deputy Warden.

Much of the general administrative work of the Board of Trade under the Weights and Measures Acts, &c., is conducted by the Deputy Warden subject, in some cases to the approval of the Board. The

chief classes of such work are (1) the preparation and amendment of the Weights and Measures Regulations for the guidance of local authorities and inspectors, (2) the examination of candidates for Inspectorships of Weights and Measures, (3) the authorisation in suitable cases of the adjustment of weights and measures, &c., by Inspectors, (4), the determination of disputes between Inspectors and others as to the meaning of any Weights and Measures Regulation, or as to the proper method of testing any weight, &c., (5) the examination and approval of by-laws made by local authorities with regard to the sale of coal, (6) the settlement of reasonable allowances to be given by local authorities in respect of the verification on the manufacturers' premises of glass and earthenware measures, (7) the holding of local inquiries with respect to the administration of the law in any district, (8) the consideration of various questions which arise from time to time in connection with Hall-marking and Assaying, coinage and the sale of bread.

Finally, it may be observed, it is the practice of the Deputy Warden to attend the meetings of the International Metric Committee of Weights and Measures as the representative of this country. This Committee pursue metrological investigations of the highest scientific importance, and it is expected that the Deputy Warden will keep in touch with their work as well as with any other cognate investigations, whether carried out by individuals or institutions.

INDEX.

Appendices are indexed according to page, e.g., p. 141 I. I. and II. refer to the Appendices of the First and Second Reports respectively.

Aberdeen University:

Class I. examination not unfavourable to, *Sir E. Troup* 5046-53, 5447-9

Number of successful candidates in Class I. examination from 1906-10, *S. M. Leathes* 337, p. 127 I.

Abstractors, *see* Assistant Clerks under Clerks.

Accounting offices of all Departments, question of special recruitment for, *Sir L. N. Guillemard*, 14,349-59, 14,472-4; *Sir M. Nathan*, 14,703-9.

Acland, Mr., Consultative Committee of the Board of Education on secondary schools, report referred to, *Lord Haldane* - - - 1664, 1666, 1778

Acts of Parliament:

Exchequer and Audit Departments Act, 1866, 29 & 30 Vict. c. 39, Comptroller and Auditor-General appointed under, and functions of, *H. J. Gibson* 1364, 1367

SUPERANNUATION:

1859:

Sec. 4, appointments under, *see* under Appointments.

Sec. 17, Civil Service certificate necessary for superannuation with certain exceptions, *S. M. Leathes* - - - - - 4

1887, Sec. 2, principal men of department can be got rid of, under, if inefficient, *Sir R. Chalmers* 1021-3

Administrative Work:

Distinction from clerical work, *D. Milne* 3205-11, 3499

Importance of securing men of high educational qualifications, *Sir W. E. Anson* 4402, 4485-96, 4525

Impossibility of laying down hard and fast demarcation between clerical work and, *F. H. Norman* p. 487 II.

no Line can be drawn between clerical work and, *F. H. Norman* - - - - - 2456-60

Oxford and Cambridge training superior to that of new universities, *Sir W. R. Anson* - - - 4424 largely Supervision, *F. H. Norman* - - - 2588-96

Admiralty:**ACCOUNTANT-GENERAL'S DEPARTMENT:**

Introduction of intermediate scheme, *C. A. Matley* 12,510

Relative cost of Ridley, intermediate, intermediate scheme with fair wages, and one entrance examination schemes, *D. J. Milne* - - - p. 502-3 II.

Class I., promotion, rapidity, examples of, *F. H. Norman* - - - - - p. 484 II.

Promotion, prospects, *C. A. Matley* - - - 12,489

Appointments filled largely with intermediate clerks, *S. M. Leathes*, 157; *Sir R. Chalmers*, 1256; *H. J. Gibson*, 1401; *Rt. Hon. Sir G. Murray*, 1865.

Board of, appointed by the Crown direct, *Sir R. Chalmers* - - - - - 858, p. 141 I.

CLERKS:

Abstractor class, promotions to second division clerkships to Dec. 1911, *S. Leathes* - p. 122 I.

Appointment under Clause 7, particulars of case, *S. Leathes* - - - - - p. 104 I.

Hired:

Particulars re employment of, and protest against, *F. H. Norman* - - - 2340-4, p. 483-4 II.

Patronage appointments, and examples of, *F. H. Norman*, &c. - - - 2520-3, p. 484 II.

Second division:

Promoted, instances of high positions held by, *F. H. Norman*, &c. - - - p. 487 II.

Promotions since 1892, *S. Leathes* - - - p. 119

Hired draughtsmen, case of irregularity in method of appointment, *H. J. Gibson* - - - 1384

E (5)16170

Admiralty—continued.**CLERKS—continued.**

Intermediate class, origin and extension of system to other department, *Sir R. Chalmers* - 1105

Promotions to Class I., more than in other departments, *S. M. Leathes* - - - 226

DOCKYARD EMPLOYEES:

Certificated artificer probably has already served in dockyard, *S. M. Leathes* - - - 681

Established, appointment:

by Nomination at discretion of head of department, *S. M. Leathes* - - - - - 39

by Open competition would be unsatisfactory, *S. M. Leathes* - - - - - 73

Writers:

in Schedule B., *H. J. Gibson* - - - 1620

Unestablished, but chances of becoming established, *Sir R. Chalmers* - - - 967

First Lord of, employment of Class I. Clerk from the Colonial Office as private secretary, and arrangement consequent on, *Sir J. Anderson* 5737-45, 5881-3

Naval Stores Department, intermediate class started in, and reason, *Sir R. Chalmers* - - - 1105

Professional offices, *Sir R. Chalmers* - - - p. 136 I.

no Women typists, *Miss E. A. Charlesworth* - 3921

Advisory Councils in each department, suggested scheme, *F. H. Norman* - - - 261-70, p. 493 II.

Agriculture and Fisheries, Board of, *see* Board of

Agriculture and Fisheries.

ANDERSON, SIR JOHN, G.C.M.G., permanent Under-Secretary of State for the Colonies: - 5544-5950

CLERKS:

Assistant, objection to - - - - - 5755

Boy, overtime, a handicap on future advancement 5864-8

Colonial Governor, appointment by patronage 5907-16

Colonial Ministers, many take Private Secretaries from any office with assent of Secretary of State and Treasury - - - - - 5882-3

COLONIAL OFFICE:

Abstractors, not employed and not desired 5735-6

Administrative and clerical staff, divisions 5548-50

Boy Clerks:

Abolition of, and distribution of work, question of - - - - - 5765-7

Discharge, no difficulty in getting employment after - - - - - 5769

Number - - - - - 5551

Promotion to second division - - - 5554-71

Reduction of number, question of - 5861-3

Work of - - - - - 5552-3

Work formerly done by second division clerks 5754

no Card Index system or calculating machines used - - - - - 5873-4

Charwomen, rate of payment - - - 5664

Clerks:

Boy, *see* that title above.

Class I.:

Appointment of principal clerks and assistant secretaries from - - - 5696-9, 5708-11

Appointment by open competition the best system - - - - - 5695, 5835-7

Employment of servants of Dominion Colonies not practicable - - - - - 5706-7

no Failures among - - - - - 5831-5

First class education more important than technical training in office details 5722-5

Junior clerks, work and capacity compared with that of Staff officers - 5713-20

Large proportion of, but necessity for 5730-4

Men from Scotch universities 5629-36, 5786

M m

ANDERSON, SIR JOHN, G.C.M.G.—*continued.*COLONIAL OFFICE—*continued.*Clerks—*continued.*Class I.—*continued.*

Number and class of men	5611-3
Promotion, mainly by seniority	5830
Temporary employment of men from Eastern services	5702-5
Temporary employment of second division clerk, as to fill vacancy caused by employment of clerk as Private Secretary to First Lord of the Admiralty	5737-45
Transfer to other Departments	5666-9
Variety of character and personality sufficient to give wide outlook	5629-35, 5692-4
Visits to Colonies, and extension of practice desirable	5685-90, 5700-1, 5878-80
Work of	5810-22
Class I. and second division, practically water-tight compartment	5845-9
Employment of men from Colonial service not advisable	5905-6
special Geographical knowledge not a qualification	5935-7
Inefficiency, dismissal possible in case of	5939-40
Second division :	
extensive Discontent among, doubted	5677-83
Gratuity making salary up to 200 <i>l.</i> in special cases	5751-2
Number	5676
Promotion :	
to Class I., none within last ten years, and reason	5590-9, 5670-5, 5787-91, 5809-10, 5849-60
Eight years' service, period too long	5856-9
to Staff posts by seniority and selection	5792, 5827-9
Rise to 350 <i>l.</i> , explanation	5746-50
Work and capacity compared with Class I.	5713-21
Work of, question as to advisability of system and giving more superior work to	5599-610, 5774-91, 5823-6, 5850-4
Work well done	5614
Staff :	
Minor, rise to 350 <i>l.</i> , explanation	5746-50
Work of, and supervision by Class I. clerks	5794-808
Statement of efficiency furnished until maximum reached	5869-72
Supplementary, explanation	5760-4
Coal porters, wages and employment	5943-4
Commercial department not advisable	5886-8
Copying out of hours by supplementary clerks	5660-1
Division into sections and working of	5572-89
Documents, processes of dealing with	5729
King's home service or first-class messenger, work of	5691
Librarian, salary and work	5617-8, 5941-2
Messengers :	
Boy, number	5768
Ex-soldiers, number	5637-42
Promotion by seniority	5644-7
Office porters, salary	5643
Pensionable and non-pensionable persons, principle of fixing classification	5943-6
Promotion, reference to Treasury not required	5938
Relation of Crown Agents to	5884-5
Secretary and Assistant Secretary, appointment	5708-12
Staff appointments	5615-7
Women typists :	
Appointed by nomination and qualifying examination	5649-52
Confidential work	5931-4
Overtime and no regular payment for	5653-9, 5726-8
Promotion to shorthand typists, opportunities for	5919-30
Salaries and question of adequacy	5619-23, 5838-44

ANDERSON, SIR JOHN, G.C.M.G.—*continued.*COLONIAL OFFICE—*continued.*Women typists—*continued.*

Separated from general staff	5626-8
Superintendents, recruited by selection from staff	5662-4
Work of	5625
Colonies, Civil Service, relation to Colonial Office in subsidised and other Colonies	5899-904
CROWN AGENTS :	
Appointment by patronage	5892-3
Payment, system	5894-8
Promotion from one Colony to another in upper ranks	5946-9
Improvements, mechanical or of method, branch of Government to advise on, might be useful	5873-7
ANSON, SIR WILLIAM REYNELL, BART., D.O.L., M.P., Warden of All Souls College, Oxford :	
	4398-4583
Administrative work, Oxford and Cambridge training superior to that of new universities	4424
APPOINTMENTS :	
by Examination, advantages and disadvantages	4411
by Nomination, retention possibly not desirable	4409, 4430-1, 4504, 4583
by Open competition, safest method though not infallible	4521-2, 4527
Personal interview :	
by Board of Selection, head of Department preferred	4506-7
Heads of Departments might interview successful candidates before appointment to Department	4412-22, 4436-8, 4441-4, 4505-7, 4555-9, 4578-9
BOARD OF EDUCATION :	
Appointment by Selection :	
Method	4403-8, 4457-60
Retention possibly not desirable	4409, 4430-1, 4504
Success of	4402-9
Education Act, 1902, smooth working of	4402, 4478-83
Examiners, variety of sources, question of advisability	4541-4
Inspectors, age limit	4471
Inspectors and examiners all appointed by nomination	4466-71, 4497-503
Upper Staff, advantages of foreign travel	4433-4
CLERKS :	
Class I. :	
Character of men	4445-7
Special work on some particular line would be useful	4554
Liberal studies wanted rather than specialised	4531-7
Men, after university training, better public servants	4425, 4428, 4559-67
One division and two examinations, disadvantages	4426-9, 4450-4, 4525
Special training (as in Germany) not advocated	4448-9
EXAMINATIONS :	
Alteration to suit new universities not desirable	4424, 4508-19, 4528-30, 4545-51
in Law, results not encouraging	4536-7
Manual training could be included	4580-2
Monopoly of Oxford and Cambridge :	
Alteration of curriculum of new universities would be undesirable	4462-5
no Complaints heard from new universities	4439, 4474-5
Men might go to Oxford or Cambridge on account of	4569-75
Reason	4423-4
Subjects settled by Civil Service Examiners and heads of Departments	4455-6
Foreign Office, appointment by nomination not desirable	4583
Promotion by merit approved	4520-5, 4576
UNIVERSITIES :	
Administrative work, importance of securing men of high educational qualifications	4402, 4485-96, 4525
Work of old and new, comparison	4423-4, 4546-51

Appointments:

- Addition of years for calculation of pension, *Sir H. C. Monro* - - - - - 7315-7
 no Attempts known of, to evade recognised methods, *H. J. Gibson* - - - - - 1380-3, 1385

CANDIDATES:

- Percentage of, getting appointments in Home Civil, and position on list, *S. M. Leathes* - 235-9
 Proportion of successful candidates at certain competitions, &c. ineligible in respect of physical qualifications, *S. Leathes* p. 110 I., 1901-10
 Qualification, Secondary education in approved school:
 Advocated, *A. H. Dyke Acland*, 4106-14, 4130-3, 4220-5, 4230-47, 4317-26, 4350-5, 4383-7
 Approved, *R. H. Carr* - - - - - 4643-6, 4712
 Requirement of, would bar out candidates, *F. H. Norman* - - - - - 2233-34
 Rejection on grounds of health, proportion larger among women, *S. M. Leathes* - - - - - 185
 Successful, choice of departments:
 Conditions by Department as to qualifications of candidates, question as to, *S. M. Leathes* 419-22
 Disadvantages of system, *Sir T. H. Elliott* 8354
 Check by Comptroller-Auditor-General, and extent of, *H. J. Gibson* - - - - - 1374-7, 1384, 1545-6
 of Classes doing hard work out of doors mostly by nomination, *S. M. Leathes* - - - - - 69-71
 under Clause 7 and Section 4, anomalies, and no logical line drawn between, *Sir R. Chalmers* 970-2, 974

UNDER CLAUSE 7:

- Appointments not laid before Parliament and consequent distinction from Section 4, *Sir R. Chalmers* - - - - - 882
 Cases where Treasury suggested use of, and Civil Service Commissioners Section 4, *Sir R. Chalmers* - - - - - 973
 Certificates:
 of Qualifications necessary, and nature of, *S. M. Leathes* - - - - - 22, 352
 not a Safeguard against patronage, *F. H. Norman* 2390-1
 Continuation of Section 4, with suggestion, *Sir H. Smith* - - - - - 13,200-2, 13,249-54
 Element of patronage in, but safeguard of certificate, *Sir R. Chalmers* - - - - - 1211-6
 Extended use of, at expense of Section 4, in proper cases and with certain exceptions, would not be opposed by Treasury, *Sir R. Chalmers* - - - - - 882
 Filling of open competition posts by, obstacles would be met with, *S. M. Leathes* - - - - - 365
 further Guarantees desirable, *S. M. Leathes* 785
 Health taken into consideration, *Sir E. Chalmers* 877
 during last Nine months of 1911, reasons for, in different cases, *S. M. Leathes* - - - - - 355-7
 one Nomination only normally, *S. M. Leathes* 358
 Objections, *H. H. Norman* - - - - - 2161
 Order in Council, 1910, quoted, *S. M. Leathes* 22, 31
 Particulars re, April 1st and December 31st, 1911, *S. Leathes* - - - - - pp. 104-5 I.
 Placing of situations under, entirely a Treasury matter, *S. M. Leathes* - - - - - 259-61
 Referred to Sec. 4, wherever possible, *Sir H. L. Smith* - - - - - 13,118-22
 Provisions of, *Sir R. Chalmers* - - - - - 878
 Results dependent on nomination, *S. M. Leathes* 359-61
 Retention desired, *Sir H. L. Smith* - 13,111-3
 Sufficient without Sec. 4, for appointments without examination, *S. M. Leathes* - - - - - 730
 Transfer of several posts to, from Sec. 4 desired, *Sir H. L. Smith* - - - - - 13,277
 Use of, *Sir R. Chalmers* - - - - - 878-81
 Use of, instead of Sec. 4, no addition of years would be given by, and consequent question of policy, *Sir R. Chalmers* - - - - - 872, 1051
 purely Clerical posts might be filled by open competition, *S. M. Leathes* - - - - - 389-92

Appointments—continued.

- by Committee, extension to other offices might be useful, *Sir H. L. Smith* - - - - - 13,343-9

BY THE CROWN DIRECT:

- Particulars, *S. M. Leathes*, 35; *Sir R. Chalmers* 858-9, 863-5
 List, *Sir R. Chalmers* - - - - - p. 141 I.
 Patronage of Prime Minister, *Sir R. Chalmers* 866-7
 Before 1870, candidates nominated by Heads of Departments with subsequent competitive examination, *S. M. Leathes* - - - - - 9-16

BY EXAMINATION:

- Advantages, *Sir W. R. Anson* - - - - - 4411
 Disadvantages, *Sir W. E. Anson* - - - - - 4411
 Examinations, *see that title.*
 Influence a small factor, *Sir T. H. Elliott* - 8479
 slight Irregularities, cases of, *H. J. Gibson* 1384, 1446-7

JOBBERY:

- Cases referred to, *F. H. Norman* - - - - - 2675-81
 Explained as meaning employment of inefficient men, *F. H. Norman* - - - - - 2553
 Question of checking and overcoming, suspension of, *A. H. Dyke Acland* - - - - - 4160, 4181-7
 Questions and discussions in Parliament a check on, *Sir T. H. Elliott* - - - - - 8997
 Risk neutralised by publicity of appointments, *Sir H. P. Monro* - 6951-4, 7207-13, 7256-8
 by Letters Patent, list, *Sir R. Chalmers* p. 141 I.

LIMITED COMPETITION:

- still Acted upon extensively, *S. M. Leathes* 19
 Appointments needing technical qualifications included in, *S. M. Leathes* - - - - - 71
 Area of selection would not be limited in case of very specialised appointments, *Sir R. Chalmers* 1080-1
 Average number per annum, *S. M. Leathes* 55
 Classes appointed by, *S. M. Leathes* - - - - - 60-8
 no Complaints heard from the public, *S. M. Leathes* 95-6
 Department often advertises, *S. M. Leathes* 278, 297-9
 Essential where special or technical qualifications required, *S. M. Leathes*, 86-8, 91-6, 393-4, 739-42; *Sir R. Chalmers*, 888, 1079-86; *F. H. Norman*, 2310-2; *Sir E. Troup*, 5110.
 Explanation, *S. M. Leathes* - - - - - 56-9
 Justification sufficient in every case, *S. M. Leathes* 403-6, 523
 Packing of examinations formerly, *Sir R. Chalmers* 888, 1087
 Practice before 1870, *S. M. Leathes* - - - - - 9-16
 Reasons and method, *S. M. Leathes* - - - - - 85-90
 Steps taken by Treasury to secure that competition is real, *Sir R. Chalmers* - 888, 1088
 Tendency of departments in general towards, and question as to reason, *Sir R. Chalmers* - 888, 1071-3
 Methods, *Sir R. Chalmers* - - - - - 858-63
 for New departments, question of method, *Sir N. L. Smith* - - - - - 13,126

NOMINATION:

- by Arbitrary act of a Minister, would be challenged by Auditor General within three months, *S. M. Leathes* - - - - - 528-9
 Candidates submitted to health examination, *S. M. Leathes* - - - - - 353-4
 Certificates only granted after independent health inquiry and examination and inquiry into character, *S. M. Leathes* - - - - - 325-9
 Classes of, *S. M. Leathes* - - - - - 27-43, 524-7
 Consulting of Civil Service Commissioners as to whether exceptions necessary or desirable, question of, *Lord Haldane* - - - - - 1799
 Difficulties of obtaining nomination, *F. H. Norman* - - - - - 2163
 in Exceptional cases only, advocated, with proper safeguards, and scheme, *F. H. Norman* 2036-63, 2166-7, 2301-8
 Fairness not practical and exclusiveness unavoidable, *F. H. Norman* - - - - - 2640-4

Appointments—continued.

NOMINATION—continued.

- by Head of Department :
- Classes of, *S. M. Leathes* - - - 39-40
 - Should be done away with, *F. H. Norman* 2633
 - Majority of appointments made under, and chiefly outdoor, *S. M. Leathes* - - - 731-5
 - best Method with ideal nominating authority, *S. M. Leathes* - - - 113-4
- by Minister, no case of refusal of Certificate, *Sir R. Chalmers* - - - 974
- mere Nomination of a Minister, non-existent, *S. M. Leathes*, 293; *Sir R. Chalmers*, 863.
- Necessary for certain situations, *S. M. Leathes*, 72; *Lord Haldane*, 1787, 1797.
- Open competition might be substituted for, in some cases, *S. M. Leathes* - - - 523-4
- Patronage pure and simple in certain cases, *S. M. Leathes* - - - 719, 723
- of Patronage Secretary to the Treasury, list, *Sir R. Chalmers* - - - p. 142 I.
- Political question ought not to be introduced, *F. H. Norman* - - - 2197-8
- with Qualifying examination and limited examination, *Sir R. Chalmers* - - - 859-60
- should be Retained for exceptional cases, and patronage be exercised by permanent Board of Admission, *F. H. Norman* - - - 2300-7
- Retention possibly not desirable, *Sir W. R. Anson* 4409, 4430-1, 4504, 4583
- Singly :
- Majority have previously been in Government employ, *S. M. Leathes* - - - 680-3
 - about Two-thirds of all appointments made after, *S. M. Leathes* - - - 72
- from Officials of Local Authorities, a matter for departments, and question as to extent of practice, *S. M. Leathes* - - - 829-32

OPEN COMPETITION :

- Advantages of selection as compared with, *A. L. Selby-Bigge* - - - 8725-35
 - if Applied separately to each office—objection to, *Sir E. Troup* - - - 5135
 - Approved, *S. M. Leathes*, 522; *Lord Haldane* 1787, 1796
 - Average number per year, *S. M. Leathes* - 43
 - Best method, except for special posts, *Sir R. Chalmers*, 913-7; *Rt. Hon. Sir G. Murray*, 1845; *Sir E. Troup*, 5108-14; *Col. Sir E. W. D. Ward*, 11,316-20; *Sir L. M. Guillemand*, 14,397-401.
 - in Case of impossibility of, qualifications should be advertised in usual manner and appointment made by Civil Service Commissioner, not Head of Department, *F. H. Norman* - p. 486 II.
 - Classes of, *Sir R. Chalmers* - - - 860
 - under Clause 7 after, explanation, *S. M. Leathes* 43-54
 - Combination of principles of selection and, might produce better results but would not be possible, *S. M. Leathes* - - - 116-9
 - Combined with selection desirable, but impossible practically, *Rt. Hon. Sir G. Murray* 2002-16
 - not Contemplated by Order of 1855, *S. M. Leathes* 5, 8
- Examinations, *see that title*.
- might be Extended to certain offices, *S. M. Leathes* 523
- Extension to all posts not advocated, *S. M. Leathes* 403-9, 684-5
- Filling of post under Clause 7, obstacles would be met with, *S. M. Leathes* - - - 365
- Highest candidates have choice of department, *S. M. Leathes* - - - 123-5
- Increased use of, *Sir R. Chalmers* - - - 888
- certain Limitations would be included, *F. H. Norman* - - - 2683
- Organisations other than the public service using, *S. M. Leathes* - - - 701-3
- for Posts requiring special knowledge, persons not without qualifications would not compete, *Sir R. Chalmers* - - - 1080
- only Practicable system, *Rt. Hon. Sir G. Murray* 2002-10
- Retention of system approved, *S. M. Leathes* 115

Appointments—continued.

OPEN COMPETITION—continued.

- the Rule after 1870, *S. M. Leathes* - - - 5, 13
 - Safest method though not infallible, *Sir W. R. Anson* - - - 4521-2, 4527
 - only Satisfactory method, *F. H. Norman* 2629-46
- Schedule A. :
- Departments in, can still use Clause 7, *S. M. Leathes* - - - 820
 - Origin, *S. M. Leathes* - - - 74
 - no Pressure brought to bear on Departments by Treasury to come under, *Sir R. Chalmers* 1304-7
 - Removal or addition of situations, *S. M. Leathes* 77-84, 816-8
 - Unnecessary, *S. M. Leathes* - - - 74-6, 819
 - Selection by Departments from successful list not satisfactory and prevented as far as possible, *S. M. Leathes* - - - 119-21
 - Technical qualification tested first in some cases, *S. M. Leathes* - - - 395
 - Treasury in favour of, wherever possible, *Sir R. Chalmers* - - - 888
 - for University men and boy clerks, question of, *F. H. Norman* - - - 2103-15
 - Women typists, question of, *Miss E. A. Charlesworth* - 3675-87, 3805-7, 3820-3, 3935-7, 3948
- by Open competition and nomination only advocated *F. H. Norman* - - - 2032-9, 2056-64, 2300-8
- by Order in Council, Civil Service Commissioner, *Sir R. Chalmers* - - - p. 141 I.
- PATRONAGE :
- extended Board with Departmental representation, not considered necessary, *Sir H. L. Smith* 13,338-43
- Departmental :
- Bias in favour of university men, case given of preference, *F. H. Norman* - - - 2422-9
 - Cases of, *F. H. Norman* - - - 2383-4
 - Regulations really leave power of patronage unfettered, *F. H. Norman* - - - 2383-9
 - Objections to, *F. H. Norman*. - 2159, 2340-4, p. 486 II.
 - without Qualifying examination non-existent in ordinary roads of Civil Service, *S. M. Leathes* 718-26
 - Particulars *re*, in various offices, *F. H. Norman, &c.* 2393-400, p. 483-6 II.
 - should be Taken out of hands of Ministers if Board of Selection set up, *A. H. Dyke Acland* - 4229
 - not Used to get relatives into positions although two cases of appointments of relatives known of, *Sir R. Chalmers* - - - 1073-8
- PERSONAL INTERVIEW :
- Approved in case of immediate need to get ready-made article to start new business, *Sir R. Chalmers* - - - 886
 - by Board of Selection, head of Department preferred, *Sir W. R. Anson* - - - 4506-7
 - Heads of Departments might interview successful candidates before appointment to Department, scheme, *Sir W. R. Anson* - 4412-22, 4435-8, 4441-4, 4505-7, 4555-9, 4578-9
 - Personal interview and record in addition to, *Professor M. J. M. Hill* - - - 12,075-7
 - by Persons responsible to Parliament, question of, *S. M. Leathes* - - - 272-6
 - after Post-graduate course and producing original thesis :
 - opinion *re*, *Lord Haldane* - - - 1705-9
 - Clause 7 preferred, *Sir H. L. Smith* - 13,142-4
 - after Post-graduate course or professional study, provided for under Clause 7, and extension not advocated, *S. M. Leathes* - - - 602-13
 - Professional offices, list of, *Sir R. Chalmers* pp. 136-41 I.
 - on Qualifications only, without respect to opinions, religion, politics, &c. desired, *Lord Haldane* 1697
- BY RECORD :
- Method of arriving at, *Lord Haldane* - - - 1679
 - would be Preferred to personal interview, *C. Harris* - - - 11,592-4
 - Rules fixed by Civil Service Commission, Heads of Departments, and Treasury, *S. M. Leathes* - 26, 82

Appointments—continued.

- Schedule B., class of situations coming under, *S. M. Leathes* - 710, 810-5
 School report should count in final allocation of marks, *A. H. Dyke Acland* - 4117-20, 4134-5, 4368-9, 4383-92

UNDER SEC. 4:

- Addition of situations to, done by Treasury and Civil Service Commissioners not consulted or informed, *S. M. Leathes* - 700
 Appointments laid before Parliament and consequent distinction from Clause 7, *Sir R. Chalmers* - 882
 Cases where Treasury suggested use of Clause 7, and Civil Service Commissioners use of, *Sir R. Chalmers* - 973
 Clause 7 preferred wherever possible, *Sir H. L. Smith* - 13,119-22
 Combination with Clause 7 suggested, *S. M. Leathes* - 13,200-2, 13,249-54
 Considerable number of appointments might be removed from list, *Sir R. Chalmers* - 872-3 before or after Examination the ideal system apart from question of public feeling, *T. Franks* 13,978-83, 14,014-7, 14,025
 Explanation, *S. M. Leathes* - 727-9
 Extended use of Clause 7 at expense of, in proper cases and with certain exceptions would not be opposed by Treasury, *Sir R. Chalmers* - 882
 Few, *F. H. Norman* - 2160
 Health not taken into consideration, *Sir R. Chalmers* - 877
 List of offices handed in, *Sir R. Chalmers* - 868
 Method, *S. M. Leathes* - 27-32
 Number of years added for purposes of pension, *Sir R. Chalmers* - 1252-3
 Order in Council making certificate from Civil Service Commissioners necessary, advocated, *S. M. Leathes* - 730
 Particulars re, *S. M. Leathes* - 27-32, 35
 Persons have generally served already in public service, *Sir R. Chalmers* - 867
 Placing of situations under, entirely a Treasury matter, *S. M. Leathes*, 259-61; *Sir R. Chalmers*, 868-9.
 Question as to power of discontinuing use of, without legislation, *Sir R. Chalmers* - 869-71
 Retention desired, *F. H. Norman*, 2042-6; *Sir H. L. Smith*, 13,111-3.
 Safeguarded by publicity, *Sir R. Chalmers* - 872, 1193-5
 System should be retained for certain class of men, *Lord Haldane* - 1708
 System not considered necessary, as Civil Service Commissioners would be competent to deal with, *S. M. Leathes* - 730
 Tendency not to put new cases under, *Sir R. Chalmers* - 874
 Transfer of posts to be notified to Parliament, *Sir R. Chalmers* - 1196-7
 Transfer of several posts from, to Clause 7, desired, *Sir H. L. Smith* - 13,277
 Use of Clause 7, instead of, no addition of years would be given by, and consequent question of policy, *Sir R. Chalmers* - 872, 1051

SELECTION:

- Advantages of, as compared with open competition, *A. L. Selby-Biggs* - 8725-35
 Combination of principles of open competition might produce better results but would not be possible, *S. M. Leathes* - 116-9
 Necessary in some cases, *A. H. Dyke Acland* 4127-9, 4158-9, 4327-8
 by more Permanent and less political body, would obviate suspicion of jobbery, *A. H. Dyke Acland* 4248-55

TECHNICAL (SPECIALISED) APPOINTMENT:

- Advertising of vacancies, question of advantage, *Sir H. L. Smith* - 13,290
 no Technically classed as second division, *Sir H. L. Smith* - 13,286-7
 Three systems in use for posts of similar character in some rare cases, *S. M. Leathes* - 383

Appointments—continued.

- Vested interests must not exclude efficiency of the service, *A. H. Dyke Acland* - 4188-94, 4370-1
 by Warrants under Royal Sign Manual List, *Sir R. Chalmers* - p. 141
 Archer, Lieutenant, appointment as Assistant Inspector of Fisheries, particulars re qualification, &c., *Sir T. H. Elliott* - 8987-97
- Army:
 Expenditure, amount of control exercised by Treasury, *H. J. Gibson* - 1370
- EX-SOLDIERS:
 as Board of Agriculture inspectors, *Sir T. H. Elliott* - 8328-9
 Employment of:
 in Commands and military offices, *Col. Sir E. W. D. Ward* - 11,173-8
 as Messengers:
 Board of Agriculture, *Sir T. H. Elliott* 8330-1
 in Privy Council Office, *Sir A. W. Ffiteroy* 12,901-3
 Raising of salaries of proportion only, *Col. Sir E. W. D. Ward* - 11,192-6
 Variation of pay in different offices, and consequent dissatisfaction, *Col. Sir E. W. D. Ward* - 11,179-91
 in Mint, *W. G. Ellison-Macartney* - 8098-100
 as Postmen, but hardness of work, *W. G. Clifford* - 12,150-64
 Unemployed, number, *W. G. Clifford* - 12,191
see also Ex-service men.
 Refusal of re-engagement after 12 years' service, hardship of, *W. G. Clifford* - 12,141-6
 Soldiers, impossibility of preparing for competitive examinations as assistant or second division clerks, &c., *W. G. Clifford* - 12,118-20, 12,180, 12,184
 Army Clothing Department viewers, grievance re non-establishment, *G. M. Bell* - 6741
 Army Council, Secretary, appointed under sec. 4, *Sir E. W. D. Ward* - 10,835
 Army Medical Corps, addition of marks for having passed through, *Col. Sir E. W. D. Ward* - 11,169

Association of Assistant Clerks (new class):

- Evidence presented on behalf of - p. 495-503 II.
 Particulars, *D. Milne* - 3112
 Representative, *see* Milne, David - 2955-3504
 Statement, particulars re drawing up of, *D. Milne* 3407-8
 Subscription, *D. Milne* - 3409
 Associations of Civil Servants, claim to recognition, *F. H. Norman* - p. 493 II.
 Association of Clerks of Second Division, statement presented on behalf of - p. 483-93 II.
 Astronomer Royal, appointment by Order in Council, *Sir R. Chalmers* - p. 141 I.

ATTERBURY, F., C.B. (in attendance) 14,491-14,990

Audit Department:

- Check and promotions, *H. J. Gibson* - 1379, 1392-5
 COLONIAL BRANCH:
 Appointments made by patronage, *H. J. Gibson* 1397-9
 now Transferred to Colonial Office, *H. J. Gibson* 1397, 1460
 Stoppage with intermediate check, *S. M. Leathes*, 166; *Sir R. Chalmers*, 1256.

Auditor of the Civil List:

- Appointed by Order in Council, *Sir R. Chalmers* p. 141 I.
 Irregularities in Exchequer and Audit Department would be discovered by, *H. J. Gibson* - 1448-51

Australia, Commonwealth of:

PUBLIC SERVICE:

- Administrative division:
 Age for entering, *D. C. McLachlan* - 7875
 Appointment, nature of, and method of making, *D. C. McLachlan* - 7671-2, 7884-5
 Highest possible salary, *D. C. McLachlan* 7886-7

Australia, Commonwealth of—continued.

PUBLIC SERVICE—continued.

Administrative division—continued.

- Number of staff, *D. C. McLachlan* - 7853
 Recruited from Clerical division, except professional positions, *D. C. McLachlan* - 7662-3, 7846-7
 Working of, *D. C. McLachlan* - 7675-80

Appointments:

- by Governor-General, *D. C. McLachlan* 7664-6
 no Personal interview or record, *D. C. McLachlan* - 7999-802
 Political influence a disadvantage, *D. C. McLachlan* - 7838
 Board of inquiry, election method, *D. C. McLachlan* - 7968-72
 Classification into classes, *D. C. McLachlan* 7732
 Classification primarily of posts, not of men, *D. C. McLachlan* - 7726-31, 7848-50

Clerical division:

- Appointments by competitive examination only, *D. C. McLachlan* - 7666-7
 Classes work together in one room, and arrangements re, *D. C. McLachlan* - 7701, 7710-21
 Distribution of work, *D. C. McLachlan* 7702-7, 7713-18
 Division into five classes and scale of salaries, *D. C. McLachlan* - 7690-4
 Examination, nature of, method of conducting and success of, *D. C. McLachlan* - 7681-9, 7735-41, 7745-7, 7954, 8325
 Number in different classes and method of fixing, *D. C. McLachlan* - 7914-22
 Promotion in, system, *D. C. McLachlan* 7695-709, 7722-31
 Promotion, explanation of system, *D. C. McLachlan* - 7894-911, 7928
 Reclassification of work, *D. C. McLachlan* 7696, 7722-31

- Clerks, wages compared with those of skilled artisan, *D. C. McLachlan* - 7985-91

Commissioners:

- Appointment, nature of and method of making, *D. C. McLachlan* - 7642-7, 7882-3
 Functions, and relations to Commonwealth Parliament, public service and Governor-General, *D. C. McLachlan* - 7650-6
 Personal knowledge of men, *D. C. McLachlan* 7911-3

- Promotion checked and revised, *S. M. Leathes* 786

- Salary not subject to criticism, *D. C. McLachlan* 7933-4

- Staff of, *D. C. McLachlan* - 7799

- Competition for, not sufficiently keen, *D. C. McLachlan* - 8021-2

- Continuation schools and evening lectures attended by many officers, *D. C. McLachlan* - 7743-4

- no Desire to revert to old system heard, *D. C. McLachlan* - 7858-60

- Divisions, *D. C. McLachlan* - 7659-60

- Entrance age, *D. C. McLachlan* 7867, 7935-6

Examinations:

- Nature of, *D. C. McLachlan* - 7661
 Separate for each division, *D. C. McLachlan* 7661

General division:

- Appointment by competitive examination of elementary character, *D. C. McLachlan* 7668
 Officers removed to, from other departments if inefficient, or retired, *D. C. McLachlan* 7669
 Heads, procedure in case of incompetence of, *D. C. McLachlan* - 8004-8
 Increments, procedure, *D. C. McLachlan* 7945-51, 8003-4

- Inefficiency, procedure in case of, *D. C. McLachlan*, 7733-4, 7929-30, 7958-75, 8009-12

- Inspectors, work of, method of appointment, *D. C. McLachlan* 7696, 7775-9, 7854-6, 7911, 7926-7 7934,

- Compulsory life insurance, *D. C. McLachlan* 7803-6, 7881

- Medical inspection, *D. C. McLachlan* - 8031-2

- Men permitted to take part in politics but not to criticise work of their department, *D. C. McLachlan* - 7794-5, 7931-2, 7955-7

Australia, Commonwealth of—continued

PUBLIC SERVICE—continued.

- Men permitted to sit in Parliament and now distributed throughout community, *D. C. McLachlan* 7976-81

- Men usually remain in, for lives, *D. C. McLachlan* 8013-4

- Minimum wage, *D. C. McLachlan* - 7937-43

- Office hours, *D. C. McLachlan* - 7742

- Organisations of Civil Servants and recognition of, *D. C. McLachlan* - 7971-5

- no Pensions, *D. C. McLachlan* - 7802-6

- Permanent head of department, responsibility of, *D. C. McLachlan* - 8024-7

- Postmen, increments, procedure, *D. C. McLachlan* 7945-21

- Practical work not seen by men, *D. C. McLachlan* 7837

- Professional class, method of appointment, *D. C. McLachlan* - 7861-6

- Promotion, method and success, *D. C. McLachlan*, 7670, 7767-72, 7923-5, 7952-3, 7995-6, 8024-9

- Rate of pay fixed by value of work done, *D. C. McLachlan* - 7857

- Record of each man kept, *D. C. McLachlan* 7982-4

- Reduction of posts, *D. C. McLachlan* - 7839-40, 7992-4

- Retiring age, *D. C. McLachlan* - 7997-8

- Scale of salaries in upper posts in comparison with professional world, *D. C. McLachlan* 7877-9

- Servants permitted to sit as aldermen but not as mayors, *D. C. McLachlan* - 7791-5

- Temporary employees:

- Appointment, method, *D. C. McLachlan* 7888-90

- Number, *D. C. McLachlan* - 7890-3

- Payment, *D. C. McLachlan* - 7890-3

- Reason for large number, *D. C. McLachlan* 7873-4

- Restrictions on, and prevention of favouritism, *D. C. McLachlan* - 7808

- System, *D. C. McLachlan* - 7869-71

- Temporary employment, a qualification, *D. C. McLachlan* - 7851

- Total number of officers, *D. C. McLachlan* 7796-801

- Transfers between offices, *D. C. McLachlan* 7781-4

- Transfer between States and, *D. C. McLachlan* 7821-3, 7873

- University degree often taken after entering, and result, *D. C. McLachlan* - 7809-12, 7841-5

- Upper age limits, *D. C. McLachlan* - 7876

- Vacancies, advertised, applications invited, and success of system, *D. C. McLachlan* 7784-90, 7831-6, 7905-10, 7995-6

- Women, employment of, *D. C. McLachlan* 7748-66, 8015-20, 7812-8, 7831-6

- no School-leaving certificates, *D. C. McLachlan* 7819-20

Australian States:

- Appointments, method, *D. C. McLachlan* 7824-7

- Educational systems controlled by, not by Commonwealth, *D. C. McLachlan* - 7828-30

- Public Service Boards, *D. C. McLachlan* 7647-9

BAILEY, ROWLAND, C.B., M.V.O., Controller of Stationery Office:

- Stationery Office: - 12,194-12,414

STATIONERY OFFICE:

- no Alteration suggested beyond establishment of printing office - 12,341-2

- Chauffeur for Stationery Office van, and second applied for - 12,365-6

- Clerks:

- Amalgamation of Assistant, boy, and second division, question of, and promotion difficulty would be remedied 12,360-4, 12,374-8, 12,400-1

- Assistant:

- Employed on suitable work, without regard to status - 12,397

- Increased proportion of second division clerkships available for, would be remedy for hard cases - 12,273-8

- Promotion:

- Difficulty - 12,398-9

- to Second division - 12,212-4, 12,270-2

- Work of similar nature to that of second division done by certain number of, 12,266-9, 12,273

BAILEY, ROWLAND, C.B., M.V.O.—*continued.*STATIONERY OFFICE—*continued.*Clerks—*continued.*

Boy:

- Abolition desired 12,215-6
- Limitation of numbers and automatic promotion to assistant clerks, question of 12,225-9
- Proportion having passed into second division 12,217-8

- Substitution of abstractors for, desired 12,219-21, 12,230-1
- Technical character of work 12,215
- no Class I., and work not suitable for £150 too low a maximum 12,346-8
- 12,403-5

Second Division:

- Competent to fulfil all duties of higher posts 12,371-3
- Large number of old writer class in, and consequent need for care in promotion from 12,277-8
- Promotion prospects 12,203-7, 12,210-1

Controller:

- Appointed by Prime Minister 12,343
- Assistant, appointed by Treasury 12,343
- Duplicating encouraged by, instead of printing 12,402

- Extra accommodation obtained 12,261-4
- Group told off to examine labour-saving devices, work of, &c. 12,367-8, 12,382-96, 12,394-5
- Nature of things supplied by, to Government offices 12,312-19
- Organisation overhauled four or five years ago 12,350

- no Paper making or binding 12,318, 12,320

Porters:

Boy:

- Attendance at classes insisted on after Discharge, employment obtained quickly by all 12,293-4
- 12,289-91
- One, retained as man porter 12,290
- Majority of service men, pensions not taken into account 12,296-9
- Postage, decreased charge for, owing to increased use of telephone 12,413

Printing:

- None done by, but printing of certain amount desired 12,248-64, 12,324, 12,392-3
- for Patent Office, reason for great amount of 12,339-40

Printing or binding:

- Clerks, promotion to examiners or superintendents 12,247, 12,282-5
- Increase in estimates and cause 12,328-38
- Promotion should be open to unlimited extent to able men 12,408
- Requisitions on, not always complied with 12,325-7, 12,379-81

Staff:

- fairly Contented 12,265
- Particulars re 12,200-10
- Posts filled so far from within 12,355-6
- Superintendent of Demands, functions 12,351-4
- all Technical appointments made by open competition in technical subjects 12,280-8
- Technical examinations 12,409-10

Technical officers:

- Appointment and limited technical examination, particulars re, and success 12,232-46, 12,279
- Examination, no practical work required 12,323

Warehousemen and porters:

- Appointed by nomination and qualifying examination 12,198-9
- Increase of hours with increase of pay 12,412

Women:

- could be Employed if printing office established, but would be kept separate from men 12,369-70
- Employment of typists and paginator 12,305-8
- Question as to possibility of further employment of 12,300-10
- Work, increase 12,411, 12,413-4

- BALL, A. J. A., Principal Clerk, Local Government Board: 7330-7567
- Board of Trade, assistant secretaries sometimes taken from outside 7405-9

LOCAL GOVERNMENT BOARD:

- Change of status, effect 7426-9

Clerks:

Class I.:

- Age of reaching maximum and immediate increment after 7457-64
- Memorials addressed to Sir H. Munro 7419-22
- Number and comparison with Home Office 7500-9
- Position and comparison with other offices 7399-400
- Promotion, opportunities, and comparison with other offices 7368-79, 7389-400, 7519-20
- Salaries, scale and comparison with other offices, and complaint 7355-67, 7400-16, 7434-6, 7484-5, 7495, 7880-1
- Second class of, more responsible than Staff Clerks 7542
- Transfer to other offices 7395-8
- Distinction between first and second class necessary 7454-5, 7486-7

Higher division:

- Classes p. 506 II.
- Promotion, stagnation of p. 507 II.

Salaries:

- and Comparison with Home Office and Foreign Office p. 506, 506-7 II.
- Ridley scale, claim to adoption of p. 506-7 II.

- Practical experience with inspectors and travel abroad would be useful, but question of possibility 7529-34

Principals:

- Increase in salary of one, and question of reason 7426, 7445-50
- Position of, and comparison with other offices 7382-8
- Relation to Assistant Secretaries 7525-8
- Salaries (not in accordance with Ridley Commission) and complaint 7382-8
- Staff under, and work of 7535-55
- Salaries, scale before and after Ridley Commission 7334-54

Second class:

- Discontent, considerable amount of 7516-7
- Number 7514
- Second division, promotion to Class 1 7548
- Staff, good men could easily be picked out by principal clerks 7543, 7553-5
- Three grades, work does not go through many hands on account of 7417, 7437-9
- Transfer from Estate Duty Office 7451-3
- Two grade, question of 7456

Secretaries:

Assistant:

- Classes from which recruited 7424-5, 7467-72
- Men in office as, only, question of 7497-8
- Work more important than that of Principal clerk 7483

Private:

- Advantage of post, question of 7521-2
- and Assistant private secretaries all junior Class 1 men and system preferred to taking outside men 7465-6, 7492-3
- Duties 7534
- Length of service 7490-1
- Principal clerks, &c. could not be spared for 7493
- Promotion 7523-4
- usually Retained by succeeding Ministers 7488-9

- all Second class men 7470-80

- Promotion, opportunities compared with Home Office 7556-7

- Salaries, scale 1884 fixed by Treasury after Departmental Committee of Inquiry and question as to principle of p. 506 II.

BALL, A. J. A.—*continued.*LOCAL GOVERNMENT BOARD—*continued.*

Transfer from, increase would not be substitute for lack of promotion, and would be bad for office - - - - - 7518
 Work, increase - - - - - 7429-31, 7510-2
 Office of Works, unestablished staff - - - - - 6743-9

TRANSFERS:

Central Department or Clearing House should carry out - - - - - 7499, 7513, 7562-7
 more Frequent, would be beneficial - - - - - 7560-1
 same Scale of pay in all offices would facilitate - - - - - 7558-9

Bangor University, Board of Education examinations from, *F. H. Norman* - - - - - p. 485 II.
 Bank of England, Governor and Deputy Governor, National Debt Commissioners, *W. G. Turpin* 12,006
 Banks, open competition sometimes used by, *S. M. Leathes* - - - - - 701
 Bankruptcy, Official Receiver in, appointment, use of Clause 7 suggested by Treasury but Sec. 4 by Commissioners, *Sir R. Chalmers* - - - - - 973
 Bar, examination for, considered best preparation for higher work by men below Class I. of 2286, *Sir R. Chalmers* - - - - - 1011-6
 Bartlett, Sir Herbert, reference, *Sir R. Chalmers* 1047
 Belfast University, Officers Training Corps petition signed by representative of, *M. J. M. Hill* p. 536-7 II.

BELL, GEORGE MOORE, Representative of Council for Establishment of State Employés: 6702-6819
 Army Clothing Department viewers, grievances re non-establishment - - - - - 6741

COUNCIL FOR THE ESTABLISHMENT OF STATE EMPLOYÉS:

Departments represented - - - - - 6737-40
 Membership, &c. - - - - - 6705-7
 Steps taken by - - - - - 6759-62

UNESTABLISHED STAFF:

Appointment, method - - - - - 6782-93, 6802
 Claim to establishment in certain cases - 6758, 6779, 6807-13
 Continuous employment - - - - - 6708-9
 Dismissal at short notice - - - - - 6763
 Establishment cases frequent - - - - - 6768-70
 Establishment would involve change in method of appointing - - - - - 6773-6
 Gratuities - - - - - 6727-31, 6764-7, 6814-6
 Grievances - - - - - 6745-9, 6756-7, 6771-2
 Holidays - - - - - 6805-6, 6814-6
 Increase - - - - - 6710
 Interchangeability with military clerks, and grievance - - - - - 6722
 Length of service - - - - - 6710-1, 6715
 Medical attendance received - - - - - 6803, 6814-6
 Men liable to dismissal on any changes, and length of notice - - - - - 6722-5
 Men prefer to remain in Government service owing to difficulty in finding other work - 6732-6
 Numbers - - - - - 6714

Pay:

Market rates, and comparison with commercial rates - - - - - 6720-1
 Rates of pay reckoned weekly - - - - - 6716
 Permanent work should not be done by means of - 6750-6
 Re-employment within three years of discharge, previous service reckoned towards gratuity - 6726-7
 Sick pay - - - - - 6804, 6814-6
 Sunday work when required - - - - - 6716-9
 Transfer to established - - - - - 6797-801
 War Office, Engineer service, establishment for, no Established single clerks - - - - - 6742, 6753-5
 Woolwich Arsenal, artisans, system of contributory pensions desired by - - - - - 6778

Birmingham University:

Officers' Training Corps' petition signed by representatives of, *M. J. M. Hill* - - - - - p. 536-7 II.
 no Successful candidates from, for Class I. clerkships in last five years, *S. M. Leathes* - - - - - 715

Board of Agriculture and Fisheries:

ANIMALS DIVISION:

Head of, appointment method, *Sir T. H. Elliott* 8214-20
 Horse-breeding branch, method of appointment, *Sir T. H. Elliott* - - - - - 8233-5
 Inspectors, unestablished:
 not Kept on after 45, *Sir T. H. Elliott* 8239-41
 Reason for, *Sir T. H. Elliott* - - - - - 8238-9
 Out-door branch, appointment method, and probation period, *Sir T. H. Elliott* - - - - - 8236-7
 Second division clerks:
 Appointment by open competition, *Sir T. H. Elliott* - - - - - 8223-4
 Temporary, *Sir T. H. Elliott* - 8225-31, 8361-3
 Staff officers, recruited from second division, *Sir T. H. Elliott* - - - - - 8221-2

APPOINTMENTS:

under Clause 7, *S. M. Leathes* - - - - - p. 105 II.
 Methods of, *Sir T. H. Elliott* - - - - - 8261
 S. A. Playne's complaint re non-appointment on second vacancy, although second on list, reply, *Sir T. H. Elliott* - - - - - 9003-13
 Vacancies, new, open competition usual, except in case of women typists, *Sir T. H. Elliott* - 9014

ASSISTANT SECRETARIES:

Appointment, method, *Sir T. H. Elliott* 8196-201, 8209-12
 Duties, *Sir T. H. Elliott* - - - - - 8213
 Qualifications necessary, *Sir T. H. Elliott* 8516-7
 Chief veterinary officer, increased work of, *Sir T. H. Elliott* - - - - - 8342-3

CLERKS:

Abstractors, promotion to second division clerkships to December 1911, *S. M. Leathes* p. 122 I.
 Class I., reasons for absence of, *Sir T. H. Elliott* 8334-6, 8368, 8516-7
 Classification, *Sir T. H. Elliott* - - - - - 8202-5
 Heads of branches, assistants, explanations and particulars re appointment, *Sir T. H. Elliott* 8262-73

Second division:

Appointment as assistants, particulars re, *Sir T. H. Elliott* - - - - - 8408-15
 further Education, no special arrangements made, but not considered necessary, *Sir T. H. Elliott* - - - - - 8480-8
 Encouragement of, *Sir T. H. Elliott* 8436, 8522
 not always Fitted for higher work, *Sir T. H. Elliott* - - - - - 8431-2
 Objections to term and abolition suggested, *Sir T. H. Elliott* - - - - - 8489-95
 Promotion opportunities, *Sir T. H. Elliott* 8373-5
 Promotions since 1892, *S. M. Leathes* p. 119 I.
 Special leave given for attending examinations, *Sir T. H. Elliott* - - - - - 8486
 Special examinations:
 Number of, *Sir T. H. Elliott* - - - - - 8205-8
 Particulars re, and comparison with ordinary second division examination, *Sir T. H. Elliott* 8433-6
 Reasons for, and success, *Sir T. H. Elliott* 8273-81, 8284, 8334-41, 8400-6, 8436
 Staff posts, number and value inferior to other offices, *Sir T. H. Elliott* - - - - - 8232-4
 Upper staff, forthcoming reorganisation, *Sir T. H. Elliott* - - - - - 8359-60
 Department of Horticulture, *Sir T. H. Elliott* 8317-8, 8333
 Divided into five divisions, *Sir T. H. Elliott* - 8196
 Examiners, work of, *Sir T. H. Elliott* - - - - - 8351

FISHERIES DIVISION:

Assistant at head of, appointment by special examination, *Sir T. H. Elliott* - - - - - 8248-52
 Inspectors:
 Applicants for posts, number very small, *Sir T. H. Elliott* - - - - - 8962, 8998
 Appointment of Capt. Masterman, particulars re, qualifications, &c., *Sir T. H. Elliott* 8447-60, 8949-69, 8996
 Appointment, method, *Sir T. H. Elliott* 8253-9

Board of Agriculture and Fisheries—continued.

FISHERIES DIVISION—continued.

Inspectors—continued.

Assistant:

- Appointment of Lieutenant Archer, particulars
re, qualifications, &c., *Sir T. H. Elliott* 8987-97
- Appointment of Mr W. Fox Bruce, particulars
re, qualifications, &c., *Sir T. H. Elliott* 8970-86, 8996
- no Record of application from Mr. Green, *Sir T. H. Elliott* 8461-4, 9000-2
- Formation of, *Sir T. H. Elliott* 8195
- Forestry inspectors, qualifications of, *Sir T. H. Elliott* 8293-4

HEADS OF BRANCHES, ASSISTANTS:

- Appointment from outside sometimes in cases of,
Sir T. H. Elliott 8307-13, 8372
- Appointments to, particulars re nature of, *Sir T. H. Elliott* 8409-13
- Personal interviews when appointment made from
outside, *Sir T. H. Elliott* 8367
- Position of, *Sir T. H. Elliott* 8300-6
- Number, *Sir T. H. Elliott* 8313
- Type of men obtained, *Sir T. H. Elliott* 8390
- Work of, and comparison with that of second
division, *Sir T. H. Elliott* 8391-4
- Indoor staff, practical, knowledge desirable, and
consequent special examinations, *Sir T. H. Elliott* 8298-9

INSPECTORS:

Appointment:

- Method, *S. M. Leathes*, 39; *Sir T. H. Elliott* 8369-70, 8446
- by Open competition, possible, *F. H. Norman* 2470-4
- by Patronage, *F. H. Norman*, &c. - p. 486 II.
- Personal interviews, *Sir T. H. Elliott* 8324-7, 8998
- Selection by Committee not advocated, *Sir T. H. Elliott* 8475-9
- Assistant, unestablished, promotion, *Sir T. H. Elliott* 8424
- Clerical staff appointed as, on special occasions
only, *Sir T. H. Elliott* 8296-7
- Division into established and unestablished, *Sir T. H. Elliott* 8238-47
- Employment of Army and Navy men to small
extent, but not successful, *Sir T. H. Elliott* 8328-9
- Introduction into clerical posts, protest against,
and if carried on, inspectorate should be open to
clerical staff, *F. H. Norman*, &c. - p. 486 II.
- List of applications kept, *Sir T. H. Elliott* 8469-74
- Posts should be open to clerical staff, *F. H. Norman* 2579-82
- Qualifications needed, *Sir T. H. Elliott* 8290-1
- Reorganisation, *Sir T. H. Elliott* 8425
- Salaries, fixed by Treasury, *Sir T. H. Elliott* 8285-7
- Sending of, abroad would be useful but difficulty
of, *Sir T. H. Elliott* 8294-6
- Unestablished:
- Length of service, *Sir T. H. Elliott* 8418-20
- Pension prospects, *Sir T. H. Elliott* 8421-2
- Prospects of becoming established, *Sir T. H. Elliott* 8420
- Reason, *Sir T. H. Elliott* 8416-7
- Intelligence Division, Assistant Secretary, qualifica-
tions necessary, *Sir T. H. Elliott* 8516-7
- Lady naturalists, *Sir T. H. Elliott* 8289, 8498-9
- LAND DIVISION:
- Assistant secretary, qualifications necessary, *Sir T. H. Elliott* 8516-7
- Work of, *Sir T. H. Elliott* 8352
- Messengers, employment of ex-soldiers, *Sir T. H. Elliott* 8330-1
- Permanent Secretary, appointed under Clause 7,
Sir T. H. Elliott 8192-3
- Private Secretaries, one, always a second division
clerk, *Sir T. H. Elliott* 8426-8
- Professional offices, *Sir R. Chalmers* - p. 136
- Research work, &c., question of employing outside
expert advice or Board's own officers, *Sir T. H. Elliott* 8342-3

Board of Agriculture and Fisheries—continued.

- Special position of, *Sir T. H. Elliott* 8353
- Statistics for, collection by Customs and Excise
Department, *Sir L. M. Guillemard* 14,056-61,
14,183-4

SURVEY SECTION:

- no Difficulty in filling, *Sir T. H. Elliott* 8509-15
- Memorial for closing of, as branch, and increase of
pay, opinion re, *Sir T. H. Elliott* 8503-15
- Salaries, fixing of, *Sir T. H. Elliott* 8524-5
- Work of, *Sir T. H. Elliott* 8504-5
- Transfers from Board of Education, *L. A. Selby-
Bigge* 9417
- Unestablished staff, proportion too large, *Sir T. H. Elliott* 8350
- Women, employment of, question of possibility of
extending, *Sir T. H. Elliott* 8316-9, 8500-2

WOMEN TYPISTS:

- Appointment by nomination and advantage of,
Sir T. H. Elliott 8321-3
- Assigned specially to department, *Sir T. H. Elliott* 8465
- Numbers, *Miss Charlesworth* - p. 504 II.

Board of Education:

ACCOUNTANT GENERAL:

- Department, formation, *L. A. Selby-Bigge* 8343, 8537-8
- Post not filled from clerical staff, *L. A. Selby-Bigge* 9165-6
- Work of, *L. A. Selby-Bigge* 9166-7

APPOINTMENTS:

- Applicants, from Scotch universities, question as
to number, *L. A. Selby-Bigge* 9472-9; *E. B. Phipps*, 9474-6.
- Appointment on trial advocated in addition to
probation, *L. A. Selby-Bigge* 9356-66, 9429-30
- Certain, must be filled by nomination, *Lord Haldane* 1797
- Committee of Selection, would be approved, *L. A. Selby-Bigge* 9326, 9328
- Making possibility of application more widely
known would be a possible improvement, *L. A. Selby-Bigge* 9414
- by Nomination, total number of posts in higher
establishments filled by, *L. A. Selby-Bigge* 9322-3
- Patronage, cases of, *F. H. Norman* 2383, 2397-9
- Periodical notice that applications can be made,
would be agreed to, *L. A. Selby-Bigge* 9132
- Personal interviews, value of, *L. A. Selby-Bigge* 9329-30
- under Sec. 4, list of officers placed under with
number of years, if any, added for professional
qualifications, *L. A. Selby-Bigge* - p. 534 II,
- by Selection:
- Absence of jobbery, *A. H. Dyke Acland* 4336-8
- Method, *Sir W. R. Anson*, 4403-8, 4457-60;
R. H. Carr, 4848-53.
- Reasons, and success, *L. A. Selby-Bigge* 9025-36, 9099-120
- Retention possibly not desirable, *Sir W. R. Anson* 4409, 4430-1, 4504
- Risk of jobbery reduced to a minimum and
could be removed entirely, *L. A. Selby-Bigge* 9110
- Success of, *Sir W. R. Anson* 4402-9
- Vacancies:
- not Advertised, *L. A. Selby-Bigge* 9123-5
- Knowledge of, by general public, question of,
L. A. Selby-Bigge 9128-37
- BOY MESSENGERS:
- Number, *E. B. Phipps* 8934
- System not defended but difficulty of avoiding,
L. A. Selby-Bigge 8937-9
- Turned out at eighteen, *R. H. Carr* 8935-6
- CHIEF CLERK:
- Post not filled from clerical staff, *L. A. Selby-Bigge* 9165
- Functions, *E. B. Phipps*, 8572; *L. A. Selby-Bigge*, 8568-71
- see also Carr, R. H. 4584-875

Board of Education—continued.

CLERKS :

Arrangement in large bodies, *E. B. Phipps* 8691

Assistant :

Appointment to second division through open competition, *E. B. Phipps* - - - 8655-8

Appointments from unestablished Clerkships, &c. to Dec. 31, 1911, *S. M. Leathes* p. 122 I. Number, *L. A. Selby-Bigge* - - - 8621, 8629

Promoted from copyists or recruited from boy clerks, comparison between, *E. B. Phipps* 9367-8

Promotions :

to Dec. 31, 1911, *S. M. Leathes* - - - p. 122

to Second Division, *S. M. Leathes*, p. 122 ; *E. B. Phipps* - - - 8647-50, 8651-3

Useful class, and efficiency of work, *L. A. Selby-Bigge* - - - 8646, 8650

Boy :

no direction of studies of, and reasons, *E. B. Phipps* - - - 8638-9

no instances manifest of insufficient salary known of, *L. A. Selby-Bigge*, 8644 ; *E. B. Phipps* 8645

Interest taken in private, *S. M. Leathes* - 468

Number diminished, *E. B. Phipps* - 2822, 2832

Private help from office, *E. B. Phipps* - 8645

Raising of entrance age to 16 desired, *A. L. Selby-Bigge*, 8929-31 ; *E. B. Phipps* 8932-3

Recruitment should be adjusted to permit subsequent permanent employment, *L. A. Selby-Bigge* - - - 8634-6

Salary, scale too low, *L. A. Selby-Bigge* - 8640

one Class I. post only, *L. A. Selby-Bigge* 8600-3

Classification, *L. A. Selby-Bigge* - 8600-7

Common to English and Welsh Department, *L. A. Selby-Bigge* - - - 8550-1

Fluidity of system, *E. B. Phipps* - - - 8850

Important work in connection with Act of 1902, satisfactorily discharged by, *L. A. Selby-Bigge* 9178-83

Professional qualifications, *L. A. Selby-Bigge* 9189-90

Promotion :

Difficulties owing to Treasury regulations, *L. A. Selby-Bigge*, 9177, 9183-6, 9203-11, 9212-3, 9218-9 ; *E. B. Phipps* 9203-8, 9211, 9214-7.

to Junior Examiners, *L. A. Selby-Bigge* 9177, 9183

Second division :

Devolving of larger amount of junior examiners work on, consequent larger number of staff posts desired by, *E. B. Phipps* - - - 9453

Efficiency bar, becoming more and more real, *E. B. Phipps* - - - 9384-5

do not frequently interview the public, *F. H. Norman* - - - 2421

Promotion :

since 1892, *S. M. Leathes* - - - p. 119

to Examiners, *E. B. Phipps*, 8659-60 ; *L. A. Selby-Bigge* - - - 8902-4

to Examiners :

Difficulty of finding clerks fit for, *L. A. Selby-Bigge* - - - 9373-5

Interesting as experiment, but of no practical use to office, *E. B. Phipps* - - - 9453

Particulars *re* since December 1905, *E. B. Phipps* 9203

Prospects, *E. B. Phipps*, *L. A. Selby-Bigge* 9196-217, 9369-70

not Satisfied with proportion of staff posts, *E. B. Phipps* - - - 8627-8

Staff :

Minor, work of, and comparison of, and salary with superintendent of women clerks, *E. B. Phipps* 8862-6

Number and proportion to second division, *L. A. Selby-Bigge* - - - 8620-3

Promotion to examiners desired by Board but prevented by Treasury regulations, *L. A. Selby-Bigge*, 9502-15 ; *E. B. Phipps* - 9510, 9511-3

Recruited from second division and old lower division, *L. A. Selby-Bigge* - - 8608-16

Board of Education—continued.

CLERKS—continued.

Staff—continued.

Salaries :

Comparison with other offices, *L. A. Selby-Bigge* - - - - - 8624

Scale, *E. B. Phipps* - - - - - 9515

Second division clerks not satisfied with proportion of posts, *E. B. Phipps* - 8627-8

Value of appointments and increase by special allowances, *L. A. Selby-Bigge* - 8617-9

Work of, and responsibility, *L. A. Selby-Bigge*, 8863, 9191 ; *E. B. Phipps*, 9493-500.

Temporary Assistant, transfer to Privy Council Office, *Sir A. W. Fitzroy* - - - 12,859-60

Transfer to Insurance Commission, and reason for number of applications, *E. B. Phipps*, 9193-8 ; *L. A. Selby-Bigge*, 9198.

Women :

Appointment, method, *E. B. Phipps* 8667-72

Extended employment of, considered, but difficulty of, *E. B. Phipps* - - - 8686-91

High standard of work, *E. B. Phipps* 8680-1

Number, *A. L. Selby-Bigge*, 8664 ; *E. B. Phipps* 9059

Promotion, lack of opportunities and question as to possibility of increase, *E. B. Phipps* 8850-8, 8861

Salaries and work and comparison with second division clerks, *E. B. Phipps* - 8666, 8673, 8682-5, 8847-9, 9059-61

in Separate rooms under Lady Superintendent but work in touch with male clerks, *E. B. Phipps* - - - 8674-9

a Special grade, *A. L. Selby-Bigge* - - - 8665

Superintendent, comparison of work and salary with minor staff clerks, *E. B. Phipps* 8862-6

Closer co-operation with Civil Service Commission would be welcomed and increase lately, *W. N. Bruce* 9695

Conference with educational associations frequent, *L. A. Selby-Bigge* - - - 9442-3

no Confidential reports *re* teachers made to, *L. A. Selby-Bigge* - - - 9336

Constitution of, *L. A. Selby-Bigge* - - - 8594

Consultative Committee Chairman, *see Dyke Acland, Rt. Hon. A. H.* - - - 4033-397

ELEMENTARY EDUCATION DEPARTMENT :

Arrangement of work, *L. A. Selby-Bigge* - 9480-3, 9487

Works for Wales, *L. A. Selby-Bigge* - - - 8544

EXAMINERS :

Academic distinctions, *L. A. Selby-Bigge* p. 509 II.

Addition of years under Sec. 4, *L. A. Selby-Bigge*, *E. B. Phipps* - - - 9395-7

Appointments :

two Cases of appointments of relatives, *Sir R. Chalmers* - - - 1075-6

by Class I. examination, probation principle would have to be more severely applied but would be more difficult, *L. A. Selby-Bigge* 9427-8

under Clause 7 instead of Sec. 4, question of starting above minimum of class, *L. A. Selby-Bigge*, 9395-412 ; *E. B. Phipps*, 9401-11.

Clerks' claims considered, *L. A. Selby-Bigge* 9187

Committee of Selection would be an improvement, *L. A. Selby-Bigge* - 8894-900, 9412-4

Criticism, *F. H. Norman* - - - p. 485 II.

Limited competition in special subjects would not be objected to, *L. A. Selby-Bigge* 9119-22

Never by open competition, *L. A. Selby-Bigge* 8696-8

by Open competition, reasons against, and in favour of selection, *L. A. Selby-Bigge* 8725-38

Personal interviews, *L. A. Selby-Bigge*, *E. B. Phipps* - - - 8710-3, 9452

Religious opinions not considered, *A. L. Selby-Bigge* - - - 8830-3

under Sec. 4, *S. M. Leathes*, 803 ; *L. A. Selby-Bigge*, *E. B. Phipps*, 8716-24.

under Sec. 4 :

might be Discontinued, *Sir R. Chalmers* 874-7, 1077

Board of Education—continued.

EXAMINERS—continued.

Appointments—continued.

under Sec. 4—continued.

- Question of contravention of intention of Act by, *L. A. Selby-Bigge* - 9138-58, 9465
- by Selection:
- Advantages, *L. A. Selby-Bigge* - 8725-38, 8819-24
- Particulars re procedure, *L. A. Selby-Bigge* 8692-715, 8734
- Reasons, *L. A. Selby-Bigge* - 9516-22
- Substitution of Clause 7 for Sec. 4, question of, *L. A. Selby-Bigge* - - - 8893
- Vacancies not advertised, and difficulty, *L. A. Selby-Bigge* - - - 8700-6
- Appointment of stepson of President as, and resignation during probation, *L. A. Selby-Bigge*, 9234-45; *E. B. Phipps*, 9246.
- two years' Apprenticeship in the country advocated, *A. H. Dyke Acland* - 4099-100, 4264-7
- Assistant Director of Special Inquiries and Reports, appointment direct from service with Transvaal Government, *L. A. Selby-Bigge* - 9346-7
- closer Association of second division with, in work, considered, *L. A. Selby-Bigge* - - 9382
- Average age, and ages on appointment, *L. A. Selby-Bigge* - - - p. 507 II.
- Consultation between, *L. A. Selby-Bigge* - 9441
- Experience of work of local education authorities valuable for, *L. A. Selby-Bigge* - - 9094
- Experts as to methods of instruction not required, but experts as regards organisation, *L. A. Selby-Bigge* - - - 9437
- Foreign travel, advantage of, *Sir W. R. Anson* 4433-4
- Functions, *E. B. Phipps* - - - 8661-3
- History of appointment of, *L. A. Selby-Bigge* p. 533 II.
- Intellectual qualifications required, *L. A. Selby-Bigge* - - - 8837-41, 9466
- Junior:
- Appointment of certain number by open competition, not advocated, *L. A. Selby-Bigge* 9048
- Average age, *L. A. Selby-Bigge* - - 9142
- List of candidates, *L. A. Selby-Bigge* 9126-7, 9135
- Proportion from public schools, *L. A. Selby-Bigge* - - - 9062
- Salaries, compared with those of corresponding grade in other offices, *L. A. Selby-Bigge* 9029-30
- Work of, *L. A. Selby-Bigge* - - 9046-7
- Late age of entrance, advantages, *L. A. Selby-Bigge* - - - 8735, 9113, 9115-6
- List of, with age on appointment, and schools and colleges at which educated, *F. H. Norman* p. 485 II.
- List of, appointed since 1st April 1900, *L. A. Selby-Bigge* - - - p. 512-21 II.
- Men from new universities as well as from Oxford and Cambridge desired, *A. H. Dyke-Acland* 4093-9, 4123
- Municipal experience, *L. A. Selby-Bigge* 9037, 9418
- Moving down of work, *L. A. Selby-Bigge* 9173-7, 9382
- Non-promotion of staff clerk to, owing to Treasury regulation, *E. B. Phipps*, *L. A. Selby-Bigge* 9216-9
- early Pensioning of, for inefficiency, one case of, *L. A. Selby-Bigge* - - - 9159-64
- Positions in Class I. examination, *L. A. Selby-Bigge* - - - 9041-5
- Probation:
- Rejection on, *L. A. Selby-Bigge* - 8899-900
- Resignations during, *L. A. Selby-Bigge*, 9049-50, 9354-5; *E. B. Phipps*, 9355.
- Substitution of system of preliminary trial for, advocated, *L. A. Selby-Bigge* - 8907-9
- from other Professions, not men who have failed in those professions, *L. A. Selby-Bigge* - 9352
- from Professions and other services, *L. A. Selby-Bigge* - - - 9351
- Promotion, examples of rapidity of - p. 490 II.
- Promotions and retirements since 1st April 1900, *L. A. Selby-Bigge*, *E. B. Phipps* - - 9415

Board of Education—continued.

EXAMINERS—continued.

- Qualifications of, *L. A. Selby-Bigge* - 8823-4
- Reliance on clerical staff for precedents, *L. A. Selby-Bigge* - - - 9168-70
- Proportion that could be got by open competition, *L. A. Selby-Bigge* - - - 9522-3
- Salaries, scales, *E. B. Phipps* - - 9401-11
- Sent round with Inspectors when possible, and extension of practice desired, *L. A. Selby-Bigge* 9431-6
- School at which educated, *L. A. Selby-Bigge* p. 508 II.
- Second division, promotion to upper division, disadvantages as regards, *F. H. Norman* p. 485 II.
- Sons of Secretaries or Assistant Secretaries, *E. B. Phipps* - - - 9251-3
- Sources from which drawn, *L. A. Selby-Bigge* p. 510 II.
- Temporary appointments to carry out work under Education Act of 1902, *L. A. Selby-Bigge* 9357-64
- Title more or less a misnomer, *L. A. Selby-Bigge* - - - 8814-6
- Transfers between inspectors and, *L. A. Selby-Bigge* - - - 8817-8
- Transfer between branch offices, *L. A. Selby-Bigge* 9438-40
- Transfer from other offices, *L. A. Selby-Bigge* 9243-4
- Type of men, *L. A. Selby-Bigge* - 9422-4
- Variety of sources, question of advisability, *Sir W. R. Anson* - - - 4541-4
- Women, employment never considered, *L. A. Selby-Bigge* - - - 9069
- Work of, and responsibility, *L. A. Selby-Bigge* 8814-6, 9171-2, 9419-21
- Formal acts of the Board, *L. A. Selby-Bigge* 9019-22
- Formation of, *L. A. Selby-Bigge* - - - 8530
- INSPECTORS:
- Age, academic, &c. qualifications in teaching experience, *L. A. Selby-Bigge* - p. 522-30 II.
- Age limits, *Sir W. R. Anson*, 4471; *E. B. Phipps*, 9342
- Analysis of ages of first appointment of, appointed from outside since 1st April 1900, *L. A. Selby-Bigge* - - - p. 530 II.
- Appointment of son-in-law of Cabinet Minister, *E. B. Phipps* - - - 9247-50
- Appointments:
- Criticism, *F. H. Norman*, &c. - - p. 485 II.
- without Passing through junior grade, *L. A. Selby-Bigge* - - - 9343-5
- Personal interviews and procedure at, *Sir T. H. Elliott*, 8438-41; *E. B. Phipps*, 9452.
- Probation period and qualifying examination, *Sir T. H. Elliott* - - - 8442-5
- by Selection, and reasons, *L. A. Selby-Bigge*, 8739-40, 9337
- Assistant Inspectors, scheme for:
- to be Appointed by selection, *L. A. Selby-Bigge* 8747-50
- Age limits, *L. A. Selby-Bigge* - - 8751-2
- Appointment by open competition, reasons against, and in favour of selection, *L. A. Selby-Bigge* - - - 8773-5, 8789-94
- Class of men to be appointed, question of, *L. A. Selby-Bigge* - - - 8772-88
- General particulars, *L. A. Selby-Bigge* 9285-8
- Improvements on present system, *L. A. Selby-Bigge* - - - 8920-2
- Practical examination might be practicable, *L. A. Selby-Bigge* - - - 8791-3
- to be Recruited to considerable extent from elementary teachers, *L. A. Selby-Bigge* 9333
- Work of, to be done, *L. A. Selby-Bigge* - 8753, 9348
- Attendance at meetings of full committees and sub-committees of local education authorities, *L. A. Selby-Bigge* - - - 9098
- Competitive examination, with certain teaching experience as qualification; objections to, *L. A. Selby-Bigge* - - - 9280-2
- Education, teaching at elementary school not disability, but an advantage, *L. A. Selby-Bigge* 9393-4

Board of Education—continued.

INSPECTORS—continued.

Educational experts, <i>L. A. Selby-Bigge</i>	9444
Educational knowledge essential, <i>L. A. Selby-Bigge</i>	9388
Elementary, experience in teaching in public elementary schools, <i>L. A. Selby-Bigge</i>	p. 531 II.
Elementary school-teaching experience, question as to extent to which desirable, <i>L. A. Selby-Bigge</i>	9275-8, 9445-51, 9454
Experience of work of local education authorities valuable for, <i>L. A. Selby-Bigge</i>	9094
Full:	
Administrative work of, <i>L. A. Selby-Bigge</i>	9083, 9093, 9444
Age limits, <i>E. B. Phipps</i>	8802
to be Appointed largely from Assistant Inspectors, but power to appoint from outside to be retained, <i>L. A. Selby-Bigge</i>	9349-50
Appointment by nomination and promotion, and reasons against promotion alone, <i>L. A. Selby-Bigge</i>	8795-9, 8806-13
Average age, <i>L. A. Selby-Bigge</i> , 8805; <i>E. B. Phipps</i> , 8805.	
Teaching experience, <i>E. B. Phipps</i>	9269-70
History of appointment of, <i>L. A. Selby-Bigge</i>	p. 533 II.
Importance of work of, <i>L. A. Selby-Bigge</i>	9083, 9093
Intellectual qualifications required, <i>A. L. Selby-Bigge</i>	8835-41
Junior:	
Analysis of academic distinctions, <i>L. A. Selby-Bigge</i>	p. 531 II.
Average age, <i>L. A. Selby-Bigge</i> , 8804; <i>E. B. Phipps</i>	8805
Experience of elementary school teaching, <i>E. B. Phipps</i>	9267-8
given Experience of office work, <i>L. A. Selby-Bigge</i>	8817
not Limited to elementary school teachers, <i>L. A. Selby-Bigge</i>	8771-2
List of candidates, <i>L. A. Selby-Bigge</i>	9126-7, 9135
Proportions coming from different universities, <i>L. A. Selby-Bigge</i>	8910-8
Schools at which educated, <i>L. A. Selby-Bigge</i>	9062, p. 531 II.
System, objections to, <i>L. A. Selby-Bigge</i> , 8923-7; <i>E. B. Phipps</i> , 8928.	
Women to be appointed, work of, &c., <i>L. A. Selby-Bigge</i>	8879-84
Work of, <i>L. A. Selby-Bigge</i>	9046-7
Large proportion from Oxford and Cambridge, reasons, <i>L. A. Selby-Bigge</i>	9063-6
Municipal experience, <i>L. A. Selby-Bigge</i>	9418
Number having started education in elementary schools, <i>L. A. Selby-Bigge</i>	9084-92
early Pensioning of, for inefficiency, two cases of, <i>L. A. Selby-Bigge</i>	9159-64
no Preference given to men from greater public schools, <i>L. A. Selby-Bigge</i>	9284
Probation:	
Rejection on, <i>L. A. Selby-Bigge</i>	8899
Resignations during, <i>L. A. Selby-Bigge</i>	9049-50, 9354-5
Substitution of system of preliminary trial for, advocated, <i>L. A. Selby-Bigge</i>	8907-9
Promotion, example of rapidity, <i>F. H. Norman</i>	p. 490 II.
Proportion from different universities, <i>L. A. Selby-Bigge</i>	9095-7
Provisional appointment, and experience in elementary school during probation, scheme advocated	9454-64
Qualifications, relative value of elementary school-teaching experience and other intellectual qualities, <i>L. A. Selby-Bigge</i>	9465-72
Secondary, source of, <i>E. B. Phipps</i>	8802
Sub-:	
all Certificated teachers, <i>L. A. Selby-Bigge</i>	8768
Class dying out, <i>L. A. Selby-Bigge</i>	8744-5
Experience of elementary school teaching, <i>L. A. Selby-Bigge</i> , <i>E. B. Phipps</i>	9263-6

Board of Education—continued.

INSPECTORS—continued.

Sub—continued.

Number, <i>L. A. Selby-Bigge</i>	8743
Payment by results formerly, and results, <i>L. A. Selby-Bigge</i>	8759-60
Promotions and dissatisfaction <i>re</i> , not heard, <i>L. A. Selby-Bigge</i>	8922, 9261-2, 9298
Reports, particulars <i>re</i> , <i>L. A. Selby-Bigge</i> , <i>E. B. Phipps</i>	8761-7
Work of, and duties, <i>L. A. Selby-Bigge</i>	8754-9, 9289-97
Teaching experience of, <i>L. A. Selby-Bigge</i>	9067-8
Teaching in training colleges, value of experience, <i>L. A. Selby-Bigge</i>	9458-9
Technical knowledge, question of importance of, <i>L. A. Selby-Bigge</i>	9083
for Training colleges, specially selected, <i>L. A. Selby-Bigge</i>	9434-5
Transfers carried out between examiners and, <i>L. A. Selby-Bigge</i>	8817-8
Varied outlook got by promotion to, <i>L. A. Selby-Bigge</i>	8841
Women:	
Ages at first appointment, <i>L. A. Selby-Bigge</i>	p. 530 II.
Appointment, method, qualifications, and age limit, <i>E. B. Phipps</i> , <i>L. A. Selby-Bigge</i>	8867-9, 8871-4, 8879
Experience of teaching in elementary schools, <i>E. B. Phipps</i>	9279
Number, <i>L. A. Selby-Bigge</i>	9054
Salaries, and revision under consideration, <i>L. A. Selby-Bigge</i> , <i>E. B. Phipps</i>	8885-7
Temporary appointments, <i>L. A. Selby-Bigge</i>	9056
Work of, and comparison with that of men, <i>L. A. Selby-Bigge</i> , <i>E. B. Phipps</i>	8869, 8879
Work in office, <i>L. A. Selby-Bigge</i>	9484-5
Inspector and examiners all appointed by nomination, <i>Sir W. E. Anson</i>	4466-71, 4497-503
Legal Branch, formation and work of, <i>L. A. Selby-Bigge</i>	8534-5, 8543
Medical Branch, formation and work, <i>L. A. Selby-Bigge</i>	8536, 8543
Medical Inspection, women, comparison of work, position, and salary with men, <i>L. A. Selby-Bigge</i>	9076-82
no Meetings, <i>L. A. Selby-Bigge</i>	9016-7
Organisation and branches, <i>L. A. Selby-Bigge</i>	8532-76
President, minutes read direct to, in certain cases, <i>L. A. Selby-Bigge</i>	8585-99
Professional offices, <i>Sir R. Chalmers</i>	p. 136 I.
Relations with local education authorities and officials, <i>L. A. Selby-Bigge</i>	9038-46, 9093-4, 9529-30
Relations with Royal College of Art, museums, &c., <i>L. A. Selby-Bigge</i>	8576-99, 8944-7
Secretary of Circulation Collection, a promoted second division clerk, <i>F. H. Norman</i>	p. 487 II.
late and present Secretary, late Chief Clerk and Accountant-General, and present Accountant-General and legal adviser, all from Winchester and, with one exception, from New College, and rapid promotion of, <i>E. B. Phipps</i> , 9220-7, 9230; <i>L. A. Selby-Bigge</i> , 9222-6, 9228-33.	
Special Inquiries and Reports, office of, work, <i>L. A. Selby-Bigge</i>	8555-68
Special leave for independent work, practice of, <i>Lord Haldane</i>	1713
STAFF:	
Arrangement of work, <i>L. A. Selby-Bigge</i> , <i>E. B. Phipps</i>	9480-501
Authorised establishment, <i>L. A. Selby-Bigge</i>	p. 144 II.
Municipal work, restriction on, <i>L. A. Selby-Bigge</i>	9256-8
Political work, restriction on, <i>L. A. Selby-Bigge</i>	9254-5
Transfers to other departments, <i>L. A. Selby-Bigge</i>	9415-7

Board of Education—*continued.*

WELSH DEPARTMENT:

- Appointments, method, *L. A. Selby-Bigge* 9051-2
 Relations to Permanent Secretary, *L. A. Selby-Bigge* - - - - - 9052-3
 Work of, *L. A. Selby-Bigge, &c.* - - - 8540-54

WOMEN TYPISTS:

- Employed as confidential clerks, *Miss E. A. Charlesworth* - - - - - 3916-8
 Numbers, *Miss Charlesworth* - - - -

Board of Trade:

- Appeal to, from Patent Office *re* trade marks, *F. Franks* - - - - - 13,877-87

APPOINTMENTS:

- Clause 7 would be preferred to Sec. 4 in future, *Sir H. L. Smith* - - - - - 13,485-6
 by Committee, question of extension, *Sir H. L. Smith* - - - - - 13,203-6
 Considerations in choice of candidates, *Sir H. L. Smith* - - - - - 13,138-41
 Labour Exchanges, *see that title.*
 to Technical and semi-technical offices, amalgamation of Sec. 4 and Clause 7 desired, *Sir H. L. Smith* - - - - - 13,200-2, 13,249-54
 Unemployment insurance, *see that title.*
 Accountant-General, appointed by promotion, *Sir H. L. Smith* - - - - - 13,366

ASSISTANT SECRETARIES:

- Methods of entering service, *Sir H. L. Smith* 13,362-5
 Sometimes taken from outside, *A. J. A. Ball* 7405-9
 Bankruptcy Department, functions, &c., and relations with Board of Trade, *Sir H. L. Smith* 13,470-80
 Building, inefficiency of, and new building to be built, *Sir H. L. Smith*, 13,320-4; *Sir W. J. Howell* 13,320-4, 13,882-5

CENSUS OF PRODUCTION BRANCH:

- Assistant director, promoted from second division clerk in Exchequer and Audit Department, *Sir H. L. Smith* - - - - - 13,456-7
 Qualifications, *Sir H. L. Smith* - - - 13,455
 Staff, *Sir H. L. Smith* - - - - - 13,455-61
 Temporary appointments on, *Sir H. L. Smith*
 Chief gas examiners, and referees, paid by gas companies, *Sir H. L. Smith* - 13,490-2, 13,502-5
 Chief Investigator of Women's Industries, and assistant, functions, *Sir H. L. Smith* - 13,422-3
 Chief Labour Correspondent, appointed under sec. 4 and promoted from labour correspondent, *Sir H. L. Smith* - - - - - 13,407-8

CLERKS:

- Appointments filled largely with intermediate clerks, *S. M. Leathes* - - - - - 157
 Assistant:
 Appointments from unestablished Clerkships, &c. to December 31, 1911, *S. M. Leathes* p. 122 I.
 First class, appointed by open competition, *Sir H. L. Smith* - - - - - 13,411
 Promotions:
 to December 31, 1911, *S. M. Leathes* p. 122 I.
 to Second division clerkships to December 1911, *S. M. Leathes* - - - - - p. 123 I.
 initial Salary, question as to adequacy, *Sir H. L. Smith* - - - - - 13,427-32
 Boy, abolition and admission into abstractor class at earlier age, question of, *Sir W. J. Howell* 13,555-6

Class I.:

- Constitution of, and scale of salaries, and question of, in case of scheme for circulation between departments, *Sir H. L. Smith* 13,371-9
 Position of L.G.B. clerks compared with that of, *A. J. A. Ball* - - - - - 7400-16
 Promotion, by seniority subject to efficiency, *Sir H. L. Smith* - - - - - 13,264-7
 Relations with second division friendly, *Sir H. L. Smith* - - - - - 13,268-71

Board of Trade—*continued.*CLERKS—*continued.*Class I.—*continued.*

- Satisfactory men obtained, *Sir H. L. Smith* 13,224
 Systematic circulation of, as far as possible, *Sir H. L. Smith* - - - - - 13,351-4
 Old Class II. not merged in Class I., *Sir H. L. Smith* - - - - - 13,369-70
 Personal, circumstances in which appointment advisable, *Sir H. L. Smith* - - - - - 13,217-8
 Principal, promotion made from Class I., and if made from second division readjusting of numbers in higher and lower divisions would be necessary, *Sir H. L. Smith* - - - - - 13,241-4
 Second division:
 no Discontent known, *Sir H. L. Smith* 13,325-6
 Promotion:
 since 1892, *S. M. Leathes* - - - - - p. 121 I.
 to Class I., cases of escape from, to staff posts, *Sir H. L. Smith* - - - - - 13,146-9
 to Staff posts and Class I. together, sufficient flow provided by, *Sir H. L. Smith* 13,115-7
 initial Salaries, question of adequacy, *Sir H. L. Smith* - - - - - 13,425-6
 Work varied as far as possible, but no systematic rotation, *Sir H. L. Smith* - - - - - 13,352-3
 Staff:
 Appointed by open competition, *Sir H. L. Smith* 13,413-4
 Particulars *re*, *Sir H. L. Smith* - 13,415-21
 Promotions to Class I., *Sir H. L. Smith* 13,228
 Commercial Department, cases of irregularities in appointments, *N. J. Gibson* - - - - - 1384
 Commercial Intelligence Branch, staff, *Sir H. L. Smith* - - - - - 13,383-7
 Comptroller of Labour, Commercial, &c. Department, "Lump summers" under, *Sir H. L. Smith* 13,399, 13,415-6, 13,461
 Constitution of Board, *Sir H. L. Smith* 13,303-11
 Copyists, promotions after Treasury inquiry of 1888, *Sir H. L. Smith* - - - - - 13,424
 Creation of new department of State out of, question of, *Sir H. L. Smith* - - - - - 13,358-60, 13,493-7
 Departments of, *Sir H. L. Smith* - - - 13,061-86
 Deputy Warden of Standards, duties, *Sir H. L. Smith* - - - - - p. 539 II.
 Director of Commercial Intelligence, origin, &c. and reason for appointment under Clause 7, *Sir H. L. Smith* - - - - - 13,380-2
 DIRECTOR OF STATISTICS:
 Appointed under Clause 7, *Sir H. L. Smith* 13,412-3
 a Staff post, but graded as Class I., and eligible for post of assistant secretary, *Sir H. L. Smith* 13,156-86
 Duties, *Sir H. L. Smith* - - - 13,060, 13,065-7
 Establishment Department, duties, *Sir H. L. Smith* 13,075-7
 Exhibitions Branch, clerk in charge, nature of appointment, *Sir H. L. Smith* - - - - - 13,397-406
 Finance Department, duties, *Sir H. L. Smith* 13,074
 Functions done for, *re* merchant shipping, by Customs and Excise Department, *Sir L. N. Guillemard* - - - - - 14,056
 HARBOUR DEPARTMENT:
 Duties, *Sir H. L. Smith* - - - - - 13,071-2
 Professional officers, naval men chosen for professional reasons, *Sir H. L. Smith* - 13,451-2
 INDUSTRIAL COMMISSIONERS:
 Assistant:
 Appointed under Sec. 4, *Sir H. L. Smith* 13,389
 Qualifications, *Sir H. L. Smith* - 13,388-94
 Chief, *Sir H. L. Smith* - - - - - 13,361
 Industrial Council, Registrar, appointed by promotion, *Sir H. L. Smith* - - - - - 13,395-6
 LEGAL BRANCH:
 Larger establishment and reduction of lump sum, question of, *Sir H. L. Smith* - - - - - 13,450
 Second division clerks, impossibility of employment, *Sir H. L. Smith* - - - - - 13,449-50
 Librarian, promoted from writer, *Sir H. L. Smith* 13,414

Board of Trade—continued.

Lighthouse keepers under, at certain places, and explanation, *Sir H. L. Smith* - 13,337, 13,487-8, 13,836-7

LONDON TRAFFIC BRANCH:

Duties, *Sir H. L. Smith* - - - - 13,066
Irregularities in appointments, *H. J. Gibson* 1384 supposed to be Temporary, and appointments all by nomination, *Sir H. L. Smith* - 13,467-9
"Lump-summers," *Sir H. L. Smith* - - 13,261

MARINE DEPARTMENT:

Clerical staff, appointment by open competition in future, *Sir W. J. Howell* - - - 13,660-1

Clerks:

Amalgamation of boy, assistant, and second division, question of, and difficulty in case of temporary rush of work, *Sir W. J. Howell* 13,695-705

Experience in class of men, *Sir W. J. Howell* 13,692

Work of different classes kept distinct, but opportunities given of showing powers, *Sir W. J. Howell* - - - - 13,693-4

Deputy Superintendent, appointment from second division candidates, *Sir W. J. Howell* 13,734-7

Engineer Surveyor-in-Chief, promoted from engineer surveyors, *Sir W. J. Howell* - - 13,786

Inspection, difference between Lloyd's and, *Sir W. J. Howell* - - - - 13,799-801

Inspection and inquiries into boiler explosions by, and reason, *Sir W. J. Howell* - 13,659, 13,848-9

Inspectors of ships' provisions, staff:

Appointment, method, *Sir W. J. Howell* 13,655-8

Particulars re, and salaries, *Sir W. J. Howell* 13,652-4, 13,683, 13,748-52, 13,794-7

Messengers, *Sir W. J. Howell* - - - 13,839-40

Nautical surveyors, work of, *Sir W. J. Howell* 13,791-3

Organisation considered satisfactory, *Sir W. J. Howell* - - - - 13,755

Outdoor establishment, method of appointment and reason, *Sir W. J. Howell* - 13,662-5

Principal ship surveyor, naval architect, method of appointment, *Sir W. J. Howell* - 13,787-90

Professional members, *Sir W. J. Howell* 13,756, 13,773-5

Rocket apparatus staff, *Sir W. J. Howell* 13,659, 13,753

Sanitary Surveyor:

Scale of drugs and medical appliances, advice given by committee, and adopted, *Sir W. J. Howell* - - - - 13,829-31

Staff, work of, and adequacy of number, *Sir W. J. Howell* - 13,804-10, 13,817-8, 13,824-8

Temporary men, particulars re employment of, *Sir W. J. Howell* - - - - 13,810-28

Staff Committee, functions and importance of, *Sir W. J. Howell* - 13,585-9, 13,625-6, 13,634, 13,709

Staff at Whitehall Gardens, particulars re, promotion prospects, &c., *Sir W. J. Howell* 13,756-85

as separate State department, question of, *Sir W. J. Howell* - - - - 13,739-41

Superintendent for Wrecks and loss of life at sea, originally second division clerk, *Sir W. J. Howell* 13,767

Survey of ships, revision of rules, procedure, *Sir W. J. Howell* - - - - 13,685-90

Survey Staff:

Age limits, *Sir W. J. Howell* - - - 13,641-2

Appointment, method, and advantages, *Sir W. J. Howell* - - 13,622-39, 13,644, 13,728-33

Clerks:

Local knowledge obtained after appointment, *Sir W. J. Howell* - - - - 13,716-7

formerly Personal clerks, but substitution of assistant clerks, *Sir W. J. Howell* 13,714-7

Promotion, difficulty, *Sir W. J. Howell* 13,669-70

Scales of pay and improvements since 1891, *Sir W. J. Howell* - - - - 13,667-8

formerly Temporary officers but now on establishment, *Sir W. J. Howell* -13,667, 13,668

Board of Trade—continued.

MARINE DEPARTMENT—continued.

Survey Staff—continued.

Confidential reports, system, *Sir W. J. Howell* 13,711-3

Consultative staff of chief offices, *Sir W. J. Howell* - - - - 13,605, 13,621

Particulars re, *Sir W. J. Howell* - - 13,621

Qualifications necessary, *Sir W. J. Howell* 13,640, 13,643

Work of, *Sir W. J. Howell* - - - 13,606-20

Tape-holders:

Petition for pensions, and question of, *Sir W. J. Howell* - 13,645-51, 13,680-2, 13,718, 13,841-7, 13,802-3

Proportion of naval pensioners among, *Sir W. J. Howell* - - - - 13,649

Work of, *Sir W. J. Howell* - - - 13,651

Work in connection with fisheries, *Sir W. J. Howell* - - - - 13,742-6

Mercantile Marine formerly on Mercantile Marine

Fund, put on votes in consequence of Lord Courtney's Committee, *Sir W. J. Howell* - 13,719-27

13,719-27

MERCANTILE MARINE OFFICE:

Deputy Superintendents, appointed through second division examination, *Sir W. J. Howell* 13,583

Examiners of Masters and Mates, appointment method, *Sir W. J. Howell* - - 13,590-7

Messengers, scale of pay, *Sir W. J. Howell* 13,602

Outdoor staff:

Appointment, method, *Sir W. J. Howell* 13,598-600

Functions, *Sir W. J. Howell* - 13,598, 13,602

Scales of pay, *Sir W. J. Howell* - 13,601-2

Particulars re promotion, &c., *Sir W. J. Howell* 13,579

Staff, *Sir W. J. Howell* - - - - 13,581-602

New departments and sub-departments, staffed largely by nomination, but examination to be used when departments in regular order, *Sir H. L. Smith* 13,481-6, 13,497-501

Origin and history of, *Sir H. L. Smith* - 13,058-60

Patent Office, *see that title*.

Permanent Secretary appointed under Sec. 4, *Sir H. L. Smith* - - - - 13,360

Professional offices, *Sir R. Chalmers* - p. 139 I.

REGISTRAR-GENERAL'S DEPARTMENT:

Clerks:

Assistant:

Duties not interchangeable with second division, *Sir W. J. Howell* - 13,535, 13,550-1

Promotion:

to Alternate vacancies, *Sir W. J. Howell* 13,536, 13,544-6, 13,706-8

Application for, refused, *Sir W. J. Howell* 13,535-6

Loss of allowance on, and consequent grievance, *Sir W. J. Howell*, *H. N. Malan* 13,515-34

by Qualifying examination, *Sir W. J. Howell*, 13,545-6, 13,549; *H. N. Malan*, 13,547-9.

all Recruited from boy clerks, *Sir W. J. Howell* 13,537-9

Boy:

after Discharge, employment obtained for, as far as possible, *Sir W. J. Howell* - 13,554

High opinion of, *Sir W. J. Howell* 13,552-4

Second division:

Promoted abstractors and men from outside, comparison, *Sir W. J. Howell* - 13,540-3

Representation from, and reply to, *Sir W. J. Howell* - - - - 13,671-5, 13,691

Duties, *Sir W. J. Howell*, *H. N. Malan* 13,559-78

Duties re naval reserve, *Sir W. J. Howell*, *H. N. Malan* - - - - 13,562-73, 13,747

Examination for certificates under Merchant Shipping Act, *H. N. Malan*, *Sir W. J. Howell* 13,573-7

Staff, particulars re, and effects of excessive re-organisation, *Sir W. J. Howell* 13,512-5, 13,535

Board of Trade—*continued.*REGISTRAR-GENERAL'S DEPARTMENT—*continued.*

- Supervising staff, representation from, and reply to, *Sir W. J. Howell* - - - 13,671-5
 Work of, *Sir H. L. Smith* - - - 13,462-4
 Work will be increased by Insurance Act, *Sir W. J. Howell* - - - 13 754
 Reorganisation by splitting, might become advisable, *Sir H. L. Smith* - - - 13,329-30
 Sanitary surveyors, appointment under Sec. 4, and reason, *Sir W. J. Howell* - - - 13,676-7
 Senior investigator for women's industries, *Sir H. L. Smith* - - - 13,409-16

STAFF:

- Particulars *re*, methods of appointment, &c., *Sir H. L. Smith* - - - 13,360-469
 Organisation and question of simplifying, *Sir H. L. Smith* - - - 13,291-306
 Standards Department, staff, *Sir H. L. Smith* - - - 13,433-47

TECHNICAL (SPECIALISED) APPOINTMENTS:

- Position of, and promotion difficulty, *Sir H. L. Smith* - - - 13,282-5
 Vacancies, question as to method of making known, *Sir H. L. Smith* - - - 13,288-9
 Temporary departments, method of making, *Sir H. L. Smith* - - - 13,126
 Translator, qualifications, *Sir H. L. Smith* - 13,454

WOMEN, EMPLOYMENT:

- Extension:
 Accommodation difficulty - - - 13,216
 Method of appointment, question of, *Sir H. L. Smith* - - - 13,213-5
 Preferred by marking off certain branches of work for, *Sir H. L. Smith* - - 13,209-11
 in Labour Department on special investigation, *Sir H. L. Smith* - - - 13,208
 in Separate room, *Sir H. L. Smith* - - 13,212
 Typists:
 Employment of, in existing head building impossible at present, but anticipated in new office, *Sir H. L. Smith* - - - 13,331-2
 Method of appointment, question of, *Sir H. L. Smith* - - - 13,335-7
 Numbers, *Miss Charlesworth* - - p. 504 II.

Board of Works:

- Appointments under Clause 7, *S. M. Leathes* p. 104 I.
 CLERKS:

- Assistant, promotions to second division clerkships to December 1911, *S. M. Leathes* p. 123 I.
 Second division, promotion since 1892, *S. M. Leathes* - - - p. 121 I.
 Form of organisation of, question of introduction into other offices, *Right Hon. Sir G. Murray* 1967-8
 Professional offices, *Sir R. Chalmers* - p. 139 I.
 Secretary to, appointed by Order in Council, *Sir R. Chalmers* - - - p. 141 I.
 Unestablished staff, *G. M. Bell* - - - 6743-9
 Women typists, numbers, *Miss Charlesworth* p. 504 II.

BOND, CLAUDE HAMILTON - - 3505-3613

ASSISTANT CLERKS:

- New class, undue promotion to second division 3579-82, 3598-601
 Old Grade:
 Absorption into Second Division desired 3527-9
 Compulsory retirement - - - 3523-6
 Duties - - - - 3571-8, 3602-12
 Grievances - - - - 3595-601, 3613
 Moribund - - - - 3508, 3541
 Originally writers - - - 3518, 3546-7
 Pensions:
 All continuous service should count towards 3532-5
 Counting of half time for temporary service on 3556-9
 Promotion practically nil - 3,516, 3520-1
 Recognition of seniority in promotion, desired 3511-17
 Wages:
 Increment of 10l.:
 All Departmental recommendations for, should be approved by Treasury, *C. H. Bond* - - - - 3531
 Particulars *re* award - - - 3588

BOND, CLAUDE HAMILTON—*continued.*ASSISTANT CLERKS—*continued.*Old Grade—*continued.*

- Wages—*continued.*
 Insufficient - - - - 3544-5
 Maximum salary should be raised for those who have failed to enter second division - 3530
 Customs clerks, bond required - - - 3613
 Playfair Scheme, *re* promotion of writers 3548-53
 Bower, Nott, reference, *Sir R. Chalmers* - - 1047

BOWYEAR, H. D. T. (in attendance) 10,551-10,833

BOY CLERKS:

- Raising of entrance age, question of, or of lowering 10,629-32
 Work well done - - - - 10,628

CHARITY COMMISSION:

Clerks:

Assistant:

- Increase in number of boy clerks - 10,628
 Obtained from C.S. Commission with exception of promotions - - - 10,648

Boy:

- Number cannot all obtain permanent employment - - - 10,624-7
 Reduction of number and question of further reduction - - - - 10,628
 Several taken in again as Assistant Clerks 10,649-52

Typists:

Male:

- Number - - - - 10,635-6, 10,641-2
 Promotion - - - - 10,642, 10,671
 Reason for substitution of women 10,671-2
 Fire-lighter, duties of, and comparison of wages with those of women typists - 10,637-40
 Women, number - - - 10,635-6, 10,641-2

Boy Clerks:

- should be able to go through all divisions to Class I., *H. H. Elvin* - - - - 6012-21
 just able to live on pay, *Col. Sir E. W. D. Ward* 10,934

ABOLITION:

- of Assistant Clerks desired instead, *Col. Sir E. W. D. Ward* - - - 10,916, 10,925-6
 and Admission as Clerks:

Probation, &c., question of, *Sir M. Nathan*

- 14,529-36
 Suggested, *C. A. Cook* - - - 10,806-11
 and Admission to lower grade Second Division:
 with Automatic promotion to higher, question of, *C. A. Cook* - - - 10,812-22
 at Maximum age of 17, question of, *Col. Sir E. D. Ward* - - - 10,917-34
 Desired, *F. H. Norman*, 2151-8; *D. Milne* 3190-2, 3202; *H. H. Elvin*, 6101-2; *C. A. Cook*, 10,806; *Sir H. L. Smith*, 13,104, 13,132-3.

- no Difficulty in getting sufficient number of candidates anticipated, *D. Milne* - - - 3415
 and Extension of abstractor class, question of cost, *Sir R. Chalmers* 1359; *Right Hon. Sir G. Murray*, 1857.

- Lowering of age of admission of assistant clerks and use of boys having passed examination and not definitely appointed to do work formerly done by, suggestion, *Sir N. L. Smith* 13,133-7

- Outside market might become overstocked, *Col. Sir E. W. D. Ward* - - - 11,253-5

- Partial, advocated, *E. Phipps* 2780, 2782-7, 2793-7
 Question of, *E. Phipps* - - - 2755-7

- suggested Age for confirmation as civil servants, *F. H. Norman* - - - 2130-3

- Amalgamation of, with boy-assistant, and second division clerks, advocated, *E. Phipps* - 2817-21, 2915-24

- Appointed by open competition, *S. M. Leathes*, 67, 178-80, 283, 763; *Sir R. Chalmers*, 860.

- Assistant Clerks recruited by examination from, *D. Milne* - - - - 3080

- Boys who work hard at office sometimes less successful in examinations, *E. Phipps* - - - 2912

Boy Clerks—continued.

- Capacity compared with that of boys entering commercial offices, *H. H. Elvin* 6131-54
 Coaching classes attended by, a good thing, but not not good from point of view of the office, *Sir R. Chalmers* 1134
 can Compete for Customs and Excise examinations and allowed service marks, *D. Milne* 3473-8, 3481
 Considerable number of candidates pass into Second Division, *D. Milne* 3311-4
 Continuance of education, scheme, *F. H. Norman* 2219-20, 2358-65
 Difficulty of living on pay, *C. A. Cook* 10,828
 not a Disqualification for other work, *B. Mallet* 9827-9

DISCHARGE :

- After careers, question of, *H. H. Elvin* 6156-7
 Applications for help in finding work outside the service, table, *E. Phipps* p. 86 I.
 Chances of obtaining fresh employment better owing to reduction of age, *S. M. Leathes* 455
 unfair Competition with boy clerks already in commercial business, *H. H. Elvin* 5981-8, 6122-8, 6172-3, 6182-90
 Difficulty of finding employment, *H. W. T. Bowyear*, 10,630; *C. A. Cook*, 10,826.
 not Disqualified for outside employment, *Sir R. Chalmers* 1136-7
 Employment in army, prospects, *C. Harris* 11,498-501
 Number of discharges per annum, *S. M. Leathes* 455
 Openings for employment in Colonies, but emigration objected to by parents, *E. Phipps* 2773-6
 Position, question of, *Sir H. C. Monro* 6961
 Possibility of obtaining employment, question of, *Sir G. Murray*, 1854-5; *Col. Sir E. W. D. Ward* 11,312-4
 Question of advantage or disadvantage of Government service, *C. A. Cook* 10,827
 Satisfactory work done by, *E. Phipps* 2871
 Standard of conduct high, *E. Phipps* 2798-803
 Unfitness for commercial or industrial appointment, reason, *H. H. Elvin* 6025-35, 6131-55, 6172-3
 Districts from which boys offered registration drawn, *S. M. Leathes* p. 108 I.
 Duties, *Sir G. Murray* 1917-21
 Economy effected by employment, *S. M. Leathes*, 450-2; *E. Phipps*, 2951.
 Emigration, *E. Phipps* 2949-50
 Employment sometimes intermittent, *E. Phipps* 2861-2
 Entrance age, *Sir R. Chalmers* 928-30

ENTRANCE AGE :

- 14 straight from elementary schools objection to, *A. H. Dyke Acland* 4068, 4209
 14 advocated, *F. H. Norman* 2124-7
 up to 16, approved, *Sir M. Nathan* 14,525-7
 Boys taken too early from schools, and 16 advocated as earliest age, *L. A. Selby Bigge* 9638-40
 Raising of, question of, or of lowering, *H. W. T. Bowyear* 10,629-32
 Raising of, and question of kind of schools from which to be drawn, *E. Phipps* 2844-55
 Scheme, *F. H. Norman* 2173-87
 School-leaving age should be made, *F. H. Norman* 2354-5
 Year longer at school, advocated, *E. Phipps* 2806, 2808
 Evening classes, objection to, *A. H. Dyke Acland* 4068

EVENING STUDY :

- no Evil effects, but an advantage, *C. A. Cook* 10,825
 not Recommended, *Sir R. Chalmers* 982-8
 Examination and career compared with elementary school teachers, *A. H. Dyke Acland*, 4343-9; *R. H. Carr*, 4744-9.
 Examinations, *see that title*.
 Excessive employment of, and reduction in number advocated, *S. M. Leathes* 454-8
 Exchange to other Departments after passing examinations, disapproved, *E. Phipps* 2758

Boy Clerks—continued.

- Facilities for study in daytime advocated, *E. Phipps* 2833
 Failing to pass examination for assistant clerks, scheme for retaining satisfactory boys possible, and might be desirable, *S. M. Leathes* 459-61
 Government employment an assistance in obtaining work outside, *H. J. Gibson* 1624
 Government *in loco parentis*, *Sir R. Chalmers* 992-3
 about Half come from the country and no supervision of private life, *S. M. Leathes* 462-8
 Half-time employment suggested, *H. H. Elvin* 6097-100, 6104-6
 Holding out of prospect to, on large scale of promotion, would be dangerous, *S. M. Leathes* 696-7
 Hours, *Sir R. Chalmers*, 984; *F. H. Norman* 2359-62
 Hours off, for attendance at Continuation Classes, question of, *E. Phipps* 2888-91
 Instituted mainly for reasons of economy, *D. Milne* 31,591

LIMITATION OF NUMBER SO AS TO PROVIDE PERMANENT EMPLOYMENT FOR ALL :

- Advocated, *H. H. Elvin*, 5970-81; *L. A. Selby-Bigge*, 8631, 8634-6; *Sir L. N. Guillemard*, 14,523-4.
 Question of, *B. Mallet* 9821-9
 Standard of abstractors would be reduced, *Sir R. Chalmers* 1357
 would be Undesirable, *Sir R. Chalmers* 1129-33
 Limitation of number and examination at end of four years for promotion to assistant and second class clerks, suggestion, *Sir M. Nathan* 14,800-11, 14,965-6
 Manner of living, details, *E. Phipps* 2737, 2778, 2815-6
 Names added to register, 1897-1911, *S. Leathes* p. 107 I.
 Number, *S. M. Leathes*, 454, p. 105 I.; *Sir R. Chalmers*, 1358.
 Numbers on register and in employment, 1876-1902, *S. Leathes* p. 106 I.
 Number in employment, 1897-1912, *S. Leathes* p. 107 I.
 Numbers should be as low as possible, *H. H. Elvin* 6030
 Number removed from Register, 1906-1911, *S. Leathes* p. 107 I.
 Objection to employment of, *R. de M. Rudolf*, 12,687; *D. J. Milne*, p. 502 II.
 Open competition with university men, question of, *F. H. Norman* 2108-15
 Order in Council of 1876 11,321
 Overtime, a handicap of future advancement, *Sir J. Anderson* 5864-8
 Particulars, *re, D. Milne* 3429-37
 Pay insufficient to meet cost of living, *E. Phipps*, 2873-85; *D. Milne*, 3287-95, 3299.
 Permanent Civil Service appointments received by, 1906-1911, *S. Leathes* p. 108 I.
 Permitted to remain in service after age limit until result of examination known, *E. Phipps* 2899
 Possibility of passing through stages up to head of department, *Sir R. Chalmers* 928-37
 Practice in typewriting lessened through adoption of women typists in Government offices, *E. Phipps* 2739, 2753
 from Primary schools, very few, *D. Milne* 3431, 3444
 Probation period suggested, *F. H. Norman* 2128-9, 2216-7

PROMOTION :

- Certificates from head of department and from school might be accepted instead of examination, *F. H. Norman* 2363-5
 by Merit only, *S. M. Leathes* 765-7
 should be the Rule and not the exception, *D. Milne* 3146-57
 Scheme, *F. H. Norman* 2144-8
 to Second division or abstractor class, *S. M. Leathes* 767-71
 Provision of lodging, &c. by Government for boys (under 17) coming from country, question, *F. H. Norman* 2141-43
 Question of boy labour, *F. H. Norman* 2482-92

Boy Clerks—continued.

REGULATION OF 1908:

- Non-adoption in some offices, *E. Phipps* - 2835
 Particulars, *E. Phipps* - 2748-52
 should Remain longer at school, *L. A. Selby-Bigge*
 8631-3

IF RETAINED:

- should be Encouraged to continue education, and
 might be given a bonus on passing examination,
R. de M. Rudolf - 12,691-4
 Entrance age should be raised, *A. H. Dyke Acland*
 4233-7

- Scale of pay proposed, *D. Milne* - 3145-6
 Scheme for continuation at school combined with
 office work, *F. H. Norman* - 2134-40, 2219-20,
 2356-7

- Scheme for passing through stages to Class I., with
 examination before each promotion, *H. H. Elwin*
 6091-102, 6119-22, 6164-71, 6174-81, 6202-19,
 6231-6

- Scheme for weeding out examination after one year,
 and examination for year's probation in second
 division at end of another year, *Col. Sir E. W. D.*
Ward 10,917-34, 10,937-8, 11,098-108, 11,118-53,
 11,238, 11,321-3, 11,370-96, 11,424-8

- Scheme for retention of, in service would be good if
 possible, *Sir R. Chalmers* - 1138

- Second division of clerks recruited from, *E. Phipps*
 2737

- Secondary school training desirable, *L. A. Selby-Bigge*,
 9738-9; *E. Phipps*, 9738, 9739.

- Service marks, *S. Leathes*, p. 109 I.; *E. Phipps* 2737,
 2800-2

- Special boarding arrangements made by Society,
Col. Sir E. W. D. Ward - 10,935

- Special training necessary before taking proposed
 examination, *D. Milne* - 3487-98

- State should accept responsibilities involved in
 apprenticeship of, *F. H. Norman* - 2238-9

- Study in working hours, small chance for, *E. Phipps*
 2741

- Substitution of ex-service men for, advocated,
R. de M. Rudolf 12,688-90, 12,717-24, 12,768-79

- Substitution of girls for, difficulty owing to necessity
 for mixing up with men, *R. de M. Rudolf* - 12,725

SUBSTITUTION OF WOMEN FOR:

- Advantage of, *B. Mallet* - 9948-9
 Much work might be handed over to women typists,
E. Phipps, 2765; *D. Milne*, 3199-204.

- Possibility, *Sir G. Murray* - 1922-8

- Question of, *Miss E. A. Charlesworth* - 3863-9

- Successful for abstractors, proportion, *Sir R.*
Chalmers - 1357

- Suggestion for payments by Board of Education to
 meet expenses of, *F. H. Norman* - 2171-2

- System of recruiting Assistant Clerks from, unsatis-
 factoriness of, *C. A. Cook* - 10,802-6

- Temporary nature of employment not realised by,
E. Phipps, 2731, 2736; *Col. E. W. D. Ward* 10,915

- Transference to other departments injurious,
E. Phipps - 2837-8

- Typewriting given over to women typists in some
 cases, and extension of practice advocated,
E. Phipps - 2926-47

- Wages, *S. M. Leathes* - 465

- Waiting period after passing examination, question
 of, *E. Phipps* - 2897-8

WORK:

- could be Done equally well by abstractors, *Rt. Hon.*
Sir G. Murray - 1856

- formerly Done by temporary men, *E. Phipps*
 2657-60, 2828

- not Suitable for women typists, *Miss E. A. Charles-*
worth - 4002-8

- Well done, *H. W. T. Bowyear* - 10,628

- Boy Clerks in commercial world, opportunities for
 promotion, *H. H. Elwin* 5974-7, 6119-20, 6128-9,
 6145-9

Boy Clerks' Friendly Society:

APPLICATIONS FOR RELIEF:

- Numbers drawn from different schools, *E. Phipps*
 2840-3

- Statistics re posts found, *E. Phipps* - 2870

- Object of, *H. H. Elwin* - 6118

E 15170

Boy Clerks' Friendly Society—continued.

- Origin and progress of movement, *E. Phipps* - 2728

- Positions obtained by, often superior to those gained
 in the Service, *D. Milne* - 3140

- Supervision of lodging houses, *E. Phipps* 2735, 2779

- Use of funds for administrative expenses, *E. Phipps*
 2948

- References - 467, 1624

- Boys from elementary schools, chance of entering
 service of the State and rising as far as abilities and
 attainments allow, importance of facilitating, and
 question of, *Sir R. Chalmers* - 926-43

Boy Messengers:

- Abolition difficult, *E. Phipps* - 2832

- small Chance for permanent employment, but efforts
 being made towards education, *E. Phipps* 2825-30

- Classes for, *Col. E. W. D. Ward* - 11,355

- Number on register and supposed to be in employ-
 ment, 1901-1909, *S. Leathes* - p. 105 I.

- BRADY, R. N., C.B. (in attendance) 10,834-11,486

WAR OFFICE:

- Accounts department, second class assistant
 accountants, status, reply to complaint *re*
 11,036-41, 11,045

- Second division clerks, vacancies, occurrence in
 cycles, and question of remedy - 11,397

- Bridges, Major, reference, 11,017.

Bristol University:

- Concessions to military students, *Professor M. J. M.*
Hill - 12,022 note

- Number of Patent Office examiners from, *T. Franks*
 13,940

- Officers Training Corps, petition signed by Repre-
 sentatives of, *M. J. M. Hill* - p. 536-7 II.

British Museum:

- Administrative office, vacancies may be filled by
 transfers between Bloomsbury and South Kensing-
 ton, *L. Fletcher* - 11,645-8

- Annual report published, *L. Fletcher* - 11,785-6

ASSISTANTS:

- Applicants, difficulties of getting and question of
 advantage of increasing initial salary, *L. Fletcher*
 11,693-701, 11,705

Appointments:

- by Class I. examination, no advantage, *L.*
Fletcher - 11,846

- Dummy candidates, practice never heard of,
F. G. Kenyon - 6591-2

- of Foreigners, *F. G. Kenyon* - 6552-3

- by Limited competition, *S. M. Leathes*, 86-8,
 99-103; *Sir R. Chalmers*, 859-60.

- Limited Competition not necessary, *F. H. Norman*
 2162

- Methods and process, *F. G. Kenyon* 6244-8,
 6252-70, 6281-4, 6349-55, 6461-4, 6470-1,
 6518-24

- Nomination, method of procuring, *L. Fletcher*
 11,706-16

- Open competition, objections to, *F. G. Kenyon*
 6542-6, 6583-95

- Proceedings *re* nominations, *F. G. Kenyon*
 6566-82

- Necessary qualifications, *F. G. Kenyon* 6389-98,
 6405-8

- Science, enquiries made from schools and univer-
 sities when candidates required - 100

by Selection:

- Advantages of, *L. Fletcher* - 11,694-6, 11,729

- by Committee, question of, but no advantage
 seen, *F. G. Kenyon* - 6603-9

- no Favouritism, *L. Fletcher* - 11,812

- Procedure, *L. Fletcher* - 11,717-20

- Reasons, *L. Fletcher* - 11,811-2, 11,820

- Type of men, *F. G. Kenyon*, 6365-8; *L.*
Fletcher, 11,819.

- System considered satisfactory, *F. G. Kenyon*
 6523, 6539

- University training not insisted on, *F. G. Kenyon*
 6405

N n

British Museum—continued.

ASSISTANTS—continued.

Appointments—continued.

Vacancies:

- not Advertised unless deficiency of candidates, *F. G. Kenyon* - - - - 6260
 Public notification of, and open competition, difficulties, *F. G. Kenyon* - - - 6271-81
 no Reason known against advertising, *S. M. Leathes* - - - - - 277
 Awards for special work, no system of, *L. Fletcher* 11,756-7
 Candidates, number for one vacancy and increase desired, *L. Fletcher* - - - - 11,736-8
 Entrance age, *F. G. Kenyon* - - - 6459-60
 Intellectual requirements of candidates, *L. Fletcher* 11,721-2, 11,724-8
 Leakage, slight, *F. G. Kenyon* - - - 6468-9
 Non-attainment of maximum after 20 years' service, reason, *L. Fletcher* - - - - 11,755
 Number of first and second class not fixed, *F. G. Kenyon* - - - - - 6554
 Objection of, to name, *F. G. Kenyon* - - - .6596
 Opportunities of outside posts, *F. G. Kenyon* 6534-6
 Position, comparison with other departments, *F. G. Kenyon* - - - 6399-404, 6409-13
 Promotion:
 Opportunities and method, *F. G. Kenyon* 6414-47
 to Second Division, difficulty, *F. G. Kenyon* 6559-60
 by Seniority normally, &c., *F. G. Kenyon* 6525-7, 6538
 Salaries, increase desired and reasons, *F. Kenyon* 6361-8, 6528-33
 Travel desirable, but Treasury would not find money, *L. Fletcher* - - - - 11,723

ATTENDANTS:

- Age limit, *F. G. Kenyon* - - - - 6632-3
 Appointment by nomination and qualifying examination and nature of examination, *F. G. Kenyon* 6287-92
 more Appropriate name, question of, *F. G. Kenyon*, 6379; *L. Fletcher*, 11,860-2.

Boy:

- Appointment, method, personal interview and importance of, *F. G. Kenyon* - - - 6555-8
 Entrance age, *F. G. Kenyon* - - - 6334, 6640-1
 Memorial *re* pay and opinion *re*, *F. G. Kenyon* 6371-5
 Nomination, procedure, *F. G. Kenyon* 6642-4
 Number reduced to allow of permanent employment, *F. G. Kenyon* - - - - 6342-3
 Particulars *re* work of, &c., *F. G. Kenyon* 6334-41
 not Required to attend classes, &c., but encouraged, *F. G. Kenyon* - - - - 6645-7
 Chief, explanation and method of appointment, *F. G. Kenyon* - - - - - 6294-6
 Half holidays, *F. G. Kenyon* - - - 6677-9
 Increase in number, *L. Fletcher* - - - 11,673
 Lack of prospects of promotion and increase in proportion of chief attendants would be approved, *L. Fletcher* - - - - - 11,676-9
 Nomination method, *F. G. Kenyon* - - - 6623-31
 Number of, and of chief attendants, and increase in number of chief desired, *F. G. Kenyon* 6297-302, 6346, 6380
 Objection of, to name, *F. G. Kenyon* - - - 6547-51
 Salaries, *F. G. Kenyon* - - - - 6293, 6345-6
 Selection by Committee possible, but no advantage seen, *F. G. Kenyon* - - - - 6634-9
 no Sunday work, *F. G. Kenyon* - - - 6678-9
 Work, *F. G. Kenyon* - - - - - 6312-6
 Clerk of Accounts, Assistants, *F. G. Kenyon* - 6561
 Clerk of Accounts and Staff Clerks, *F. G. Kenyon* 6317-26

CLERKS:

Boy:

- Abolition of, and transfer of work to boy attendants, question of, *F. G. Kenyon* 6376-8
 None absorbed into higher class, *F. G. Kenyon* 6331

British Museum—continued.

CLERKS—continued.

Boy—continued.

- Retention of greater percentage of second division clerkships for, and modification of examination, question of, *F. G. Kenyon* 6680-4
 Work of, *F. G. Kenyon* - - - - 6332-3
 Departmental:
 Increased number desired, *F. G. Kenyon* 6383
 Number and salaries, *F. G. Kenyon* - 6285
 Qualifications and work, *F. G. Kenyon* 6305-11
 Selection from attendants, *F. G. Kenyon* 6303-4
 Second Division:
 Particulars *re*, *F. G. Kenyon* - - - 6321-4
 Promotion:
 to Assistants, no cases of, *F. G. Kenyon* 6465-8
 Opportunities, *F. G. Kenyon* - - - 6325-8
 since 1892, *S. Leathes* - - - - p. 119
 Commissionaires, supplied by Corps of Commissionaires, *F. G. Kenyon* - - - - 6648-9
 Co-operation with other Government Departments, *L. Fletcher* - - - - - 11,863-8
 Departments, *F. G. Kenyon* - - - 6475, 6540-1
 Expeditions, *F. G. Kenyon*, 6503-9; *L. Fletcher* 11,740-7

KEEPERS:

Assistant:

- Ages of promotion to, *F. G. Kenyon* 6670-4
 Education in Germany at own expense, for commencing work, cases of, *L. Fletcher* 11,702-4
 Promotion from Assistants, *F. G. Kenyon* 6414-25
 Scale of pay, increase desired, *F. G. Kenyon* 6361-8
 Transfer between departments, but not between South Kensington and Bloomsbury, *F. G. Kenyon* - - - - - 6421-35
 Promotion direct from assistants, possible, *F. G. Kenyon* - - - - - 6439-45
 Recommendation of Departmental committee of 1898 *re*, *F. G. Kenyon* - - - - 6357-60
 Vacancy usually filled from assistant keepers, *L. Fletcher* - - - - - 11,641
 Labourers and window cleaners, *see* Unestablished staff *below*.
 Librarian at War Office transferred from, *Col. Sir E. W. D. Ward* - - - - - 10,968
 Messengers, work of, *F. G. Kenyon* - - - 6347-8
 Natural History Museum, *see that title*.

ORIENTAL ASSISTANTS, APPOINTMENT:

- by Limited competition desirable, *Sir R. Chalmers* 888
 Public advertisement of requirements might have better results, limited competition not considered necessary, *Sir R. Chalmers* - - - 910
 Outside assistance, *F. G. Kenyon* - - - 6562-5
 Professional offices, *Sir B. Chalmers* - - - p. 136

PROMOTION:

- Board of Trustees responsible for, *L. Fletcher* 11,828-30
 in South Kensington restricted to South Kensington staff, and in Bloomsbury to Bloomsbury staff, *L. Fletcher* - - - - 11,642-9
 Relations between South Kensington and Bloomsbury, *F. G. Kenyon* - - - - 6446-55, 6501-3
 Secretariat, question of staffing by Class I. examination, *F. G. Kenyon* - - - - 6598-602

SEPARATION OF SOUTH KENSINGTON MUSEUM FROM:

- two Accounting officers would be necessary, and consequent increase of expenditure, *L. Fletcher* 11,663-9
 Objected to, and reason, *L. Fletcher* - 11,650-62, 11,758
 Opinion of staff *re* question of, *C. E. Fagan*, 11,761-4; *L. Fletcher*, 11,765-7.
 Question of, *F. G. Kenyon* - - - 6384-6, 6511-7
 Staff, *F. G. Kenyon* - - - - - 6249-51
 Staff, proportions at Bloomsbury and South Kensington, *F. G. Kenyon* - - - - 6650-4

British Museum—continued.

TRUSTEES:

- Appointments made by, under authority of Act of 1750, and legislation would be necessary in case of change of procedure, *L. Fletcher* 11,879-80
 Knowledge of natural history, *F. G. Kenyon* 6492, 6496
 Meetings, *F. G. Kenyon* - - - 6497-500
 Number, *F. G. Kenyon* - - - 6493-5
 Principal:
 Functions of, *L. Fletcher* - - - 11,825-7
 Reasons for particular persons who act as, *F. G. Kenyon* - - - 6485-91

UNESTABLISHED STAFF:

- Claim to pensions, question of, *F. G. Kenyon* 6675-6, 6697-701
 Continuously employed, *F. G. Kenyon* 6685, 6694-6
 Number and nature of work, *F. G. Kenyon* 6660, 6686-93
 Responsibility of position, *F. G. Kenyon* 6660-7, 6700-1

WOMEN, EMPLOYMENT OF:

- in Established posts, difficulties, *L. Fletcher* 11,731-2
 Ladies' attendant only on house list, *L. Fletcher* 11,730
 no Women officials and question as to possibility, &c., *F. G. Kenyon* - - - 6610-22, 6655-9
 no Women typists, *F. G. Kenyon* - - - 6377
 Bruce, W. F., appointment as assistant Inspector of Fisheries, particulars *re*, qualifications, &c., *Sir T. H. Elliott* - - - 8970-86, 8996

- BRUCE, THE HON. W. N., C.B., Principal Assistant Secretary, Secondary Schools Branch, Board of Education (in attendance) - - - 9527-9739
 Board of Education, closer co-operation with Civil Service Commission would be welcomed and increase lately - - - 9695

EDUCATION, SECONDARY SCHOOLS:

- Distribution - - - 9569-70
 Examinations:
 Civil Service and professional, interference with education - - - 9659-68
 Consolidation of external examinations into school leaving certificate, question of 9632-5, 9649-59, 9693-4
 External examinations by outside body favoured by Board - - - 9642-3
 Particulars *re* - - - 9624-31
 Free places, number - - - 9702
 Free places and scholarships distribution - 9700
 Cabinet Ministers, many take Private Secretaries from any office with assent of Secretary of State and Treasury, *Sir J. Anderson* - - - 5882-3

Cambridge University:

- Appointments Board, practice of commercial firms to apply to, *Sir M. Nathan* - - - 14,947-8
 Board of Education Examiners from, *F. H. Norman*, p. 485 II.; *L. A. Selby-Bigge*, p. 509 II.
 Board of Education Inspectors from, *L. A. Selby-Bigge* - - - 8910-8, 9096, p. 531 II.
 Atmosphere, reasons for, but approach of new universities to same spirit, *Lord Haldane* 1816-21
 successful Candidates from, in Class I. examination, 1906-1910, *S. M. Leathes* - - - 336, p. 127 I.
 Modern work done by - - - 1826-7
 Monopoly of, in Class I. examination, *see under* Examinations.
 Number of candidates from, appointed on Home Civil Service compared with number from modern universities, *F. H. Norman* - - - 2704-8
 Officers' Training Corps petition signed by representatives of, *M. J. M. Hill* - - - p. 536-7 II.
 Patent Office, examiners from, *T. Franks* 1940, 1962.
 Philosophy papers in Class I. examination well suited to candidates from, *S. M. Leathes* - - - 595
 Privileges to candidates for degrees with military record, *Prof. M. J. M. Hill* - - - 12,022, 12,098
 Students, number, *L. A. Selby-Bigge* - - - 9717
 Training superior to that of new universities for administrative work, *Sir W. R. Anson* - 4424

Cambridge University—continued.

- Value of life and training at, for future work, *Lord Haldane* - - - 1668-71
see also Oxford and Cambridge Universities.
 Candidates, *see under* Appointments.
 Cannan, Prof. Edwin, M.A., LL.D.:
 Extracts from evidence before Royal Commission on University Education *re* ability of second division clerks, *F. H. Norman* - - - p. 490-1 II.
 Quoted *re* greater self reliance of university men 1759
 Canterbury, Archbishop, *ex-officio* member of Board of Trade, *Sir H. L. Smith* - - - 13,308-9

- CARR, R. H., Chief Clerk, Board of Education: 4584-875, 8526-947, 9015-739
 Board of Education, appointment by selection, method 4848-53

ELEMENTARY EDUCATION:

- Schools:
 Annual output - - - 4590-3, 4738-40
 Average age for leaving - - - 4614, 4767
 some Fees paid - - - 4795
 Number - - - 4594
 Pupils:
 Leaving between 12 and 13, question of statistics - - - 4768-82
 Maximum age - - - 4588-9
 Number and proportion of total children of school age - - - 4763-6
 Numbers - - - 4585-7
 Percentage going on to secondary schools 4768
 Scholarships, bursaries - - - 4868-72
 Teachers:
 Career, compared with boy clerks 4744-9
 Supplementary, question as to number 4807-9
 Uncertificated, discouraged by Board 4669-75, 4752-3
 Personal qualifications - - - 4756-62

SECONDARY EDUCATION:

- not Compulsory - - - 4623-4
 Effort of age of boy clerks examination on 4750-1
 Schools:
 Age for entering, from elementary schools 4617-22
 Ages of boys and girls for entering and leaving compared - - - 4844
 Average ages for leaving - - - 4611-2
 Commencement of school year, date - 4715
 Cost of building - - - 4855
 for Cramming, would not be recognised 4713-4, 4725
 Distribution - - - 4815-23
 Free entirely, question as to - - - 4785-8
 Free places:
 Method of obtaining - - - 4862
 Supply not adequate in all areas - - - 4639
 Free places and scholarships for elementary school children, distribution - 4823-8
 Grants:
 Basis - - - 4812
 Nature of schools receiving - - - 4832-7
 Inadequate, but adequacy increasing 4636-8
 Inspection - - - 4684-708, 4813-4
 Leaving certificate:
 under Consideration - - - 4678-81
 and Record as qualifications for candidate approved - - - 4643-6, 4712
 not Recognised - - - 4664-5
 Length of school life - - - 4600
 Maintenance cost, and compromise with elementary schools - - - 4859-61
 Medical inspection - - - 4864-5
 Position of scholarship holders - 4866-7
 Preparatory, overlapping of education at, with that of elementary schools - 4717-9, 4789-94
 Pupils:
 Free, number of - - - 4597, 4601-10
 Proportion of boys and girls and of free places among - - - 4841-3
 Reason for parents sending children 4718-9, 4796-8
 Records and nature of - - - 4647, 4704-11
 Recognition, process - - - 4783-4

CARR, R. H.—*continued.*SECONDARY EDUCATION—*continued.*Schools—*continued.*Pupils—*continued.*

Refusal of parents to send children to, owing to large number of pupils from elementary schools - - - - - 4799

Scholars, number from elementary schools 4598-9

Scholarships :

from Elementary schools - 4626-7, 4727

Insufficient - - - - - 4634, 4641

Particulars *re* - - - - - 4800-3

to Universities 4625, 4628, 4642, 4729-32, 4846-7

State aided, number - - - - - 4595-6

not State aided, inspection - - - - - 4683-703

State recognition, process - - - - - 4682

Students from, at Universities, question of statistics *re* - - - - - 4629-33, 4720

Three years' course only, drawbacks - 4613

Teachers :

Appointed by governing body - 4655-8

Appointed sometimes without previous training or experience - - - - - 4805-6

Control by Board, extent of 4655-63, 4676-7, 4733-6

Majority untrained, no systematic scheme for 4648-54

no Registration at present - - - - - 4721-4

Salaries inadequate - - - - - 4741

Training of - - - - - 4648-52, 4667, 4873-5

Universities, newer, number of scholarships at, no statistics - - - - - 4838-46

Census :

Work of Local Government Board in connection with, *Sir H. P. Monro* - - - - - 7235

see also under Registry Office.

CHALMERS, SIR ROBERT, K.C.B., Permanent

Secretary to His Majesty's Treasury - 850-1362

Admiralty, Naval Stores Department, intermediate class started in, reason, and extension of system to other departments - - - - - 1105

APPOINTMENTS :

Cases where Treasury suggested use of Clause 7 and Civil Service Commissioners use of Section 4 973

Clause 7 :

Approved in case of immediate need to get ready made article to start new business 886

Certificate required - - - - - 859

Element of patronage in, but safeguard of certificate - - - - - 1211-6

Extended use of, at expense of Section 4 in proper cases and with certain exceptions would not be opposed by Treasury - 882

not Laid before Parliament and consequent distinction from Section 4 - - - - - 882

Provisions and use of - - - - - 878-81

under Clause 7 and Section 4, anomalies, and no logical line drawn between - - - - - 970-2, 974

by the Crown direct :

Instances - - - - - 858-9

List - - - - - p. 141 I.

Patronage of Prime Minister - - - - - 866-7

Health taken into consideration under Clause 7, not under Section 4 - - - - - 877

by Letters Patent, list - - - - - p. 141 I.

by Limited Competition :

Area of selection would not be limited in case of very specialised appointments 1080-1

Desirable where certain definite qualifications necessary - - - - - 888, 1079-86

Packing of examinations formerly - 888, 1087

Preference by departments, and question as to reason - - - - - 888, 1071-3

Steps taken by Treasury to secure that competition is real - - - - - 888, 1088

Methods - - - - - 858-63

Nomination :

by Minister :

no Case of refusal of certificate on recommendation for - - - - - 974

CHALMERS, SIR ROBERT, K.C.B.—*continued.*APPOINTMENTS—*continued.*Nomination—*continued.*by Minister—*continued.*

non-Existent but would be checked by Audit Office - - - - - 863

Patronage Secretary to the Treasury, list

p. 142 I.

with Qualifying examination or limited examination - - - - - 859-60

Open Competition :

Classes of - - - - - 860

Conversation in addition, not practical - 916-7

Increased use of - - - - - 888

for Posts requiring special knowledge, persons without qualifications would not compete 1080

Preferred as the best method - - - - - 913-7

Schedule A, no pressure brought to bear on departments by Treasury to come under

1304-7

Treasury in favour of, wherever possible 888

by Order in Council - - - - - p. 141 I.

Patronage not used to get relatives into positions, although two cases of appointments of relatives known of - - - - - 1073-8

Professional offices, list of - - - - - pp. 136-41 I.

under Schedule B. - - - - - 860

under Sec. 4 :

Laid before Parliament and consequent distinction from Clause 7 - - - - - 882

considerable Number of appointments might be removed from list - - - - - 872-3

Number of years added for purposes of pension, certificate not required - 1252-3, 1254

Offices coming under, decided on by Treasury 868-9

Particulars *re* - - - - - 859

Persons have generally served already in public service - - - - - 867

Question as to power of discontinuing use of, without legislation - - - - - 869-71

Safeguarded by publicity as regards high appointments - - - - - 872, 1193-5

Tendency of Treasury to limit number of cases in which they give additional years - 874

Transfer of posts to, notified to Parliament 1196-7

Use of Clause 7 instead of, no addition of years would be given by, and consequent question of policy - - - - - 872, 1051

by Warrants under Royal Sign Manual, List

p. 141

Board of Education Examiners, appointment under Sec. 4 might be discontinued - 874-7, 1077

Boys from elementary schools, chance of entering service of the State and rising as far as abilities and attainments allow, importance of facilitating and question of - - - - - 926-43

British Museum, Oriental Assistants, appointments public advertisement of requirements might have better results, limited competition not considered necessary - - - - - 910

Civil Service, administration extraordinarily pure 1038

CIVIL SERVICE COMMISSIONERS :

Discretionary Power :

to Award Certificate for promotions 920, 953-6

under Clause 7, to dispense with literary examination and importance of - - - - - 878-81

Secretaryship made a section 4 office by desire of Commissioners, though Treasury in favour of making it clause 7 office - - - - - 956

CLERKS :

Assistant or Abstractors :

Appointment by open competition among the public might provide better service but objection to, owing to need of providing employment for - - - - - 939-43

Comparison of capabilities with second division 1216-9

Demarcation between work of second division clerk and, not clear, and more work done by second division clerks should be done by abstractors - - - - - 1127, 1344-53

CHALMERS, SIR ROBERT, K.C.B.—*continued.*

CLERKS—*continued.*

Assistant or Abstractors—*continued.*

Literary examinations 1354-6
Practice of working in evening for higher position not good from point of view of the office 1134

Promotion :

to Assistants of Customs and Excise 1134
to Second Division :

Provisions of Clause 45, Order in Council 920-1
Tendency on the increase, and question of effect 921-5

Associations of, recognition not objected to, by Treasury 1168-73

Boy :

Abolition of, and increase of abstractor class, expense that would be entailed 1359
Coaching classes attended by, a good thing, but not good from point of view of the office 1134
not Disqualified for outside employment 1136-7
Evening classes, not recommended 982-8
Government *in loco parentis* 992-3
Hours 984
Number 1358
Possibility of passing through stages up to head of department 928-37
Reduction of number to allow of absorption of all, would be undesirable 1129-33
Scheme for retention of, in service, would be good if possible 1138

Class I. :

Career 1277-81
Employment of women, public opinion not ripe for 965
Intellectual culture derived from education the general personal difference from second division 1229-35
Many officers removed from, and intermediate class substituted 895
Reduction in numbers 895
Scale of salaries not adopted by Treasury 1315-21

Success in examination an indication of possession of right kind of ability 1093-5

Transfer :

by Agreement between departments and with Treasury approval possible 944-51
Method, and opinion *re* 1275-6

below Class I., Bar examination considered best preparation for higher work 1011-6

Delegation to officers lower than the second division, of duties usually performed by second division, extension suggested 924, 926

Differences between work of Class I. and second division 1089, 1224-5

Division into two classes :

Approved and considered necessary 893-4, 1220-3, 1226, 1251
no Falling off as regards quality of men 1271-2

Intermediate :

Class of men 1328-31
Salaries, range 1323-7
Substitution for Class I. clerks in certain offices, and reason 1098-1107, 1255-9

Number of grades in one office, disadvantage, and question as to possibility of reducing number 1336

Second Division :

Discontent with condition not general 1109-10
Disparity between individuals' work, question as to remedy 1245-50

Opportunities of acquiring wide experience of responsible work, question as to 1002-7

Promotions to Class I. :

Initiative rests with department, then Treasury approval necessary, and award of certificate by Commissioners, particulars *re* 953-6
Justified in cases of exceptional merit 901, 904-7, 999-1001

Loss of salary, question of 1198-1210,
not sufficiently frequent 908-9/
all Top places could not be filled by, without deteriorating Class I. 1312-4

CHALMERS, SIR ROBERT, K.C.B.—*continued.*

CLERKS—*continued.*

*Second Division—*continued.*

Salaries, range 1326-7
Work done by Class I. could not be done equally well by 1095-7

Work in, may impair fitness for promotion, but ability would always be looked out for 1238-44

Staff, promotion to Class I., case of loss of salary owing to, and circular of 1899 dealing with subject handed in 968-9

Colonial Office, Clerks, Second Division, no promotions to higher division 1114-5
Customs and Excise, Board of :

Appointments of men from out-door service 1049-50
Promotion, method 1175-88

Dockyard writers, unestablished, but chances of becoming established 967
Efficiency, question as to periodical reports on, and measures taken in case of inefficiency 1017-25

Evidence referred to 12,497-9, 13,004
Examinations :

Abstractor, more restricted from literary point of view than that for boy clerks, and character might be reconsidered 931-4, 938

Class I. :

Personal interview in addition, question of 1260-8
Value of specific knowledge required for, as regards later career, question of 1231-5
Second Division, alteration after autumn of 1912 926

Foreign Office, use of limited competition through Class I. examination 1283-4, 1289-90

Home Office, Factory Inspector's Assistant, not a case for open competition 1082-6

INLAND REVENUE BOARD :

Appointment of men on, both from indoor and outdoor service 1044-50
Clerks, difference between work of Class I. and second division 1224

Second Division :

Promotion to head of Estate Duty Office, case of, and success 905
Substitution of abstractors for, might be possible 1349-5

Female Typists, appointment from among daughters of old Inland Revenue servants desirable 911-2, 1303

Professional valuers appointed under Section 4, but health inquired into 377
Promotion, method 919

Surveyors of Taxes :

Clerks :
Increase in number, and alteration in position 1297-302

better Officers of department than second division clerks 902-3, 995-8, 1096-7
Salary 180*l.* a year and pension 1150

two Top classes established 1139-45
Unestablished, but chances of becoming established 967

Insurance Act appointments, made under Clause 7 with exception of Commissioners 883

INSURANCE COMMISSIONERS :

Appointed under Schedule B. 1056-62
Chairman appointed under Section 4 1055-63

LABOUR EXCHANGE APPOINTMENTS :

from Civil Servants exclusively would not have been possible 1069-70
Second division clerk transferred and remainder appointed under Clause 7 383-5

Old Age Pensions Act, Appointments in connection with, men taken who were already in Civil Service 1065-8

Personal education and experience of 1031-43, 1053-4

PRIVATE SECRETARIES :

Appointed by First Lord of the Treasury 1166-7
to Heads of departments, method of choice, example of, and of future work 1156-64
to Minister, particulars, not always an advantage, may be a handicap 1152-5, 1191-2

CHALMERS, SIR ROBERT, K.C.B.—*continued.*

PROMOTION:

no Appeal to the Treasury on matters of requiring Civil Service certificate - 854-5
920

SOMERSET HOUSE, CLERKS:

Class I. necessary - 1309-11
Second division, promotions, particulars *re*, and results - 900-2
Superannuation Act, 1887, Section 2, principal men of department can be got rid of under, if inefficient - 1021-3

TREASURY CLERKS:

Class I.:

successful Candidates choosing employment as, could not be refused - 1122-4
Case of transfer to, from Colonial Office - 944-6
Moved about regularly - 1280
Second division, promotions:
to Class I., no instances, with one exception
1111-9, 1189-90
into Pay Office as examiners - 1119
Transfer to, of man never having been at old University - 1120-1
Work given to, on first entering service, examples of - 1090-2, 1231
Discipline in other departments not controlled by - 853-5

Functions, co-ordination of departments by control and suggestion - 856-7, 960, 1027-30
Inquiry into organisation of any office, power under Clause 12 of Order in Council - 960, 989-91
Organisation of public offices, particulars *re* 958-60
Particulars *re* - 852-7, 1027-30
Patronage Secretary, position, work of, &c. 975-81
Powers *re*, other departments sufficient (unless centralisation desired which would be a danger) - 961-2

Typists, female, appointment from among daughters of old servants of department desirable - 911-2

UNESTABLISHED SERVANTS:

Method approved for certain situations - 1147-8
Objections to, establishment of - 967
Women, not suitable for employment in all appointments through Civil Service equally with men, but possible in certain branches - 963-5

Chancellor of the Exchequer:

Master of the Mint, *W. G. Ellison-Macartney* 8121
a National Debt Commissioner, *W. G. Turpin* 2006
little Patronage at National Debt Office only, *Sir R. Chalmers* - 1165
Channel Islands, under Jurisdiction of Privy Council, *Sir A. W. Fitzroy* - 12,813, 12,946

Charity Commission:

Bills, method of presenting, *C. A. Cook* - 10,692
Boy Messengers, age of entrance and discharge and encouragement of further education, *H. W. T. Bowyear* - 10,633-4
Cases of departmental patronage exist in, *F. H. Norman* - 2383

CLERKS:

Advertising of vacancies, question of, *C. A. Cook* - 10,591-3
Appointment by examination not advocated, *C. A. Cook* - 10,595
Appointment, method and reasons, *C. A. Cook* - 10,590-604

Assistant:

Appointments to, to Dec. 31, 1911, *S. M. Leathes* p. 122 I.
got from Civil Service Commission, with exception of promotions, *H. W. T. Bowyear*, *C. A. Cook*, 10,648.
Comparison with second division, *C. A. Cook* - 10,617
Increase in number and reduction in number of boy clerks, *H. W. T. Bowyear*, *C. A. Cook* 10,628
Number, *C. A. Cook* - 10,516, 10,647
Promoted boys in, no promotions to second division, *C. A. Cook* - 10,830-2
Promotions from, to Dec. 31, 1911, *S. M. Leathes* p. 122 I.
Promotion to second division, *C. A. Cook* - 10,617-22, 10,829-33

Charity Commission—*continued.*CLERKS—*continued.*

Boy:

Number cannot all obtain permanent employment, *H. W. T. Bowyear* - 10,624-7
Promotion direct to Assistant Clerks, question of possibility, &c., *C. A. Cook* - 10,653-8
Reduction of number and question of further reduction, *C. A. Cook*, *H. W. T. Bowyear* 10,628
Several taken in again as Assistant Clerks, *H. W. T. Bowyear* - 10,649-52

Higher division:

Academic distinctions, *C. A. Cook* p. 535-6 II.
Appointment:
by Committee, question of, *C. A. Cook* - 10,795-8
Class I. examination would not be suitable, *C. A. Cook* - 10,762-3
Method before 1884, *C. A. Cook* - 10,780-2
Reasons for failure of former method of appointment, question of, *C. A. Cook* 10,782-8
Difficulty of getting sufficient suitable candidates, *C. A. Cook* - 10,794
Legal qualifications, *C. A. Cook* - 10,586
Personal interview and value of, *C. A. Cook* - 10,789-92

Promotion:

None to upper division, *F. H. Norman* p. 486 II.
Rapidity of, *F. H. Norman* - p. 486 II.
Qualifications required, *C. A. Cook* 10,753-60
University qualifications, *C. A. Cook* 10,768-74
Increments, granting of certificates for, largely a matter of routine, *C. A. Cook* - 10,823
Insistence of qualifications of practising barrister, protest, *F. H. Norman* - p. 485-6 II.
Legal experience and reason for need of, *C. A. Cook* - 10,681-2, 10,693-706, 10,763-7

Principal:

Academic distinctions, *C. A. Cook* - p. 535 II.
Legal qualifications, *C. A. Cook* - 10,586
Promoted from first-class clerks, *C. A. Cook* - 13,584-5
Restriction of appointments to those with legal qualifications, history of, *C. A. Cook* 10,596-8
Second division:
Discontent among, *C. A. Cook* - 10,665-6
Higher grade, grade to disappear, *C. A. Cook* - 10,610-3
Legal qualifications, *C. A. Cook* - 10,587
Promotions:
since 1892, *S. M. Leathes* - p. 119 I.
Scarcity of opportunities, *C. A. Cook* 10,727-50

Staff:

Appointed through second division examination, *C. A. Cook* - 10,605-9
Promotion from second division, *C. A. Cook*, 10,674-5; *H. W. T. Bowyear*, 10,675.

COMMISSIONERS:

Appointed by Royal Warrant, *Sir R. Chalmers*, p. 141 I.; *C. A. Cook*, 10,558-63, 10,676.

Assistant:

Academic distinctions, *C. A. Cook* - p. 535 II.
Appointment, method and qualification, *C. A. Cook* - 10,555-7, 10,580-2, 10,677
Previous work, *C. A. Cook* - 10,680
Qualifications required, *C. A. Cook* - 10,758-9

Parliamentary:

Unpaid, *C. A. Cook* - 10,707-8
Work of, *C. A. Cook* - 10,685-6, 10,691-2
Departments, *C. A. Cook* - 10,566-7
Fire-lighters, duties of, and comparison of wages with those of women typists, *H. W. T. Bowyear* - 10,637-40
Formation of trusts, some political or sectarian pressure, but never successful, *C. A. Cook* 10,663-5
Functions, *C. A. Cook* - 10,564-5
Inquiries into Charities - 10,709-14
Legal character of work, *C. A. Cook* - 10,571-8, 10,700-6, 10,715-22
Meetings, *C. A. Cook* - 10,687
Office, inconvenience of, *C. A. Cook* - 10,659-62
Organisation satisfactory, *C. A. Cook* - 10,667-70

Charity Commission—*continued.*

- Professional offices, *Sir R. Chalmers* - p. 136 I.
Secretary appointed by Warrant under Royal Sign Manual, *Sir R. Chalmers* - - - p. 141 I.

STAFF:

- Particulars *re*, methods of appointment, &c., *C. A. Cook* - - - 10,568, 10,676
University men chiefly from Oxford and Cambridge, but no indication of any particular type of mind in consequence, *C. A. Cook* - 10,776-9
Transfer of work to larger department of State, suggestion not approved, *C. A. Cook* - 10,723-6

TYPISTS:

Male:

- Promotion, *H. W. T. Bowyear, C. A. Cook* - 10,642, 10,648, 10,671
Reasons for substitution of women, *H. W. T. Bowyear* - - - 10,671-2
Number of male and female, *H. W. T. Bowyear, C. A. Cook* - - - 10,635-6, 10,641-2

Women:

- Comparison of work with that of men, *C. A. Cook* - 10,673
Experienced women typists not allowed to apply for posts, *Miss E. A. Charlesworth* - 3796
Numbers, *Miss Charlesworth* - - - p. 504 II.
Pay compared with that of fire-lighters, *H. W. T. Bowyear* - - - 10,637-40
Promotion to Assistant Clerks, difficulty from point of view of room, *C. A. Cook* - 10,644-6
Typewriting the only technical improvement, *C. A. Cook* - - - - - 10,688-90

CHARLESWORTH, Miss E. A. - - 3614-4032

- Charity Commission, experienced women typists not allowed to apply for posts on - - - 3796
C.S. Typists' Association, constitution - - 3617

EXAMINATIONS:

- System for appointment on staff of Labour Exchanges should prove satisfactory for Civil Service - - - 3938-42
Women typists, employed occasionally for temporary work without examination, complaints *re* - - - - - 3791-4
Exchequer and Audit Department, experienced women typists not allowed to apply for posts on - 3796
Government offices, no inspection of conditions for work in - - - - - 3835-7
London Telephone Service, typists and shorthand typists, regulations *re*, payment for overtime - 3785
National Insurance Office, experienced women typists not allowed to apply for posts on - 3796
Promotion, provision of, staff appointments would not meet claims of women typists to - 3759-63
Treasury, overtime of women typists and shorthand typists, regulations *re* payment for made by - 3783-5

- War Office, ex-soldier pensioners employed as typists in, duties and salaries of - - - 3800

WOMEN TYPISTS:

- Abolition of grade considered desirable - 3717-9, 3724, 3745
Age limits for examinations - - - - 3693
Appointment:
by Examination - - - - - 3667-71
by Nomination, compared with that by open competition - - - - - 3935-7
by Open competition, question of desirability - 3675-87, 3805-7
Character of work done by, as compared with that of men - - - - - 3767
Checking, should be in the hands of the women themselves, as present methods unsatisfactory - 3730-44
Classes divided according to grade - - - 3622
Clerical work of Registrar-General's Department, Somerset House, done by - - - - - 3976
Combination of grade with shorthand typists, question of - - - - - 3993-6
Competition for appointment - - - - 3853-4
Disciplinary powers of superintendents over 3797-9
Distribution in public departments - p. 503 II.

CHARLESWORTH, Miss E. A.—*continued.*WOMEN TYPISTS—*continued.*

- Employed as confidential clerks in offices of Board of Education and Local Government Board - 3916-8
Employed in the work of the department of the Public Trustee not established civil servants - 3624

Examination:

- by Open competition, question of - 3820-3
Suggestions *re* - - - 3690-2, 3786-9, 3947-57
more Fluidity in the Service would be beneficial to chances of promotion for - - - 3795-6
G.P.O., appointed by open competition - 3672-4
in Government offices, members vary in different offices - - - - - 3919-21
Gratuities received by, and question of abolition in favour of higher scale of salary - 3810-2
Higher standard of education desirable - 3846-51, 3888-93, 3946

- Higher standard of examination desirable to secure better-class candidates - - - - 3888-93

Holidays:

- Compared with that of men - - - 3813-9
should be Extended after certain period of service - - - - 3768-78, 4017-22
Extension of, and question of willingness of women to do additional work caused by - 4023-31

- Regulations for limit - - - - - 3773-7
Hours - - - - - 3778
Ill-health and statistics - 3802-4, 3838, 3943-4
Intelligence and reasoning powers called for in the work of - - - - 3695-707, 3977-85
London Telephone Service, employed overtime without payment - - - - - 4032
Mechanical improvements generally secured for - 3927-8

- National Insurance Office, employment of women clerks from the G.P.O. to check work of, a grievance - - - - - 3976

Overtime:

- Regulations *re* pay, &c. 3779-85, 3844-5, 4000-1
Without payment, unjust, and question of limit - 3824-6, 3870-4

- Pension - - - - - 3908-9
Percentage who leave the Service to get better paid work outside - - - - - 3904-7
Performing higher grade duties without increase of pay, statistics - - - - - 3900-3
Preference given for appointment of relatives of old civil servants - - - - - 3898-9
Position, hours, and leave compared with that of similar clerks in commercial houses - 3827-9
all Positions in Civil Service should be open to those capable to fill them - - - - 3882-7
Promotion, present system unsatisfactory - 3724
should have Prospects of promotion - 3986-92
Resignation, statistics showing number and causes of - - - - - 3839

Salary:

- should be Adjusted in proportion to increased cost of living - - - - - 3910-3

Comparison:

- with Assistant clerks - - - - - 3708, 3855-7
with that in Commercial houses - 3961-6
Inadequate, and supplemented by outside overtime - - - - - 3852, 4012-6
Minimum living wage, question of - 3858-62
and Promotion to shorthand typists, regulations of - - - - - 3709-16
should be the Same as that given to men for similar work - - - - - 3766-7
should have Same right of entrance into, and promotion in public service as men - 3751-7
Self-supporting, or living at home, statistics - 3894-5

Shorthand typists:

- Ill-health, noise of typing machines in same room when reporting, a strain on the nerves - 3967-70
a Knowledge of shorthand essential - 3717, 3720, 3724, 3745
Overtime, regulations *re* pay, &c. - 3779-85
must Rise through typist class - 3661-6

CHARLESWORTH, Miss E. A.—*continued.*WOMEN TYPISTS—*continued.*Shorthand typists—*continued.*

Salary :

Minimum, on appointment, question of 3719-23, 3747

Particulars 3659-60

Speed, time taken to acquire 3831-2

Scheme of reorganisation to ensure prospects of promotion for 3730-7, 3748-9

Superintendents and chief superintendents should be promoted from 3725-9

Value estimated by Treasury 3723

Speed, time necessary to acquire 3830

Statistics of resignations, 1894-1906 p. 504 II.

Substitution of, for boy clerks, question of 3863-9

Superintendent :

Chief, salary 3628-50

Posts falling vacant should be re-filled, and not allowed to become obsolete 4009-11

Salary 3651-8

System of unattached service should prove satisfactory 3930-4

Temporary :

Dependent upon Treasury sanction for increment 3878-81

Employment of, should be minimised 3929

Period of employment sometimes lengthy 3875-6

Regulations for notice of termination of work 3877

Transfer to work in various branches of department, would be beneficial 3971-5

Undue crowding of, in one department of General Post Office 3836

one Uniform class would be quite practicable 3840-3

more Varied work in Civil Service than in commercial houses 3958-60

Work of boy clerks would not be suitable for 4002-8

Work of confidential clerks sometimes done by 3914-9

Work could be efficiently done by, with less expenditure of effort in certain cases 3922-6

Working in same department with men, no difficulty 3997-9

Chartered Accountants, Society of, certificate, an advantage to clerks in Exchequer and Audit Department, but men efficient without, *H. J. Gibson* 1506, 1508

Charwomen :

WAGES :

Scale fixed by Treasury, *H. J. Gibson* 1649

should be Uniform in all offices, *H. J. Gibson* 1649

Wages and hours, *H. J. Gibson* 1640-1

Chelsea Hospital :

NURSES :

Change of name to attendants would be advisable, *Col. Sir E. W. D. Ward* 11,472-4

Selection, *Col. Sir E. W. D. Ward* 11,210, 11,222

Training of, in Poor Law Infirmary before admission would be advantageous, *Col. Sir E. W. D. Ward* 11,468-71

Work of, *Col. Sir E. W. D. Ward* 11,211-2, 11,218-4

Second Division Clerks, promotions since 1892, *S. Leathes* p. 119 I.

Trained nurses, particulars *re, Col. Sir E. W. D. Ward* 11,212-27

Civil Service :

Administration extraordinarily pure, *Sir R. Chalmers* 1038

Method of Allotting work, *D. J. Milne* p. 501 II.

CLASSIFICATION :

Complication of scheme, *F. H. Norman* 2313-7

Suggestion of simpler scheme, *F. H. Norman* 2682 of Work, *D. J. Milne* p. 500-1 II.

of Work by Ridley Commission correct to-day, *D. J. Milne* p. 496 II.

Constitution, reduction of number of divisions impossible, *Sir G. Murray* 1952-4

Experience outside most useful, *S. M. Leathes* 410-1

Civil Service—*continued.*

Machines for duplicating used in, *D. Milne* 3365

Political rights, question of, *Sir M. Nathan* 14,913-4

Political work should be allowed, with prohibition against using information obtained from Government employment, *H. H. Elvin* 6070-9

REORGANISATION :

General arguments for, *F. H. Norman* p. 493 II.

Proposal made only to secure efficient public service, *F. H. Norman* 2368-71

into Two grades, scheme, *F. H. Norman* p. 490-2 II.

Working classes kept out by education system, *Lord Haldane* 1737

Civil Service Commissioners :

Advantages of system of appointment by, *Sir H. L. Smith* 13,089-92, 13,110, 13,199

Appointment by Order in Council, *Sir R. Chalmers* p. 141 I.

APPOINTMENTS ON :

Criticism of, owing to political associations, *F. H. Norman* 12,644-5, 12,645-7

Mr. Herbert Paul's :

Criticism, *F. H. Norman, &c.* p. 486 II.

Reply to criticism 12,645

Suggestion for division of labour, to solve question of, *F. H. Norman* 2586

best Authority for making appointments by nomination, *F. H. Norman* 2047-55, 2227, 2304-7

Candidates nominated by Heads of Department subsequently examined by, before 1870, *S. M. Leathes* 9-16

Cases where use of Clause 7 was suggested by Treasury but Sec. 4 by, *Sir R. Chalmers* 973

CERTIFICATES :

Nature of, *S. M. Leathes* 21-3

Number issued, 1901-10, 1911, 1891, 1881, *S. M. Leathes* p. 103-4 I.

Order in Council making certificate necessary for appointments under Sec. 4 advocated, *S. M. Leathes* 730

for Promotion from second division to Class I., discretionary power and importance of retention, but no case known of refusal, *Sir R. Chalmers* 920, 953-6

on Promotion or Transfer, questions involved, *S. M. Leathes* 262-3

no Refusal known, but need for, not a formality, *Sir H. L. Smith* 13,278-9

Satisfactory evidence necessary on four points and reports obtained from schools and universities, *S. M. Leathes* 142-5

CLERKS :

Second division, promotions since 1892, *S. M. Leathes* p. 119

Work moved down where possible, *S. M. Leathes* 745

Closer co-operation with Board of Education would be welcomed and increase lately, *W. N. Bruce* 9695

Competent to deal with appointments now made under Sec. 4, *S. M. Leathes* 780

Constitution complained of, and suggestion *re, F. H. Norman* p. 486 II.

not Consulted *re, or told of, placing of situations* under Sec. 4, *S. M. Leathes* 700

Discharge of boy clerks on reaching maximum age under jurisdiction of, *H. J. Gibson* 1621

Discretionary power under Clause 7 to dispense with literary examination and importance of, *Sir R. Chalmers* 878-81

Dismissal possible by fresh Order in Council, *S. M. Leathes* 648-51

First Commissioner, *see Leathes, Stanley M., C.B.* 1-849

Guided by principles of Lord Macaulay's report of 1853, *S. M. Leathes* 847-9

Labour Exchange registration clerks to be appointed by, *S. M. Leathes* 187-9

Nomination by, two cases not distinguishable from pure Patronage, *F. H. Norman* 2381-2

ORDERS :

1855, open competition not contemplated by, *S. M. Leathes* 5, 8

Civil Service Commissioners—*continued.*ORDERS—*continued.*

- 1870 and 1910, differences, but not material, *S. M. Leathes* 7
 1870, introduction of open competition after, by, *S. M. Leathes* 5, 18
 Schedule A., *see under* open Competition under Appointments.
 1910:
 Clause 7, Appointment under, *see under* Appointments.
 Schedule B., appointment under, *S. M. Leathes* 35-6
 Section 6, *re* probation, *S. M. Leathes* 285, 641
 Summary, *S. M. Leathes* 4-7
 Personnel approved, *Sir H. L. Smith* 13,280-1

POWERS:

- Co-operation with Treasury, *S. M. Leathes* 20
 Definition, *S. M. Leathes* 20
 Exercised under Royal prerogatives, *S. M. Leathes* 20
 Professional offices, *Sir R. Chalmers* p. 136 I.
 Representative Consultative Committee of authorities on education should be appointed to assist, *F. H. Norman* p. 486 II.
 Responsible to the Treasury, *S. M. Leathes* 273
 Responsibility to Parliament, *S. M. Leathes* 20
 Rules *re* appointments settled by, with Heads of Departments, and Treasury, *S. M. Leathes*, 26, 82, 676; *Sir R. Chalmers*, 888.

SECRETARY:

- Appointed by Order in Council, *Sir R. Chalmers* p. 141 I.
 Appointment of Mr. J. L. Le B. Hammond:
 Criticism, *F. H. Norman* p. 486 II.
 Health of, statement withdrawn and apology made, *F. H. Norman* 16,623-44
 Reply to criticism of 12,616-30
 Statement *re* previous work in Liberal Publication Department withdrawn and regret expressed, *F. H. Norman* 12,631
 Authorised to act as Commissioner in certain circumstances, *S. M. Leathes* 7
 Made a Sec. 4 office by desire of Commission though Treasury in favour of making it Clause 7 office, *Sir R. Chalmers* 956

Civil Service Typists' Association:

- Constitution, *Miss E. A. Charlesworth* 3617
 Representative, *see* Charlesworth, Miss E. A. 3614-4032

Class I. Clerks, *see under* Clerks.

- Class Prejudices, concrete instances, cases not brought to official attention, *F. H. Norman* 2476-81

Clerical Work:

- Distinction from administrative, *D. Milne* 3205-11, 3499
 no Line can be drawn between administrative work and, *F. H. Norman* 2456-60
 Clerk Register, Deputy, appointed by Warrant under Royal Sign Manual, *Sir R. Chalmers* p. 141 I.

Clerks:

Appointments, *see that title.*

ASSISTANT CLERKS OR ABSTRACTORS:

Abolition:

- Advocated and reasons, *D. Milne* 3117, 3157-8
 Desired in preference to abolition of boy clerks, *Col. Sir E. W. D. Ward* 10,916, 10,925-6
 Equal numbers of second division clerks would have to be recruited, *D. Milne* 3398-400
 Amalgamation with second division advocated, *E. Phipps* 2761-3, 2804-11, 2817-21, 2915-24

Appointment:

- Limited competition not necessary, *S. M. Leathes* 90
 by Limited competition, practically, *S. M. Leathes* 66
 by Open competition among boy clerks, *S. M. Leathes*, 176-7, 282-3, 760-2; *Sir R. Chalmers*, 860; *D. Milne*, 3080.

Clerks—*continued.*ASSISTANT CLERKS OR ABSTRACTORS—*continued.*Appointment—*continued.*

- by Open competition among the public might provide better service, but objection to, owing to need of providing employment for boy clerks, *Sir R. Chalmers* 939-43
 Recruiting from boy clerks, unsatisfactoriness of, *C. A. Cook* 10,802-6
 Approximate number in employment and scale of salary, *S. Leathes* p. 105 I.
 Boys cannot enter service as, direct from school, *D. Milne* 3429-30
 Candidates, *see under* Assistant Clerks, under Examinations.
 Common to whole service, *D. Milne* 3322-5
 Comparison of capabilities with second division, *Sir R. Chalmers* 1216-9
 Conditions no worse than when service accepted, but slightly improved, *D. Milne* 3379-81
 Cost of living, *D. Milne* 3219-21, 3468-71
 Discontent among, *D. J. Milne* p. 500 II.
 Educational qualifications, *D. J. Milne* p. 496-7 II.
 Entrance age, *Sir R. Chalmers*, 927; *D. Milne* 3434-5
 Evening employment in Penny Bank and G.P.O., *D. Milne* 3304-10
 Evening working for higher position, practice not good from point of view of the office, *Sir R. Chalmers* 1134
 Evils arising from employment of, *D. J. Milne* p. 498-9 II.

Examinations, *see that title.*

- Grade of, *S. M. Leathes* 171-4
 History of, *D. Milne* 3226-31

Holidays:

- as Compared in other services, *D. Milne* 3418-20
 not Sufficient, *D. Milne* 3176-82
 Improvements in conditions should be made retrospective, *D. Milne* p. 503 II.
 Institution of, question of authority for, *D. J. Milne* 3224-8, 3656-7, p. 495-6 II.
 Justification for existence of, question, *D. Milne* p. 496-7 II.
 Lack of sympathy on part of heads of departments, *D. Milne* 3413
 Marriage discouraged by employment of, *D. J. Milne* 3301-2, p. 499 II.
 Married, position of, *D. J. Milne* p. 498-9 II.
 Motive for instituting, one of economy, and objection to, *D. J. Milne* 3362, 3366-7, p. 497-8 II.

Necessity of, *C. Harris* 11,502

- Number of appointments to, from unestablished clerkships, &c., in various departments, up to 31 December 1911, *S. Leathes* p. 122 I.

Numbers increasing and economy the reason, *D. Milne* 3316-7Objection to, *Sir J. Anderson* 5755

Old Grade:

- Absorption into second division desired, *C. H. Bond* 3527-9
 All continuous service should count towards pension, *C. H. Bond* 3532-5
 Compulsory retirement, *C. H. Bond* 3523-6
 Counting of half time for temporary service towards pension, *C. H. Bond* 3556-9
 Duties, *C. H. Bond* 3571-8, 3602-12
 Grievances, *C. H. Bond* 3595-601, 3613
 Maximum salary should be increased for those who have failed to enter second division, *C. H. Bond* 3530
 Moribund, *Claude H. Bond* 3508, 3541
 Pending increase of maximum all departmental recommendations for special increment of 10l. should be approved by Treasury, *C. H. Bond* 3531

Promotion:

- Practically nil, *C. H. Bond* 3516, 3520-1
 Recognition of seniority in, desired, *C. H. Bond* 3511-7

Representative, *see* Bond, Claude Hamilton 3505-613Wages insufficient, *C. H. Bond* 3544-6

Clerks—continued.

ASSISTANT CLERKS OR ABSTRACTORS—continued.

Origin, <i>D. Milne</i>	2958-64
Overtime:	
Abolition advocated, <i>D. Milne</i>	3334-5
Fairly frequent, but generally avoidable, <i>D. Milne</i>	3121-4
Particulars, <i>D. Milne</i>	3385, 3392-7
Rates of pay for, and inadequacy of, <i>D. Milne</i>	p. 503 II.
Particulars <i>re</i> , <i>D. J. Milne</i>	p. 495 II.
Promotion:	
Confidence in Heads of Departments <i>re</i> promotion, <i>D. Milne</i>	3370-4
small Chance of, <i>E. Phipps</i>	2746-7
to Customs and excise assistants, <i>Sir R. Chalmers</i>	1134
Discouragement by Treasury, <i>D. Milne</i>	3273-6
Grievances, <i>D. Milne</i>	3113-6
Impossible in offices with intermediate clerks, <i>D. Milne</i>	3317-27
Judged by Heads of Departments, <i>D. Milne</i>	3502-3
to Minor staff posts, <i>S. M. Leathes</i>	321-2
Numbers for whom further certificates on promotion have been issued in various departments up to December 1911, <i>S. Leathes</i>	p. 122-3 I.
Numbers in various departments up to 31st December 1911, <i>S. Leathes</i>	p. 122 I.
to Second division:	
to Alternate vacancies, hardship on second division, <i>T. Franks</i>	13,936-7, 14,011-3
Case of refusal by Treasury and question of reason, <i>D. Milne</i>	3160-7
Encouragement, and special facilities advocated, <i>C. Harris</i>	11,502
small Extent of, and restriction by Treasury, <i>D. J. Milne</i>	p. 499-500 II.
Increment of salary on, <i>D. Milne</i>	3345-9
of New class, undue, <i>C. H. Bond</i>	3579-82
Number, 1906-1911, <i>S. Leathes</i>	p. 124 I.
Numbers, dependency on head of department, and particulars <i>re</i> examination, <i>D. Milne</i>	3263-72
Position of, <i>F. H. Norman</i>	p. 492-3 II.
Proportionate system, advocated, <i>D. J. Milne</i>	p. 500 II.
Provisions of clause 45, Order in Council, and promotions rare, <i>Sir R. Chalmers</i>	920-1
Six years rule:	
Necessary, <i>Sir W. J. Howell</i>	13,707
Reduction advocated, <i>Sir H. L. Smith</i>	13,150-3
"Special ability" carried too far, <i>F. H. Norman</i>	2366-7
not Sufficient opportunity for, <i>D. Milne</i>	3085-104
Tendency on the increase, and question of effect, <i>Sir R. Chalmers</i>	921-5
Reason for large extent of competition, <i>D. Milne</i>	3377-8
Salary:	
Compared with commercial world, <i>H. H. Elvin</i>	6001-4, 6037-43
Compared with that of women typists, <i>Miss E. A. Charlesworth</i>	3708, 3855-7
Insufficiency and increase in cost of living, <i>D. Milne</i>	3057-76, 3282-306
not a Living wage, <i>D. Milne</i>	3421-2, p. 498, 503 II.
Maximum, <i>S. M. Leathes</i>	175
Maximum, age of reaching, <i>D. Milne</i>	3356-8
Number of applicants not a sign that salaries are not too low, <i>D. Milne</i>	3128-37
Scale, claim to increase, <i>D. J. Milne</i>	p. 498-9 II.
Scheme introduced by Treasury without authority from Parliament and Order in Council, <i>F. H. Norman</i>	p. 493 II.
no Sick pay, or free medical attendance, <i>D. Milne</i>	3183
Substitution of ex-service men for, advocated, <i>R. de M. Rudolf</i>	12,688-90, 12,717-24, 12,768-79

Clerks—continued.

ASSISTANT CLERKS OR ABSTRACTORS—continued.

Substitution of junior second division for, suggestion not approved, <i>Sir H. L. Smith</i>	13,198
Substitution for second division in some offices might be possible, <i>Sir R. Chalmers</i>	1344-53
Substitution of women for:	
Difficulty owing to necessity for mixing up with men, <i>R. de M. Rudolf</i>	12,725
Possibility, <i>D. Milne</i>	3199-204
Work:	
of Boy clerks, work could be done equally well by, <i>Rt. Hon. Sir G. Murray</i>	1856
Capacity for more responsible work, question of, <i>D. Milne</i>	3240-7
Definition, 1910, <i>D. Milne</i>	p. 496 II.
Demarcation between work of second division clerk and, not clear, and more work done by second division clerks should be done by abstractors, <i>Sir R. Chalmers</i>	1127
Duties more responsible than formerly and consequent employment of superior men, <i>E. Phipps</i>	2746
Insufficiency of simple routine work for, <i>D. Milne</i>	p. 497 II.
Particulars <i>re</i> , <i>D. Milne</i>	2973-3056, 3484-7
Responsible and intricate work done by, <i>D. Milne</i>	p. 497 II.
Second division work largely done by, <i>D. Milne</i>	3485
frequently Similar to that of second division, <i>D. Milne</i>	3236-9, p. 497 II.
Associations of, recognition not objected to by Treasury, <i>Sir R. Chalmers</i>	1168-73
Boy, <i>see that title</i> .	
Character given to, <i>re</i> unbusinesslike habits, &c. a tradition remaining from less careful days, <i>F. H. Norman</i>	2665-7
CLASS I.:	
Administration and not supervision should be allotted to, <i>D. Milne</i>	3118-20
Appointment:	
Limited competition not necessary, <i>S. M. Leathes</i>	90
Method does not always secure broad view of public affairs, <i>F. H. Norman</i>	2452
Apprenticeship system advocated, <i>A. H. Dyke Acland</i>	4100, 4259-67, 4367
Attitude towards second division, sympathetic and friendly, <i>Lord Haldane</i>	1815
Awarding of certain proportion of posts to post-graduate men, appointment by clause 7 preferred, <i>Sir H. L. Smith</i>	13,142-4
Barrier between second division and, <i>F. H. Norman</i>	2275-81, p. 489 II.
Candidates, <i>see under</i> Class I. <i>under</i> Examinations.	
Capacities, type, &c., compared with second division, <i>Sir T. H. Elliott</i> , 8518-20; <i>R. de M. Rudolf</i> , 12,697, 12,728-9.	
Career, <i>Sir R. Chalmers</i>	1277-81
less a Caste than ever, <i>S. M. Leathes</i>	677-8
Change of work from one department to another, desirable, <i>Sir G. Murray</i>	1894-7
Character of education necessary for, <i>Lord Haldane</i>	1663-4
Character and type of men, <i>S. M. Leathes</i> , 253; <i>Sir W. R. Anson</i> , 4445-7.	
Cramming, information to be supplied, <i>S. M. Leathes</i>	826-8
Distinction between second division clerks and, confusing, <i>F. H. Norman</i>	2917
Education at resident university and general atmosphere given, right type for, <i>Lord Haldane</i> , 1750-1, 1769-70	
Education system giving equal opportunities to all classes to rise to top desired, <i>Lord Haldane</i>	1660-1, 1679, 1737, 1761-3
purely Educational test that can be done though not perfect, <i>Lord Haldane</i>	1789
Good education, but not necessarily University training, requisite for, <i>F. H. Norman</i>	2199-214
Holidays, longer than those of assistant clerks, <i>D. Milne</i>	3176-82

Clerks—continued.

CLASS I.—continued.

- Inability to fill high positions, *Rt. Hon. Sir G. Murray* - 1955, 1981-3, 1999-2001
- Increasing number from day, grammar, and smaller schools, *Lord Haldane* - 1805-6
- Inefficient in matters of accounting, and replaced by intermediate clerks, *F. H. Norman* 2434-41
- Inefficient men, difficulty of getting rid of, and retirement at any age should be permitted, *C. Harris* - 11,587-8
- Intellectual culture derived from education, the general personal difference from second division, *Sir R. Chalmers* - 1229-35
- Leave, *D. Milne* - p. 503 II.
- Maximum of second grade, suggestion that promotions above, should be by merit alone, *T. S. Owen* - 13,047-9
- Narrow door to, importance of, *Sir H. L. Smith* 13,113
- Non-University men, position of, *F. H. Norman*, 2422-9
- Number and increase, *S. M. Leathes*, 168; *Sir G. Murray*, 1849a.
- many Offices removed from, and intermediate class substituted, *Sir R. Chalmers* - 895-9
- Open to those who wish to continue their education after 17 years of age, *D. Milne* 3443, 3445
- Parentage, information to be handed in, *S. M. Leathes* - 448
- Promotion, examples of rapidity of, *F. H. Norman*, p. 489-90 II.
- Promotion from, recommendation for, given only on certificate from head of department, *Sir G. Murray* - 1959
- Recruitment from second division, desired, *A. H. Dyke Acland* - 4079-80
- Reduction in numbers, *Sir R. Chalmers* - 895
- Rejected on probation, cannot be sent back to Commissioners, but transfer might be arranged, *S. M. Leathes* - 285
- Retention of open competition approved, *S. M. Leathes* - 400-2
- Scale of salaries not adopted by Treasury, *Sir R. Chalmers* - 1315-21
- Small number of posts of really responsible character, *F. H. Norman* - 2347-50
- Source of, *A. H. Dyke Acland* - 4360-6
- Strain of overwork occasionally put on, might be injurious to future prospects, *Sir G. Murray* 1978-9
- Success in examination an indication of possession of right kind of ability, *Sir R. Chalmers* 1093-5
- Sufficient establishment to provide for proportion of second-rate men advocated, *C. Harris* 11,587-8
- far Superior to intermediate, *H. J. Gibson* 1430-1, 1637
- Transfer:
- by Agreement between departments and with Treasury approval possible, *Sir R. Chalmers* 944-51
- Circulation between different departments would be difficult, but advantage of, *Sir H. L. Smith* 13,354-5, 13,373-9
- Facilitation advocated, *E. R. Forbes* 7580-5, 7619-26
- Method and opinion *re*, *Sir R. Chalmers* 1275-6
- Tuition by second division, cases known, *F. H. Norman* - 2466-7
- Women, public opinion not ripe for employment of, *Sir R. Chalmers* - 965
- Work of:
- Differences from work of second division, *Sir R. Chalmers* - 1089, 1224-5
- Dovetailing of work of second division into, *R. de M. Rudolf* - 12,702-8
- Second division clerks often do work of equal responsibility, *F. H. Norman* - 2294-9
- Special work on some particular line of inquiry would be useful, *Sir W. R. Anson* - 4554
- below Class I., bar examination, considered best preparation for higher work of, *Sir R. Chalmers* 1011-6, 25,826

Clerks—continued.

DISMISSAL:

- in Power of head of department, *S. M. Leathes* 285
- Question as to frequency, *H. H. Elvin* 6038-45, 6195-7
- without Sufficient proof and reasons being given objected to, *H. H. Elvin* - 6044-59
- Distinction between higher division and second division, *S. M. Leathes* - 396, 407
- Division into two classes necessary, *S. M. Leathes*, 749-50; *Sir R. Chalmers*, 893-4, 1220-3, 1226, 1251; *Lord Haldane*, 1661-2.
- Division of service into clerical grade and administrative grade, method of recruitment and question of promotion between, *D. Milne* - 3248-62
- Existence of both assistant and second division classes does not lead to prolongation of business, *D. Milne*, 3403-6; *Sir H. L. Smith*, 13,272.
- Experience both of administrative work in London and executive work out of London would be useful, *Lord Haldane* - 1723-8
- no Falling off as regards quality of men, *Sir R. Chalmers* - 1271-2
- FINES:
- for Disciplinary offences, system in force in certain departments, *H. J. Gibson* - 1583 note
- "Fines Head," *H. J. Gibson* - 1583 note
- Grade I. proposed, work to be done by, *F. H. Norman* 2351-2
- Holidays, liberal, *Rt. Hon. Sir G. Murray* 1946-9
- HOURS:
- not Long as compared with other services, but long enough, *D. Milne* - 3387-90
- Short, *Sir G. Murray* - 1945-6
- Increment of 10l., particulars *re* award, *C. H. Bond* 3588

INTERMEDIATE:

- an Alternative method of staffing, *S. M. Leathes* 165
- Appointments not made by limited competition, *S. M. Leathes* - 64
- Candidates, *see under* Intermediate *under* Examination.
- Class of men, *Sir R. Chalmers*, 1328-31; *Sir G. Murray*, 1863-4.
- Class I. far superior, *H. J. Gibson* 1430-1, 1637
- Created in 1896, first became important in 1906, *S. M. Leathes* - 423
- Departments staffed with, *S. M. Leathes* - 157
- Drawn mostly from small grammar schools, *S. M. Leathes* - 424-7
- less Efficient and more expensive than combination of Class I. and second division, *C. Harris* 11,488-91
- a Growing department, and number of, *S. M. Leathes* - 166-8
- Origin, *S. M. Leathes*, 166; *Sir R. Chalmers* 1105
- not a possible Scheme to substitute universally for Classes I. and II., *S. M. Leathes* - 332
- Previous occupations, question as to, *S. M. Leathes* 444
- Promotion:
- to Class I., compared with promotion from second to first division, *Sir G. Murray* 1930
- only Possible when vacancy occurs, and could not be claimed by right of seniority, *Rt. Hon. Sir G. Murray* - 1867-8
- by Special transfer, *F. H. Norman* - 2078-82
- Prospects of superior posts for, question of, *Rt. Hon. Sir G. Murray* - 1932-7
- Reason for, *S. M. Leathes*, 279, 440-1; *H. H. Elvin*, 6005-12.
- Salaries, range, *Sir R. Chalmers* - 1323-7
- Scheme:
- Applied in accounting offices, owing to inefficiency of Class I., *F. H. Norman* - 2432-41
- Introduced with object of bringing public school-boys into service, and protest against *F. H. Norman* - p. 488 II.
- Introduced by Treasury without authority from Parliament and Order in Council, *F. H. Norman* - p. 493 II.
- Objections to, *D. J. Milne*, p. 500 II.; *F. H. Norman* - 2592-8

Clerks—continued.

INTERMEDIATE—continued.

- no Second Division clerks employed with, but Assistant clerks only, *D. Milne* - 2965-7
- Steps taken to spread knowledge of, among various schools, *H. J. Gibson* - 1633
- Substitution for Class I. clerks in certain offices, and reason, *Sir R. Chalmers* 1098-107, 1255-9
- Superior as a class to second division, *H. J. Gibson* 1429, 1492
- no Transfers between departments contemplated, *H. J. Gibson* - 1629-30
- Junior appointments, proportion of successful candidates ineligible in respect of physical qualifications, 1901-10, *S. M. Leathes* - p. 110 I.
- Liberal studies wanted rather than specialised, *Sir W. R. Anson* - 4531-7

LOWER GRADES:

- Continuation of education after hours advocated, *Lord Haldane* - 1758
- should be Encouraged and enabled to do certain amount of severe intellectual work, *Lord Haldane* - 1718
- Improvement in quality of work committed to, *D. J. Milne* - p. 497 I.
- Things become more mechanical, and human element should be increased, if possible, *Lord Haldane* - 1815
- Lump-summers, *S. M. Leathes*, 705-10; *H. J. Gibson*, 1615-6, 1618.
- Moving down of work recommended where possible, *S. M. Leathes* - 745-6
- Number of grades in one office, disadvantage, and question as to possibility of reducing number, *Sir R. Chalmers* - 1336

ONE CLASS ONLY:

- Improvement in promotion prospects to be gained by, *R. de M. Rudolf* - 12,785-7
- Recruited by intermediate examination, and reservation of proportion of posts for university men, scheme, *R. de M. Rudolf* 12,664-86, 12,726-39, 12,764-7, 12,780-3
- One division and two examinations, disadvantages, *Sir W. R. Anson* - 4426-9, 4450-4, 4525

OUTSIDE WORK:

- Desirable, if not overdone, *H. J. Gibson* - 1503
- Granting of leave for, question of, *H. J. Gibson* 1504-9

PAY:

- Annual certificate of efficiency from head of department would be possible, and might be a safeguard, *H. J. Gibson* - 1515-7, 1576-82
- Annual increment, certificate necessary from head of department, *H. J. Gibson* - 1514
- Established rates of, Check by Comptroller and Auditor-General, *H. J. Gibson* 1372-7, 1387-91
- Requests for increase presented by personal deputations and memorial, *H. J. Gibson* - 1534-6
- Pension, date of commencement, *E. Phipps* - 2787

PROBATION:

- Period, *S. M. Leathes* - 284-5
- Rejections, *S. M. Leathes* - 287-9, 643-4
- Universal (under Order in Council), *S. M. Leathes* 641

- Retirement on pension, restriction as to subsequent employment, question of importance, *A. H. Dyke Acland* - 4198-200

- Saturday half-holiday, variation of practice *re*, and uniform holiday should be established, *F. H. Norman* - p. 493 II.

SECOND DIVISION:

- Ability of, general evidence as to, *F. H. Norman* p. 490-1 II.
- Abolition of boy clerks, and admission to lower grade of, with automatic promotion to higher, question of, *A. C. Cook* - 10,812-22
- Advantages and disadvantages to, as result of, new grade scheme, *F. H. Norman* - 2661-3
- Amalgamation of assistant clerks with, advocated, *E. Phipps*, 2761-3, 2766-70, 2817-21, 2915-24; *C. H. Bond*, 3527-9.
- Appointment by record and subsequent examination to test whether proper use had been made of time advocated, *Lord Haldane* - 1776-8

Clerks—continued.

SECOND DIVISION—continued.

- Approximate number in employment and scale of salary, *S. Leathes* - p. 105 I.
- Apprenticeship system advocated, *A. H. Dyke Acland* - 4262-7
- no Attempt made to utilise ability of, *F. H. Norman* 2599-604, p. 489 II.
- Attitude of Class I. towards, sympathetic and friendly, *Lord Haldane* - 1815
- Barrier between Class I. and, *F. H. Norman* 2275-81, p. 489 I.
- only Body recruited for general service, *H. J. Gibson* - 1629
- many Boy Clerks pass into, *D. Milne* - 3312-4
- Candidates, *see under* Second Division under Examinations.
- Capacity for filling higher posts, *F. H. Norman*, 2455; *R. de M. Rudolf*, 12,764.
- Capacities, type, &c., compared with Class I., *Sir T. H. Elliott*, 8518-20; *R. de M. Rudolf*, 12,697, 12,728-9
- Cases of high honours outside the service, without promotions, *F. H. Norman* - 2327-34
- Character of education necessary for, *Lord Haldane* 1663-4
- Class prejudice in relation to Class I., *F. H. Norman* - 2475-6
- Common to whole service, *S. M. Leathes*, 750; *D. Milne*, 3322-5.
- Competent for dealing with public, and taking broad view of administrative questions, *F. H. Norman* - 2449-51
- Considerable number of positions under intermediate exam. taken by, *F. H. Norman* 2320-21
- Discontent with condition not generally, *Sir R. Chalmers* - 1109-10
- Drawn widely, and tables showing schools from which candidates drawn to be handed in, *S. M. Leathes* - 254-5
- Education standard somewhat higher than 20 years ago, *S. M. Leathes* - 301-2
- not Employed where there are Intermediate clerks, *D. Milne* - 2965
- Grievances, *F. H. Norman* - 2664-7, 2672-4
- High qualification of, examples, *F. H. Norman* p. 489 II.
- Instances of high positions held by, *F. H. Norman*, &c. - p. 487 II.
- Intermediate clerks superior as a class, *H. J. Gibson* - 1429, 1492
- Lack of opportunity to show capacity, *R. de M. Rudolf* - 12,745-6, 12,786
- Leave, compared with that of women typists, *Miss E. A. Charlesworth* - 3813-19
- Limited competition not necessary, *S. M. Leathes* 90
- Number, *S. M. Leathes* - 169
- Number promoted from boy clerks, *E. Phipps* 2799
- Objections to term, and question of remedy, *Sir T. H. Elliott* - 8489-96
- Offices in which all higher work done by men promoted from, *F. H. Norman*, &c. - p. 487 II.
- Opportunities of acquiring wide experience of responsible work, question as to, *Sir R. Chalmers* 1002-7
- special Opportunities should be given to those with special ability, *Lord Haldane* - 1715-8
- Organisation of Assistant Clerks, as cheaper alternative to, *D. Milne* - 3362, 3366-7
- Parentage, information to be handed in, *S. M. Leathes* - 445
- Promotion:
- Ability and merit should be prime factors, *F. H. Norman* - 2278-81
- Changes in salary on, possibility and loss of pay exemplified, *F. H. Norman* - 2405-8
- to Class I.:
- Administrative capacity the best ground, but post-graduate course might be good, *S. M. Leathes* - 610-3
- Age, opinion *re* *A. H. Dyke Acland* 4089-90

Clerks—continued.

SECOND DIVISION—continued.

Promotion—continued.

to Class I.—continued.

- Certificate, discretionary power of Commissioners and importance of retention, but no case known of refusal, *Sir R. Chalmers* 953-6
- Compared with that from intermediate class to first division, *Sir G. Murray* 1930
- Conditions to be fulfilled, *H. J. Gibson* 1395
- present Constitution a cause of standstill rather than Treasury rule, *R. de M. Rudolf* 12,662-3
- Dependent frequently on improper and extraneous circumstances, *F. H. Norman* p. 489 II.
- Difficulty, *S. M. Leathes* 757-9
- Difficulty lessened by new scheme, *F. H. Norman* 2188-96
- Difficulty *re* pay, suggested method of getting over approved, *Col. Sir E. W. D. Ward* 11,257-8
- Initiative rests with department, but Treasury approval necessary, and no case known of refusal, except once, where afterwards conceded, *Sir R. Chalmers* 953-4
- Justified in cases of exceptional merit, *Sir R. Chalmers* 901, 904-7
- Opportunities limited, *H. H. Elwin* 5989
- Restriction as result of social preference, *F. H. Norman* 2430-1
- Restriction, bad for working of office, *Col. E. W. D. Ward* 11,325-9, 11,429
- Small amount in proportion to total number of such offices, *F. H. Norman* 2599-604
- "Special ability" for, carried too far, *F. H. Norman* 2366-7
- Special leave before examination advocated, *C. Harris* 11,522-4
- Staff posts more suitable on the whole, *Sir H. L. Smith* 13,145-50
- Statistics, *S. M. Leathes* 645-7, 752-4
- not sufficiently frequent, *Sir R. Chalmers* 908-9
- all Top places could not be filled by, without deteriorating quality of Class I., *Sir R. Chalmers* 1312-4
- Difficulty of giving evidence of capacity for, and question of alteration of system, *L. A. Selby-Bigge* 9379-83
- Dissatisfaction exists owing to infrequency of, *S. M. Leathes* 751, 755
- Eight years' service rule:
- Abolition not desired, *Col. Sir E. W. D. Ward* 11,430-2
- Complaint of, *F. H. Norman* p. 492 II.
- not considered an obstacle and abolition not desired, *Sir H. C. Monro* 7037-44
- and Question as to reason for, *Col. Sir E. W. D. Ward* 11,288-93
- Reduction advocated, *Sir J. Anderson*, 5856-9; *Sir H. L. Smith* 13,150-3
- Shortening not considered necessary, *Sir E. Troup* 5324-32
- of Exceptional men approved, and should be more organised and more encouragement should be given if possible, *Lord Haldane* 1715-8, 1738, 1753-5
- as Frequent as is justifiable, *Rt. Hon. Sir G. Murray* 1853-61
- Infrequency of, and other causes of discontent, *F. H. Norman* 2442-48, 2461-3
- to Minor staff posts, *S. M. Leathes* 317-21
- Numbers of certificates granted in various departments, 1892-1911, *S. Leathes* p. 119-21 I.
- further Opportunities desirable, *Sir T. H. Elliott* 8521-3
- only Possible when vacancy occurs and could not be claimed by right of seniority, *Rt. Hon. Sir G. Murray* 1867-8
- Possibility of loss of salary on, a drawback to successful career, *F. H. Norman* 2409-13
- by pure selection, and certificates given, *S. M. Leathes* 781-4

Clerks—continued.

SECOND DIVISION—continued.

Promotion—continued.

- to Staff appointments, *S. M. Leathes* 772-80
- to Staff posts, most suitable on the whole, *Sir H. L. Smith* 13,145-50
- Statistics, *S. M. Leathes* 149-50, 316-7
- Promotions to, 1881, 1891, number, 1901-10, *S. Leathes* p. 123 I.
- Question of efficiency for Indian Civil Service, *F. H. Norman* 2623-28
- Recognition of leaving certificate from secondary school for entrance to, question of, *S. M. Leathes* 834-40
- special Recruitment for accounting offices, question of, *Sir L. M. Guillemard*, 14,349-59, 14,472-4; *Sir M. Nathan*, 14,703-9.
- Recruitment of Class I. from, desired, *A. H. Dyke Acland* 4079-80
- Rejected on probation, sent back to Commissioners, *S. M. Leathes* 285, 289, 643-4
- Reservation of certain proportion of posts for ex-service men, claim to, *W. G. Clifford* 12,123, 12,126-9, 12,136-40, 12,164-92
- Relations with public, *F. H. Norman* 2418-21
- Salary:
- Claim to raising of, *D. J. Milne* p. 497 II.
- Compared with commercial world, *H. H. Elwin* 5990-6004
- Maximum should be raised for those who have failed to enter, *C. H. Bond* 3530
- Range, *Sir R. Chalmers* 1326-7
- System of quinquennial increments suggested after maximum, when work well done, but no promotion, *Sir M. Nathan* 14,732-8
- Schoolmaster's opinion taken as to character both of men and women, *S. M. Leathes* 230-2
- Schoolmaster's opinion as to scholarship and general ability, taking of would be incompatible with open competition, *S. M. Leathes* 233
- Serve in three or four departments at first, *S. M. Leathes* 192-4, 330
- Some afterwards compete for intermediate and Class I. examinations and are successful, *S. M. Leathes* 303-5
- Successful in examination for Class I., concession *re* age, *S. M. Leathes* 306-7
- Temporary, limited and unlimited service, *Sir T. H. Elliott* 8361-3
- Tendency to draw upon lower social stratum, *W. G. Turpin* 11,961-2
- Transfers for benefit of the Service rare after first few years, *S. M. Leathes* 331
- Tuition of Class I. men by, cases known of, *F. H. Norman* 2466-7
- Work:
- Deliberately restricted to lower kinds in some offices, *F. H. Norman* 2461-3
- Delegation to officers lower than, of duties recently performed by second division, extension suggested, *Sir R. Chalmers* 924-6
- Differences between work of Class I. and, *Sir R. Chalmers* 1089, 1224-5
- Disparity between individuals, question as to remedy, *Sir R. Chalmers* 1245-50
- Dovetailing of work of Class I. into, *R. de M. Rudolf* 12,702-8
- Grading of, to prepare for higher places, practicable in some cases, *F. H. Norman* 2464-5
- may Impair fitness for promotion but ability would always be looked out for, *Sir R. Chalmers* 1227-8, 1238-44
- Lack of incentive in, leads to seeking interests outside the Service, with detrimental results, *F. H. Norman* 2372-80
- Nature of, and duties of more important character feasible for, *F. H. Norman* 2283-5, 2290-9
- Variation of, especially in cases of exceptional merit, question of, *Sir G. Murray* 1893-901
- Work of assistant clerks frequently similar to, *D. J. Milne* p. 497 II.
- Work done by Class I. could not be done equally well by, *Sir R. Chalmers* 1095-7

Clerks—continued.

- Secret dossier, grievance, *H. H. Elvin* 6044-59, 6191-201
- Social distinction between different classes, question as to, *S. M. Leathes* - - - - - 686-8
- Special leave for independent work, introduction of practice would be useful and possible, and should be carried out with co-operation of universities, *Lord Haldane* - - - - - 1710-3
- Special training (as in Germany) not advocated, *Sir W. E. Anson* - - - - - 4448-9
- STAFF :
- Abolition not advocated, *E. Phipps* - - - - - 2919
- Appointments not made by limited competition, *S. M. Leathes* - - - - - 63
- Artificial multiplication of posts, question of, *Sir H. L. Smith* - - - - - 13,231-2
- Duties and salary of, *F. H. Norman* - - - - - 2287
- Higher posts, question of grading, as Class I., *Sir H. L. Smith* - - - - - 13,157-86
- Position of, *Sir H. L. Smith* - - - - - 13,227-30
- Posts regarded to some extent as means of satisfying personal claims, *C. A. Cook* 10,751-2
- Promotion to Class I. :
- Case of loss of salary owing to, and circular of 1889 dealing with subject, handed in, *Sir R. Chalmers* - - - - - 968-9
- more frequent than from second division, *F. H. Norman* - - - - - 2289
- Salary rule, men should take salary into Class I., but remain at it until they would naturally receive it, *T. S. Owen* - - - - - 13,013-46
- Reward of merit for second division, *S. M. Leathes* 772-80
- Salary, *S. M. Leathes* - - - - - 779
- Supervision, need for training in details for effective carrying out of, *D. J. Milne* - - - - - p. 501 II.
- Three divisions necessary for, *Sir H. L. Smith* 13,093-105, 13,199
- Transfer between departments, *see that title.*
- TWO GRADE SCHEME :
- Advocated, *F. H. Norman*, 2068, 2123, 2318 ; *D. Milne*, 3105-11.
- not Desired, *A. H. Dyke Acland* - - - - - 4078
- Possibility of, question of, *Right Hon. Sir G. Murray* - - - - - 1969-71
- Unestablished, transfer to assistant clerkships, under Clause 7, *S. M. Leathes* - - - - - 622-5
- University men better public servants than those entering service at 18, *Lord Haldane*, 1792-3 ; *Rt. Hon. A. H. Dyke Acland*, 4069-77, 4081-4, 4177-80 ; *Sir W. E. Anson*, 4425, 4428, 4559-67.
- Variety of types advantageous, *F. H. Norman* 2236-37
- Women, *see that title.*

CLIFF, A. B. (in attendance) - - - - - 12,415-12,511

EX-SERVICE MEN :

- Awarding of service marks to, in civil service examinations claimed - 12,121, 12,124, 12,133-5, 12,140, 12,185, 12,187, 12,192
- Elimination of age limit clause when seeking official appointments for - 12,125, 12,130-2
- Employment :
- as Clerks - - - - - 12,183
- as Postmen, but hardness of work - 12,150-64
- Employment of minimum percentage of, in all Government departments, claim to - 12,123, 12,126-9, 12,136-40, 12,164-92
- Prejudice of some employers against - - 12,190
- Unemployed soldiers, number - - - - - 12,191

NATIONAL SOCIETY OF EX-NAVAL AND MILITARY MEN :

- Claim for admission of principle of continuity of State service - - - - - 12,118-21, 12,137
- Membership, &c. - - - - - 12,109-17

SOLDIERS :

- Refusal of re-engagement after 12 years' service, hardship of - - - - - 12,141-6
- Impossibility of preparing for competitive examinations as assistants or second division clerks, &c. - - - - - 12,118-20, 12,180, 12,184

CLIFFORD, W. G., representing National Society of Ex-Naval and Military Men - - - - - 12,107-93

Colonial Governors, appointment by patronage, *Sir J. Anderson* - - - - - 5907-16

Colonial Office :

- Accountant, salary, *Sir J. Anderson* 5615-6, 5618
- Administrative and clerical staff, divisions, *Sir J. Anderson* - - - - - 5548-50
- Appointments under Clause 7, *S. Leathes* p. 105 I.
- no Card index system or calculating machines used, *Sir J. Anderson* - - - - - 5873-4
- Charwomen, rate of payment, *Sir J. Anderson* 5664

CLERKS :

Abstractors, not employed and not desired, *Sir J. Anderson* - - - - - 5735-6

Boy :

- Abolition of, and distribution of work, question of, *Sir J. Anderson* - - - - - 5765-7
- Discharge, no difficulty in getting employment after, *Sir J. Anderson* - - - - - 5769
- Number, *Sir J. Anderson* - - - - - 5551
- Promotion to second division, *Sir J. Anderson* 5554-7.
- Reduction of number, question of, *Sir J. Anderson* - - - - - 5861-4
- Work of, *Sir J. Anderson* - - - - - 5552-3
- Work formerly done by second division clerks, *Sir J. Anderson* - - - - - 5754

Class I. :

- Appointment by open competition the best system, *Sir J. Anderson* - 5695, 5835-7
- Appointment of principal clerks and assistant secretaries from, *Sir J. Anderson* - 5696-9, 5708-11

Employment of servants of Dominion Colonies not practicable, *Sir J. Anderson* - 5706-7

no Failures among, *Sir J. Anderson* - 5831-5

First class education more important than technical training in office details, *Sir J. Anderson* 5722-5

Junior clerks, work and capacity compared with that of Staff officers, *Sir J. Anderson* 5713-20

Large proportion of, but necessity for, *Sir J. Anderson* - - - - - 5730-4

Number and class of men, *Sir J. Anderson* 5611-3

Promotion, mainly by seniority, *Sir J. Anderson* 5830

from Scotch universities, *Sir J. Anderson* 5629-36, 5786

Temporary employment of men from Eastern service, *Sir J. Anderson* - - - - - 5702-5

Temporary employment of second division clerk as to fill vacancy caused by employment of clerk as private secretary to First Lord of the Admiralty, *Sir J. Anderson* 5737-45, 5881-3

Transfer to other Departments, *Sir R. Chalmers*, 944-6 ; *Sir J. Anderson*, 5666-9.

Variety of characters and personality sufficient to give wide outlook, *Sir J. Anderson* 5629-35, 5692-4

Visits to Colonies, and extension of practice desirable, *Sir J. Anderson* - 5685-90, 5700-1, 5878-80

Work of, *Sir J. Anderson* - - - - - 5810-22

Class I. and second division practically watertight compartments, *Sir J. Anderson* - - - - - 5845-9

Employment of men from Colonial service not advisable, *Sir J. Anderson* - - - - - 5905-6

special Geographical knowledge not a qualification, *Sir J. Anderson* - - - - - 5935-7

Inefficiency, dismissal possible in case of, *Sir J. Anderson* - - - - - 5939-40

Second Division :

extensive Discontent among, doubted, *Sir J. Anderson* - - - - - 5677-83

Gratuity making salary up to 200l. in special case, *Sir J. Anderson* - - - - - 5751-2

Number, *Sir J. Anderson* - - - - - 5676

Promotions :

since 1892, *S. Leathes* - - - - - p. 119 I.

to Class I., none within last 10 years, and reason, *Sir J. Anderson* - 5590-9, 5670-5, 5787-91, 5809-10, 5849-60

Colonial Office—continued.

CLERKS—continued.

Second Division—continued.

Promotion—continued.

None to higher division, *Sir R. Chalmers*

1114-5

to Staff posts, *Sir J. Anderson* 5792, 5827-9Work and capacity compared with Class I., *Sir J. Anderson* - - - 5713-21Work of, and question as to advisability of system of giving more superior work to, *Sir J. Anderson* - 5599-610, 5774-91, 5823-6, 5850-4Work well done, *Sir J. Anderson* - - 5614Second division and minor staff clerks rise to 350l., explanation, *Sir J. Anderson* - 5746-50

Staff:

Salaries, *Sir J. Anderson* - - - 5795-800Work of, and supervision by Class I. clerks, *Sir J. Anderson* - - - 5794-808Statement of efficiency furnished until maximum reached, *Sir J. Anderson* - - - 5869-72Supplementary, explanation, *Sir J. Anderson* 5760-4Coalporters, wages and employment, *Sir J. Anderson* 5943-4Commercial department, not advisable, *Sir J. Anderson* - - - 5886-8Copying out of hours by supplementary clerks, *Sir J. Anderson* - - - 5660-1Division into sections and working of, *Sir J. Anderson* - - - 5572-89Documents, processes of dealing with, *Sir J. Anderson* - - - 5729King's home service or first class messenger, work of, *Sir J. Anderson* - - - 5691Legal under secretary, office abolished, *Sir J. Anderson* - - - 5711-2

LIBRARIAN:

Salary, *Sir J. Anderson* - - - 5617-8Work of, *Sir J. Anderson* - - - 5941-2

MESSENGERS:

Boy, numbers, *Sir J. Anderson* - - - 5768Ex-soldiers, numbers, *Sir J. Anderson* 5637-42Promotion by seniority, *Sir J. Anderson* 5644-7Office porters, salary, *Sir J. Anderson* - - 5643Pensionable and non-pensionable persons, principle of fixing classification, *Sir J. Anderson* 5943-6Professional offices, *Sir R. Chalmers* - p. 136 I.Promotions, reference to Treasury not required, *Sir J. Anderson* - - - 5938Relation of Crown agents to, *Sir J. Anderson* 5884-5Secretary or assistant secretary, appointment, *Sir J. Anderson* - - - 5708-12Staff appointments, *Sir J. Anderson* - - 5615-7

WOMEN TYPISTS:

Appointed by nomination and qualifying examination, *Sir J. Anderson* - - - 5649-52Confidential work, *Sir J. Anderson* - - 5931-4Numbers, *Miss Charlesworth* - - -Overtime, and no regular payment for, *Sir J. Anderson* - - - 5653-9, 5726-8Promotion to shorthand typists, opportunities, *Sir J. Anderson* - - - 5919-30Salaries, and question of adequacy, *Sir J. Anderson* 5619-23, 5838-44Separated from general staff, *Sir J. Anderson* 5626-8Superintendents, recruited by selection from staff, *Sir J. Anderson* - - - 5662-4Work of, *Sir J. Anderson* - - - 5625

Colonies:

Civil Service, relation to Colonial Office in subsidised and other colonies, *Sir J. Anderson* - 5899-904Crown, promotion from one colony to another, in upper ranks, *Sir J. Anderson* - - 5946-9Colonies, Secretary of State for, Crown Agents appointed by, *Sir J. Anderson* - - 5892-3

Comptroller and Auditor-General:

Appointment, method, and tenure of office, *H. J. Gibson*, 1364; *Sir R. Chalmers*, p. 141 I.Assistant, appointed by Letters Patent, *Sir R. Chalmers* - - - p. 141 I.

Comptroller and Auditor-General—continued.

DEPARTMENT:

Manned by intermediate class clerks, *Sir G. Murray* - - - 1866Supervision of work, question of responsibility, *Sir G. Murray* - - - 1911-4

DUTIES:

Check on appointments, *H. J. Gibson* - 1374-7, 1384, 1545-6Check on established rates of pay, *H. J. Gibson* 1372-7, 1387-91re Colonial grants in aid, *H. J. Gibson* 1462-4Examination of accounts of departments, *H. J. Gibson* - - - 1367-71where Lump sum allowed for staff, *H. J. Gibson* 1615-8Irregularities, procedure on discovery of, *H. J. Gibson* - - - 1523-30Origin of post, *H. J. Gibson* - - - 1366Procedure in case of reduction of pay by head of department, *H. J. Gibson* - - 1516, 1569-71Report to Committee of Public Accounts, period between discovery of irregularity and, and proceedings meanwhile, *H. J. Gibson* - - 1524-5Reports made to Treasury not to Parliament except in certain cases, *H. J. Gibson* - - 1439-45Salary charged on Consolidated Fund, *H. J. Gibson* 1364see also *Gibson*, Henry James, C.B. - 1363-1651

COOK, C. A., C.B., Chief Charity Commissioner:

10,551-833

CHARITY COMMISSION:

Bills, method of presenting - - - 10,692

Boy Messengers, age of entrance and discharge and encouragement of further education 10,633-4

Clerks:

Advertising of vacancies, question of 10,591-3

Appointment:

by Examination not advocated - - 10,595

Method and reasons - - - 10,590-604

Assistant:

Comparison with second division - - 10,617

Increase in number of boy clerks - 10,628

Number - - - 10,647

Obtained from C.S. Commission with exception of promotions - - - 10,648

Promoted boys in, no promotion to second division - - - 10,830-2

Promotion to second division - 10,617-22, 10,829-33

Boy:

after Discharge, difficulty of finding employment - - - 10,630

Promotion direct to Assistant Clerks, question of possibility, &c. - - - 10,653-8

First Class, legal qualifications - - 10,586

Higher division:

Academic distinctions - - p. 535-6 II.

Appointment by Committee, question of 10,795-8

Class I. examinations would not be suitable 10,762-3

Difficulty of getting sufficient suitable candidates - - - 10,794

Legal experience - - - 10,763-7

Personal interview and value of - 10,789-92

Qualifications required - - - 10,753-60

Reason for failure of former method of appointment, question of - - 10,782-8

University qualifications - - 10,768-74

Increments, granting of certificates for, larger, a matter of routine - - - 10,823

Legal knowledge, reason for need of 10,693-706

Legal qualifications - - - 10,681-2

Principal:

Academic distinctions - - - p. 535 II.

Legal qualifications - - - 10,586

Promoted from first-class clerks - 10,584-5

Restriction of appointments to those with legal qualifications, history of - - 10,596-8

Second division:

Discontent among - - - 10,665-6

Higher grade, grade to disappear 10,610-3

Legal qualifications - - - 10,587

Promotion, scarcity of opportunities 10,727-50

COOK, C. A., C.B.—*continued.*CHARITY COMMISSION—*continued.*Clerks—*continued.*

Staff:

Appointed through second division examinations - - - - - 10,605-9
Promotion from second division, method - - - - - 10,674-5, 10,675

Commissioners:

Appointed by the Crown - - - - - 10,558-63, 10,676

Assistant:

Academic distinctions - - - - -
Appointment method and qualifications - - - - - 10,555-7, 10,580-2, 10,677

Previous work - - - - - 10,680

Qualifications required - - - - - 19,758-9

Parliamentary:

Unpaid - - - - - 10,707-8

Work of - - - - - 10,685-6, 10,691-2

Departments - - - - - 10,566-7

Functions - - - - - 10,564-5

Formation of trusts, some political or sectarian pressure, but never successful - - - - - 10,663-5

Legal character of work - - - - - 10,571-8, 10,700-6,

Meetings - - - - - 10,687

10,715-22

Office, inconvenience of - - - - - 10,659-62

Organisation satisfactory - - - - - 10,667-70

Staff:

Appointment, method, &c. - - - - - 10,568, 10,676

University men chiefly from Oxford and Cambridge, but no indication of any particular type of mind in consequence - - - - - 10,776-9

Transfer of work to larger department of State, suggestion not approved - - - - - 10,723-6

10,715-22

10,687

10,715-22

10,659-62

10,667-70

10,568, 10,676

10,776-9

10,723-6

10,715-22

10,659-62

10,667-70

10,568, 10,676

10,776-9

10,723-6

10,715-22

10,659-62

10,667-70

10,568, 10,676

10,776-9

10,723-6

10,715-22

10,659-62

10,667-70

10,568, 10,676

10,776-9

10,723-6

10,715-22

10,659-62

10,667-70

10,568, 10,676

10,776-9

10,723-6

10,715-22

10,659-62

10,667-70

10,568, 10,676

10,776-9

10,723-6

10,715-22

10,659-62

10,667-70

10,568, 10,676

10,776-9

10,723-6

10,715-22

10,659-62

10,667-70

10,568, 10,676

10,776-9

10,723-6

10,715-22

10,659-62

10,667-70

Crawford, Sir Richard:

Appointment as Commissioner of Customs, *Sir L. N.*

Guillemard - - - - - 14,410-5

Career of, *Sir T. H. Elliott* - - - - - 8520

Crown Agents for the Colonies:

Appointed by patronage, *Sir J. Anderson* 5892-3

Clerks, substitution of intermediate class for Class I., *S. M. Leathes*, 157; *Sir R. Chalmers*, 1101, 1256.

Payment, system, *Sir J. Anderson* - - - - - 5894-8

Relations to Colonial Office, *Sir J. Anderson* 5884-5

Customs, assistants, proportion of successful candidates 1901-08 ineligible in respect of physical qualifications, *S. M. Leathes* - - - - - p. 110 I.

14,410-5

8520

5892-3

5894-8

5884-5

p. 110 I.

14,410-5

8520

5892-3

5894-8

5884-5

p. 110 I.

14,410-5

8520

5892-3

5894-8

5884-5

p. 110 I.

14,410-5

8520

5892-3

5894-8

5884-5

p. 110 I.

14,410-5

8520

5892-3

5894-8

5884-5

p. 110 I.

14,410-5

8520

5892-3

5894-8

5884-5

p. 110 I.

14,410-5

8520

5892-3

5894-8

5884-5

p. 110 I.

14,410-5

8520

5892-3

5894-8

5884-5

p. 110 I.

14,410-5

8520

5892-3

5894-8

5884-5

p. 110 I.

14,410-5

8520

5892-3

5894-8

5884-5

p. 110 I.

14,410-5

8520

5892-3

5894-8

5884-5

p. 110 I.

14,410-5

8520

5892-3

5894-8

5884-5

p. 110 I.

14,410-5

Customs and Excise Department:

ACCOUNTANT AND COMPTROLLER-GENERAL:

Office:

Intermediate scheme would be too expensive and not necessary, *Sir L. N. Guillemard*

14,317

Promotion prospects, *Sir L. N. Guillemard*

14,314-7

Vacancies, method of filling, and no stress laid on suitability for accounting work, *Sir L. N. Guillemard* - - - - - 14,465-71

14,314-7

14,465-71

14,314-7

14,465-71

14,314-7

14,465-71

14,314-7

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14,314-7

14,465-71

14,314-7

14,465-71

14,314-7

14,465-71

AMALGAMATION:

some Dissatisfaction among excise service, but service as a whole fairly satisfied, *Sir L. N. Guillemard* - - - - - 14,249

14,249

Excise branch, concessions obtained as result of representations to the Chancellor of the Exchequer, *Sir L. N. Guillemard* - - - - - 14,250-3,

14,297-307

will be Justified on ground of economy and efficiency, *Sir L. N. Guillemard* - - - - - 14,429-30

14,250-3,

14,297-307

14,429-30

14,250-3,

14,297-307

14,429-30

14,250-3,

14,297-307

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14,429-30

14,250-3,

14,297-307

14,429-30

14,250-3,

14,297-307

14,429-30

Customs and Excise Department—continued.

CLERKS—continued.

- Class I.—continued.
 Junior clerks, responsibility of work, and comparison with that done by higher officials, *Sir L. N. Guillemard* - 14,208-14
 Recruitment by Class I. examination, reasons for change to, and success of, *Sir L. N. Guillemard* - 14,085-108
 Salaries, minimum not up to other offices, *Sir L. N. Guillemard* - 14,228-31
 temporary Transfers of, to Insurance office, *Sir L. N. Guillemard* - 14,371-7, 14,450-3
 Transfers from other departments, *Sir L. N. Guillemard* - 14,227, 14,232-4
 Committee, *Sir L. N. Guillemard* - 14,073-6
 Junior clerks and minor staff clerks, work of, *Sir L. N. Guillemard* - 14,454-6
 Junior clerkships, second division men to be promoted to, for exceptional merit, *Sir L. N. Guillemard* - 14,222
 Marked in and out, *Sir L. N. Guillemard* 14,424-5
 Minor staff clerks:
 Promotion to upper division, *Sir L. N. Guillemard* - 14,459-64
 Put on junior clerks' work occasionally to test powers, *Sir L. N. Guillemard* - 14,457-8
 Port clerks' examination obsolete, *Sir L. N. Guillemard* - 14,074, 14,081
 Proposed scheme *re* assistant clerks would apply to, *D. Milns* - 3479
 Second division:
 Promotions since 1892, *S. M. Leathes* p. 119 I.
 Table of higher posts filled by, *F. H. Norman* p. 488 II.
 Upper division, promotions still to be made of specially good men from outdoor service and second division, *Sir L. N. Guillemard* 14,482-5
 Board, constitution and method of appointment, *Sir L. N. Guillemard* - 14,334-6
 Calculating machine used, *Sir L. N. Guillemard* 14,440
- CHIEF INSPECTOR:
 Functions, *Sir L. N. Guillemard* - 14,120
 Promoted from outdoor staff, and appointment from outside would be unwise, *Sir L. N. Guillemard* - 14,121-3
 Clerical service examination, *Sir L. N. Guillemard* 14,067-73
 Collection of statistics of Board of Agriculture, *Sir L. N. Guillemard* - 14,056-61, 14,183-4
- COMMISSIONERS:
 Appointed by the Crown direct, *Sir R. Chalmers* 858, 867, p. 141 I.
 Appointments of, from outdoor service, *Sir R. Chalmers* - 1049-50
 Cases of, promoted from lower grades, *Sir L. N. Guillemard* - 14,178
 Meet and work daily, *Sir L. N. Guillemard* 14,423
 Method of appointment, and previous positions, *Sir L. N. Guillemard* - 14,410-7
 Transfer from Board of Education, *L. A. Selby-Biggs* - 9417
 Doctor, work of, and question as to adequacy of salary, *Sir L. N. Guillemard* - 14,441-4
 Examinations, *see that title*.
 Excise service, discontent among, question as to extent, *Sir L. N. Guillemard* - 14,310-3
 Expenditure, amount of control exercised by Treasury, *H. J. Gibson* - 1370
 Fines for disciplinary offences, system in force in, *H. J. Gibson* - 1583 note
 History of office, *Sir L. N. Guillemard* - 14,090
 Inefficiency, men retired for, on reduced pension, *Sir L. N. Guillemard* - 14,426-8
 Inspectors, Deputy Chief, and Superintending, promoted usually from outdoor staff, *Sir L. N. Guillemard* - 14,124-7
 Insurance work, extra salary granted by Chancellor of the Exchequer with view to, *Sir L. N. Guillemard* - 14,297-307
 Lump sum principle in Solicitor's office only, *Sir L. N. Guillemard* - 14,393
 Office, and inadequacy of accommodation, *Sir L. N. Guillemard* - 14,385, 14,432-7

Customs and Excise Department—continued.

OUTDOOR SERVICE:

- Appointed by nomination, *S. M. Leathes*, 39,719;
Sir R. Chalmers - p. 142 I.
 Appointment by open competition would be unsatisfactory, *S. M. Leathes* - 73
 Clerks, formal reports on, given up, *Sir L. N. Guillemard* - 14,223
 two Divisions of, *Sir L. N. Guillemard* - 14,166
 Medical staff, *Sir L. N. Guillemard* - 14,171
 Men never transferred to, from office, *Sir L. N. Guillemard* - 14,132-3
- Promotions:
 Committee for, *Sir L. N. Guillemard* - 14,487
 by Seniority counted efficiency, former practice of, *Sir L. N. Guillemard* - 14,242-4
 Special promotion, former practice of, *Sir L. N. Guillemard* - 14,240-1
 to Supervisory grade to be by competitive examination, *Sir L. N. Guillemard* 14,245-6
 all to be Recruited by one examination in future, *Sir L. N. Guillemard* - 14,067-72, 14,168-9
 Reports, system, *Sir L. N. Guillemard* 14,488-9
 Prevention of immigration of undesirable aliens by, *Sir L. N. Guillemard* - 14,445-6
 Professional offices, *Sir R. Chalmers* - p. 137 I.
- PROMOTIONS:
 Board responsible for, *Sir L. N. Guillemard* 14,388-92
 Informal consultation, *Sir L. N. Guillemard* 14,486
 Relations between Inland Revenue Board and, *Sir L. N. Guillemard* - 14,045-55
 Salaries, recommendation of Hobhouse reports, &c., carried out, *Sir L. N. Guillemard* - 14,254-60
- SECRETARIAT:
 Appointments, responsibility for, *Sir L. N. Guillemard* - 14,389-91
 Constitution of, *Sir L. N. Guillemard* - 14,064-6, 14,080-2
 Grades, *Sir L. N. Guillemard* - 14,234-7
 continued Working of, with second division or custom Clerks, difficulties, *Sir L. N. Guillemard* 14,099-101
see also Clerks above.
- SECRETARIES:
 Positions of men, *Sir L. N. Guillemard* - 14,196
 Question of former practice of appointing one outdoor man - 14,187-90
 Secretary and Assistant Secretary, appointed by Order in Council, *Sir R. Chalmers* - p. 141 I.
 Ships of, *Sir L. N. Guillemard* - 14,448-9
 Solicitor to, appointed by Order in Council, *Sir R. Chalmers* - p. 141 I.
- SOLICITOR'S OFFICE:
 Clerical staff, lump sum for, *Sir L. N. Guillemard* 14,108-9, 14,394-5
 Professional clerks, claim to establishment and question of justification, *Sir L. N. Guillemard* 14,110-9
 Professional officers and method of appointment, *Sir L. N. Guillemard* - 14,104-7
 Staff, *Sir L. N. Guillemard* - 14,062-84
- STATISTICAL OFFICE:
 Assistant clerks, comparison between old and new classes, *Sir L. N. Guillemard* - 14,318-20
 Junior clerks, lower section:
 Nominated by Treasury at present on recommendation of Board to Civil Service Commission, *Sir L. N. Guillemard* - 14,178
 to be Recruited in future from assistant clerks and question as to promotion prospects, *Sir L. N. Guillemard* - 14,178-65
 no Special training necessary in lower ranks, *Sir L. N. Guillemard* - 14,438-9
 Staff, *Sir L. N. Guillemard* - 14,146
 Subordination to the Treasury, *S. M. Leathes* 275-6
 Supervisors, salaries not dated back, as no recommendation made by Hobhouse report, *Sir L. N. Guillemard* - 14,254-60
- SURVEYORS:
 to be Recruited from indoor and outdoor staff, *Sir L. N. Guillemard* - 14,477-81

Customs and Excise Department—*continued.*SURVEYORS—*continued.*

Training of former customs examiners for and question of efficiency, *Sir L. N. Guillemard* 14,261-96, 14,338-46

WATER-GUARD:

Efficiency in preventing smuggling, *Sir L. N. Guillemard* - 14,447
Service in satisfactory condition, *Sir L. N. Guillemard* - 14,166-7

WOMEN:

Increased employment of, accommodation difficulty, *Sir L. N. Guillemard* - 14,384-7
Number employed and reason for smallness of, *Sir L. N. Guillemard* - 14,378-81
Searchers, not permanently employed, *Sir L. N. Guillemard* - 14,382-3
Typists, numbers, *Miss Charlesworth* - p. 504 II.
Work of, *Sir L. N. Guillemard* - 14,045-61
Dartmouth, professors and instructors, conditions of service and comparison with Woolwich, *Prof. W. Foord-Kelsey* - 12,572-5
Departmental Committees, committee of Privy Council instead of, suggested, *Sir A. W. Fitzroy* - 12,979

Diplomatic Service:

Minimum income limit required in candidate, protest against, *F. H. Norman* - p. 485 II.
Recruitment by open competition advocated, *F. H. Norman* - 2578
Salary, objection to minimum income limit, *F. H. Norman* - 2574-7

Dockyard employees, *see under Admiralty.*

Dublin:

Examination for valuers, of special technical character, *F. H. Norman* - 2534
Metropolitan Police, professional Offices, *Sir R. Chalmers* - p. 140 I.

UNIVERSITY:

Board of Education:
Examiners from, *F. H. Norman*, p. 485 II.; *L. A. Selby-Bigge*, p. 509 II.
Inspectors from, *L. A. Selby-Bigge* - 9096, p. 531 II.
Number of successful candidates for Class I. clerkships from, 1906-10, *S. M. Leathes*, 337, p. 127 I., 575
no Objection raised as to examination for Class I. clerkships, *S. M. Leathes* - 579-81
Officers Training Corps, petition to Prime Minister signed by representatives of, *M. J. M. Hill* p. 536-7 II.
Patent Office, Examiners from, *T. Franks* 13,940
Duchy of Lancaster, *see Lancaster, Duchy of.*

Durham University:

Board of Education, Inspector from, *L. A. Selby-Bigge* 9096
Officers Training Corps, petition signed by representatives of *M. J. M. Hill* - p. 536-7 II.
Patent Office examiners from, *T. Franks* - 13,940

DYKE ACLAND, RIGHT HON. A. H., Chairman of the Consultative Committee of the Board of Education: - 4033-4397

APPOINTMENTS:

Patronage should be taken out of hands of Ministers if Board of Selection set up - 4229
School report should count in final allocation of marks - 4117-20, 4134-5, 4368-9

Selection:

Method of checking jobbery, and overcoming suspicions of, suggestions - 4160, 4181-7, 4248-55
Necessary in some cases, 4127-9, 4158-9, 4327-8
Vested interests must not exclude efficiency of the service - 4188-94, 4370-1

BOARD OF EDUCATION:

Appointments by selection, absence of jobbery 4336-8
Examiners:
two years' Apprenticeship in the country, advocated - 4099-100, 4264-7

DYKE ACLAND, RIGHT HON. A. H.—*continued.*BOARD OF EDUCATION—*continued.*- Examiners—*continued.*

Staff men from new universities, as well as from Oxford and Cambridge desired - 4093-9
Women inspectors - 4339-41

CLERKS:

Boy:
at 14 straight from elementary schools, objected to - 4068, 4209
if Retained, entrance age should be raised 4233-7

Class I.:

Apprenticeship system advocated 4100, 4259-67, 4367
Recruitment from second division desired 4079-80
Source of - 4360-6
Men of 22 with university education better than those of 18 - 4069-77, 4081-4, 4177-80
Second division:
Apprenticeship system advocated - 4262-7
Promotion to Class I., opinion *re* age 4089-90
Two grade scheme, not desired - 4078

GRAMMING:

Extent of - 4218-20
System of certificates from secondary school would tend to decrease - 4220-5, 4350-5

EDUCATION:

Elementary:

Scholarship system from, dangerous effect on education - 4274
Schools, scholars should stay longer at - 4161
Teachers, examination and career compared with boy clerks - 4343-9

Secondary:

Building up of, and difficulties 4034-6, 4147-51
Completed course of education, nature of 4288-97
no Compulsory power, and defect of Act 4151
Expenditure, increase necessary - 4054
4-5 years' course in approved school advocated as qualification for candidates - 4383-7, 4106-14, 4130-3, 4220-5, 4230-47, 4317-26, 4350-5
Free, in local day schools desired 4051, 4167-70
Manual, &c. training, advantages 4170-3, 4211
Scholarship system, question of attracting scholars into teaching profession instead of Civil Service - 4143-6

Schools:

Bursaries to universities, &c. - 4046-50
Examinations:
Multiplicity and evil of - 4102-5, 4115-6
Paper:
Alternatives, suggestions - 4162-4
Inadequacy of - 4115-6, 4383-4
State system would mitigate evil - 4106
Fee-paying children, selection question 4269
Free places:
Increase needed - 4153
Number - 4153
Maintenance money, insufficiency 4042-5, 4286-7
Number and distribution - 4149-50
Objection of farmers in rural districts and question of obviating - 4174-6
Preparatory departments, character of education, expense, and question of class distinction - 4272-82
Private, inspection advocated - 4215-7
Record - 4383-92

Scholars:

from Elementary schools:
Number - 4039-40
Selection, method - 4267-8, 4283-5
Number - 4037, 4052-3
Source of - 4041

Teachers:

Pensions:
by Local legislation - 4195-7
from State, desired - 4061-5, 4153
Salaries, scale and inadequacy of 4054-67, 4153-4

DYKE ACLAND, RIGHT HON. A. H.—*continued.*EDUCATION—*continued.*Secondary—*continued.*Teachers—*continued.*

- Some have had training as elementary school teachers - - - - - 4380
 Training and registration, no systematic system - - - - - 4059-60, 4138-9
 Teaching, character of - - - - - 4067
 Secondary and technical, allotment of whiskey money to - - - - - 4034
 Social life of importance where possible 4201-4
 Teachers, women, salaries lower than men's, question of reason - - - - - 4229

EXAMINATIONS:

- Boy clerks, subjects of, and excess over elementary school course and boys should be kept longer at school - - - - - 4293-316
 Class I., monopoly of Oxford and Cambridge, and question of remedy 4095-9, 4121-7, 4136-7, 4330-5, 4342, 4356-9, 4394-7
 Paper test alone incomplete 4256-8, 4315-6, 4393-4
 Naval Cadets, appointment by selection 4251-5, 4390-2
 Post Office, women candidates, increase - 4220
 Pensions, retirement on, restriction as to subsequent employment, question of importance - 4198-200
 Promotion, by selection necessary - - - 4079-80
 Universities, new students, quality would improve with reform of secondary education - 4205-8

WOMEN:

- Desire to enter Civil Service on same terms as men justifiable, and possible in some cases 4212-4
 Typists, objection to employment of - 4209-10
 Yorkshire, West Riding, Education Rate and expenditure on higher education - - - 4070

Eastern Cadets:

- Examinations, *see* Class I. *under* Examinations.
 Explanation, *S. M. Leathes* - - - - - 652-3
 Eastern Colonial Service, Candidates must be European British-born for certain branches of, *S. M. Leathes* 658-63
 Ecclesiastical Commission, clerks taken from intermediate class, *S. M. Leathes* - - - - 157
 EDDISON, E. R. (in attendance) - 13,053-13,505

Edinburgh University:

- Board of Education Inspector from *L. A. Selby-Bigge* p. 531 II.
 Number of successful candidates for Class I. clerkship from 1906-10, *S. M. Leathes* p. 127 I, 337
 Officers Training Corps, petition to Prime Minister signed by representatives of, *M. J. M. Hill* p. 536-7 II.
 Patent Office examiners from, *T. Franks* - 13,940

Education:

- Character necessary for Class I. and second division clerks, *Lord Haldane* - - - - - 1663-4
 Democratisation, not all difficulties could be solved by, *F. H. Norman* - - - - - 2255-62

ELEMENTARY:

- Pupil teacher system, and question of advantage and disadvantage, *L. A. Selby-Bigge*, 9614-5, 9671-5
 Schools:
 Annual output, *R. H. Carr* - 4590-3, 4738-40
 Average age for leaving, *R. H. Carr* 4614, 4767
 successful Candidates from, in competition for temporary boy clerkships, September 1911, *S. Leathes* - - - - - pp. 132-3 I.
 Classes, size, and division of top classes into sections, *L. A. Selby-Bigge* - 9676-81
 Council and voluntary, *L. A. Selby-Bigge* 9542
 Examinations:
 Labour, *L. A. Selby-Bigge* - - - - - 9622
 Preparation for external examinations not encouraged by Board, *L. A. Selby-Bigge* 9622

Education—*continued.*ELEMENTARY—*continued.*Schools—*continued.*

- some Fees paid, *R. H. Carr*, 4795; *L. A. Selby-Bigge*, 9560-1.
 Higher elementary, explanation, *L. A. Selby-Bigge* 9703
 Maintenance, cost, and comparison with secondary schools, *R. H. Carr* - 4859-61
 Number, *R. H. Carr* - - - - - 4594

Pupils:

- Average leaving age, *L. A. Selby-Bigge* 9636
 Leaving between 12 and 13, question of statistics, *R. H. Carr* - - - - - 4768-82
 Maximum age, *R. H. Carr* - - - - - 4588-9
 Number and proportion of total children of school age, *R. H. Carr* - 4585-7, 4763-6
 Secondary Schools, *see under* Secondary *below*. should stay longer at school, *A. H. Dyke Acland* - - - - - 4161
 Scholarships, &c. to Secondary Schools, *see under* Secondary *below*.

Scholarships:

- and Continuation payments, but little advantage taken of, *L. A. Selby-Bigge* - - - - 9568
 System, dangerous effect on education, *A. H. Dyke Acland* - - - - - 4274
 Students from, at Universities - 1828-9
 Technical teaching in, *L. A. Selby-Bigge* 9682-8
 Standard of education:
 Minimum fixed by Board, *L. A. Selby-Bigge* 9554-6
 Variation in different schools, *L. A. Selby-Bigge* 9557-9

Teachers:

- Certificated, explanation, *L. A. Selby-Bigge* 9533-4
 Classification of schools and regulation of salaries on prescribed scale, question of, *L. A. Selby-Bigge* - - - - - 9553
 Competition between local authorities for, *L. A. Selby-Bigge* - - - - - 9548-9
 Control of staffing, and raising of standard asked for, *L. A. Selby-Bigge* 9536-8, 9543
 Examination and career compared with boy clerks, *A. H. Dyke Acland*, 4343-9; *R. H. Carr* 4744-9
 Head, Board's requirement, *L. A. Selby-Bigge* 9531-2
 Number (men), *L. A. Selby-Bigge* - 9273-4
 Salaries fixed by local authority, *L. A. Selby-Bigge* - - - - - 9545-52
 Staffing in rural and urban schools compared, and difficulty of problem in rural districts, *L. A. Selby-Bigge* - - - - - 9539
 Supplementary, question as to number, *R. H. Carr* - - - - - 4807-9
 Trained, employment encouraged by Board, *L. A. Selby-Bigge* - - - - - 9669-70
 Transfers between schools, *L. A. Selby-Bigge* 9540-3
 Uncertificated, discouraged by Board, *R. H. Carr* 4669-75, 4752-3
 Higher, changing character of, *Lord Haldane* 1660, 1698-702
 Inspectors, *see under* Board of Education.
 Mixed staffs, no difficulties known, *L. A. Selby-Bigge* 9070-5
 Reform necessary in order to obtain best type of Civil Servant, *Lord Haldane* - - - - 1830-2
 School-leaving age ought to be raised, difficulties, *F. H. Norman* - - - - - 2154-57, 2221
 SECONDARY:
 Allotment of whiskey money to, *A. H. Dyke Acland* 4034
 Building up of, and difficulties, *A. H. Dyke Acland* 4034-6, 4147-51
 Completed course of education, nature of, *A. H. Dyke Acland* - - - - - 4288-97
 no Compulsory power, *A. H. Dyke Acland* 4151; *R. H. Carr*, 4623-4.
 Continuation Schools, *L. A. Selby-Bigge* 9576-8, 9583-4

Education—continued.

SECONDARY—continued.

- 4-5 years' Course in approved school advocated as qualification for candidates, *A. H. Dyke Acland* 4106-14, 4130-3, 4220-5, 4230-47, 4317-26, 4350-5, 4383-7
- Cramming schools, would not be recognised, *R. H. Carr* 4713-4, 4725
- Effect of age of boy clerks examination on, *R. H. Carr* 4750-1
- Expenditure, increase necessary, *A. H. Dyke Acland* 4054
- Free, in local day schools desired, *A. H. Dyke Acland* 4051, 4153, 4167-70
- Manual training should be encouraged, *A. H. Dyke Acland* 4170-3, 4211
- Masters, no registration at present, *E. H. Carr* 4721-4
- Reform, quality of students in new universities would improve, *A. H. Dyke Acland* 4205-8
- Royal Commissions on, *A. H. Dyke Acland* 4034-6
- Schools:
- Boys taken from, too soon for civil service examination, and 16 advocated as earliest age, *L. A. Selby-Bigge* 9638-40
- Building:
- Cost of, *R. H. Carr* 4855
- no Grant towards, *R. H. Carr* 4857
- Commencement of school year, date, *R. H. Carr* 4715
- 3 years' Course only, drawbacks, *R. H. Carr* 4613
- Curriculum should not be based on syllabus of second division and intermediate examinations, *Lord Haldane* 1778
- Distribution, *R. H. Carr*, 4815-23; *W. N. Bruce* 9569-70
- Examinations:
- Civil service and professional, interference with education, *W. N. Bruce* 9659-68
- Consolidation of external exams. into school leaving certificate under consideration, *W. N. Bruce* 9632-5
- External examination by outside body favoured by Board, *W. N. Bruce* 9642-8
- Multiplicity and evil of, *A. H. Dyke Acland* 4102-5, 4115-6
- Papers:
- Alternative suggestions, *A. H. Dyke Acland* 4162-4
- Inadequacy of, as test, *A. H. Dyke Acland* 4115-6, 4383-4
- Particulars, *re W. N. Bruce* 9624-31
- State system would mitigate evil, *A. H. Dyke Acland* 4106
- Unification of, into school leaving certificate desired and question of adopting common standard, *W. N. Bruce* 9649-58, 9693-4
- Fee-paying children, selection question, *A. H. Dyke Acland* 4269
- Free places:
- Distribution, *W. N. Bruce*, 9700; *R. H. Carr* 4823-8
- Method of obtaining, *R. H. Carr* 4862
- Number, *A. H. Dyke Acland*, 4039-40; *R. H. Carr*, 4601-10; *W. N. Bruce*, 9702.
- Supply not adequate in all areas, *R. H. Carr* 4639
- Grants:
- Basis, *R. H. Carr* 4812
- Nature of school receiving, *R. H. Carr* 4832-7
- Inadequate, but adequacy increasing, *R. H. Carr* 4636-8
- Increase, *E. Phipps* 2772
- Inspection and method, *R. H. Carr*, 4684-708, 4813-4; *L. A. Selby-Bigge*, 8799-801.
- Leaving certificate:
- under Consideration, *R. H. Carr* 4678-81
- and Record as qualification for candidates approved, *R. H. Carr* 4643-6, 4712
- Length of school life, *R. H. Carr* 4600
- Maintenance cost, and comparison with elementary schools, *R. H. Carr* 4859-61
- Maintenance money, insufficiency, *A. H. Dyke Acland* 4042-5, 4286-7

Education—continued.

SECONDARY—continued.

Schools—continued.

- Medical inspection, *R. H. Carr* 4864-5
- Mixed, *A. H. Dyke Acland* 4039
- Names and number of pupils, *L. A. Selby-Bigge* 9572-82, 9697-9
- Number and distribution, *A. H. Dyke Acland* 4149-50
- Objection of farmers in rural districts and question of obviating, *A. H. Dyke Acland* 4174-6
- Position of scholarship holders, *R. H. Carr* 4866-7
- Preparatory departments:
- Character of education, expense and question of class distinction, *A. H. Dyke Acland* 4272-82
- Overlapping of education at, with that of elementary schools, *R. H. Carr* 4717-9; 4789-94
- Particulars, &c., *L. A. Selby-Bigge* 9574, 9580-2
- Reason for parents sending children to, *R. H. Carr* 4718-9, 4796-8
- Private inspection advocated, *A. H. Dyke Acland* 4215-7
- Pupils:
- Age of boys and girls for entering and leaving compared, *R. H. Carr* 4344
- Age for entering, from elementary schools, *R. H. Carr* 4617-22
- Average leaving age, *R. H. Carr*, 4611-2; *L. A. Selby-Bigge* 9637
- from Elementary schools:
- Numbers, and number admitted free, *A. H. Dyke Acland*, 4039; *R. H. Carr*, 4598-9; *L. A. Selby-Bigge*, 9572-3.
- Percentage, *R. H. Carr*, 4768; *L. A. Selby-Bigge*, 9705-12.
- Question of statistics, *E. Phipps* 2786-93 2901-8
- Selection, method, *A. H. Dyke Acland* 4267-8, 4283-5
- Numbers, *A. H. Dyke Acland* 4037, 4052-3, 4597
- Proportion of boys and girls and of free places among, *R. H. Carr* 4841-3
- Records kept, and nature of, *R. H. Carr* 4647, 4704-11
- Source of, *A. H. Dyke Acland* 4041
- no Recognised leaving certificate, *R. H. Carr* 4664-5
- Recognition, process, *R. H. Carr* 4682, 4783-4
- Refusal of parents to send children to, owing to large number of pupils from elementary schools, *R. H. Carr* 4799
- Report from, should count in final allocation of marks for C.S. candidates, *A. H. Dyke Acland* 4117-20, 4134-5, 4368-9, 4383-9
- Scholarships or bursaries from elementary schools:
- Distribution, *W. N. Bruce*, 9700; *R. H. Carr* 4823-8
- Particulars *re*, *R. H. Carr*, 4627-7, 4727, 4868-72; *L. A. Selby-Bigge*, 9562-5, 9689-92.
- Unsuccessful candidates, some go afterwards as fee-paying pupils, *R. H. Carr* 4803
- Scholarship system, question of allocating scholars into teaching profession instead of Civil Service, *A. H. Dyke Acland* 4143-6
- Scholarships, &c., to universities:
- Information to be supplied, *L. A. Selby-Bigge* 9585-92
- Particulars *re*, *A. H. Dyke Acland*, 4046-50, *R. H. Carr*, 4625, 4628, 4634, 4641, 4642, 4729-32, 4846-7
- State-aided, number, *R. H. Carr* 4595-6
- not State-aided Inspection, *R. H. Carr* 4683-703
- Students from, at Universities, question of statistics *re* 4629-33, 4720
- Teaching, character of, *A. H. Dyke Acland* 4067
- Substitution of, for cramming colleges for second division examination desired, *Lord Haldane* 1664

Education—continued.

SECONDARY—continued.

Teachers :

- Appointed by governing body, *R. H. Carr* 4655-8
 Appointed sometimes without previous training
 or experience, *R. H. Carr* - - - 4805-6
 Control by Board, extent of, *R. H. Carr* 4655-63,
 4676-7, 4733-6

Pensions :

- by Local legislation, *A. H. Dyke Acland*
 4195-7
 from State, desire for, *A. H. Dyke Acland*
 4061-5, 4153

Salaries :

- Inadequacy of, *A. H. Dyke Acland*, 4054-67,
 4153-4; *R. H. Carr*, 4741.
 Scale, *A. H. Dyke Acland* - - - 4057-8, 4061
 Some have had training as elementary school
 teachers, *A. H. Dyke Acland* - - - 4380
 Training of, at colleges provided by local
 authorities and universities, but grants paid
 by Government, *R. H. Carr* 4858, 4648-52,
 4667
 Training and registration, no systematic system,
A. H. Dyke Acland 4059-60, 4138-9, 4148-54

TEACHERS :

Training :

- Accommodation, *L. A. Selby-Bigge* 9670, 9736-7
 Colleges, particulars *re*, *L. A. Selby-Bigge* 9616-21
 Insistence on, power of Board *re*, *R. H. Carr*
 4873-5
 Particulars, *re*, *L. A. Selby-Bigge* - - - 9614-21
 Unattached, system referred to, *Miss E. A.*
Charlesworth - - - - - 3930-1
 Women, salaries lower than men's, question of
 reason, *A. H. Dyke Acland* - - - 4229
 Technical, allotment of whiskey money to, *A. H.*
Dyke Acland - - - - - 4034

TECHNICAL AND ART SCHOOLS :

- Number of schools and pupils, *L. A. Selby-Bigge*
 9593-602
 Scholarships from elementary schools, *L. A.*
Selby-Bigge - - - - - 9596-8
 Universities, *see that title*.
 Value of public school and University, *Lord*
Haldane - 1759, 1760, 1780-1, 1790-1, 1814
 Variety of experiences in acquiring, a distinct gain
 to Civil Service, *F. H. Norman* - - - 2654-8, 2660
 Education Act, 1902, smooth working of, *Sir W. R.*
Anson - - - - - 4402, 4478-83
 Education, Board of, *see* Board of Education.
 Edwards, Col., letter quoted, *Prof. M. J. M. Hill*
 12,033, 12,035, 12,098
 Efficiency, question as to periodical reports on, and
 measures taken in case of efficiency, *Sir R. Chalmers*
 1017-25
 Egyptian and Soudanese Civil Service, appointments,
 weight should be attached to efficient military train-
 ing and service, *Prof. M. J. M. Hill* - - - 12,022

ELLIOTT, SIR THOMAS H., K.C.B., Permanent
 Secretary of the Board of Agriculture and
 Fisheries: - - - - - 8190-525, 8948-9014

APPOINTMENTS :

- Influence a small factor - - - - - 8479
 by Nomination, jobbery, questions and discussions
 in Parliament a check on - - - - - 8997

BOARD OF AGRICULTURE :

Animals division :

- Head of, method of appointment - - - 8214-20
 Horse-breeding branch, method of appointment
 8233-5

Inspectors, unestablished :

- not Kept on after 45 - - - - - 8239-41
 Reason for - - - - - 8238-9
 Outdoor branch, appointment, method, and pro-
 bation period - - - - - 8326-7

Second division clerks :

- Appointed by open competition - - - 8223-4
 Temporary - - - - -
 Staff officers, recruited from second division
 8221-2

ELLIOTT, SIR THOMAS H., K.C.B.—continued.

BOARD OF AGRICULTURE—continued.

Appointments :

- Mr. S. A. Playne's complaint *re* non-appointment
 on second vacancy although second on list,
 reply - - - - - 9003-13
 Vacancies, new open competition usual except
 in case of women typists - - - 9014

Clerks :

- Class I., reasons for absence of 8334-6, 8368,
 8516-7

Classification - - - - - 8202-5

Second division :

- Appointment as Assistants, particulars *re*
 8408-15
 further Education, no special arrangements
 made, but not considered necessary 8480-8
 Encouragement of - - - - - 8436, 8522
 not always Fitted for higher work 8431-2
 Objections to term and abolition suggested
 8489-95
 Promotion, opportunities - - - - - 8373-5
 Special leave given for attending examinations
 8486
 Temporary - - - - - 8361-3

Special examinations :

- Number of - - - - - 8205-8
 Reasons for, and success 8273-81, 8284,
 8334-41, 8400-6, 8436

Staff posts, number and value inferior to other
 offices - - - - - 8282-4

Upper staff, forthcoming reorganisation 8359-60

Divided into five divisions - - - - - 8196

Examinations, special, particulars *re*, and com-
 parison with ordinary second division exami-
 nation - - - - - 8433-6

Examiners, work of - - - - - 8351

Fisheries Division :

Assistant at head of, appointed by special ex-
 amination - - - - - 8248-52

Inspectors :

Application for posts, numbers very small
 8962, 8998

Appointment of Capt. Masterman, particulars
re, qualifications, &c. 8447-60, 8949-69,
 8996

Appointment, method - - - - - 8253-9

Assistant :

Appointment of Lieutenant Archer, par-
 ticulars *re*, qualifications, &c. 8997-97

Appointment of Mr. W. Fox Bruce, par-
 ticulars *re*, qualifications, &c. 8970-86,
 8996

no Record of application from Mr. Green
 8461-4, 9000-2

Forestry inspectors, qualifications of - - - 8293-4

Formation of - - - - - 8195

Heads of branches :

Assistants :

Appointment from outside sometimes and
 cases of - - - - - 8307-13, 8372

Appointments to, particulars *re* nature of
 8409-13

Number - - - - - 8313

Personal interview when appointments made
 from outside - - - - - 8367

Position of - - - - - 8300-6

Type of men obtained - - - - - 8390

Work of, and comparison with that of second
 division - - - - - 8391-4

Explanation and particulars *re* appointment
 8262-73

Indoor staff, practical knowledge desirable and
 consequent special examination - - - 8298-9

Inspectors :

Appointment, method - - - - - 8324-7, 8369-70,
 8438-41, 8446, 8998

Assistant, unestablished, promotion - - - 8424

Clerical staff appointed as, on special occasions
 only - - - - - 8296-7

Division into established and unestablished
 8238-47

Employment of Army and Navy men to small
 extent, but not successful - - - - - 8328-9

List of applications kept - - - - - 8469-74

ELLIOTT, SIR THOMAS H., K.C.B.—*continued.*BOARD OF AGRICULTURE—*continued.*Inspectors—*continued.*

Probation period and qualifying examination	8442-5
Qualifications needed	8290-1
Reorganisation	8425
Salaries, fixed by Treasury	8285-7
Selection by Committee not advocated	8475-9
Sending of, abroad would be useful but difficulty of	8294-5

Unestablished:

Length of service	8418-20
Pension prospects	8421-2
Prospects of becoming established	8423
Reason	8416-7
Land Division, work of	8352
Messengers, employment of ex-soldiers	8330-1
Permanent Secretary, appointed under Clause 7	8192-3
Research work, &c., question of employing outside expert advice or Board's own officers	8342-3

Secretaries :

Assistant :

Appointment, method	8196-201, 8209-12
Duties	8213
Qualifications necessary	8516-7
Private, one always a second division clerk	8426-8

Staff, methods of appointment, &c. - 8261

Survey section :

Memorial for classing of, as branch, and increase of pay, opinion <i>re</i>	8503-15
Salaries, fixing of	8524-5
Work of	8504-5
Unestablished staff, proportion too large	8350

Women :

Employment of, question of possibility of extending	8316-9, 8500-2
Naturalists	8289, 8498-9

Typists :

Appointment by nomination and advantage of	8321-3
Assigned specially to Department	8465

Candidates, successful, choice of departments, disadvantages of system - 8354

CLERKS :

Class I., capacities, type, &c., compared with second division - 8518-20

Second division :

Objections to term and question of remedy	8489-96
Promotion, further opportunities desirable	8521-3
Temporary, limited and unlimited service	8361-3

EXAMINATIONS :

not Adapted sufficiently to requirements of departments and suggestions *re* 8273-81, 8336-41, 8347-9, 8375-9, 8395-404, 8434-7

Class II., before 1876 - 8364-5

Second division :

Special, advocated where special requirements	8273-81, 8346-7, 8398, 8434-7
not Sufficient test of fitness for higher posts and any arrangement excluding university men would be objected to	8371-3

Local Government Board, President, Private Secretary employment of Clerk from Inland Revenue as, by Mr. Ritchie and arrangements 8379-88

Personal experience - 8194, 8379-89

Transfer between departments, increase of, would be advantageous - 8355-8

Women, room question, not important - 8320

ELLISON-MACARTNEY, THE RIGHT HON. W. G., Deputy Master of the Mint :

MINT :

Boys, messengers, packers and tillers nominated by Parliamentary Secretary to Treasury 8177-80

ELLISON-MACARTNEY, THE RIGHT HON. W. G.—*continued.*MINT—*continued.*

Bullion :

for Medals, decrease	8139-40
Purchase of	8186-8
Charwomen, wages	8163

Clerks :

one Boy and absorption impossible - 8043-7

Chief :

Duties	8048-9
Vacancies now filled from second division	8050-1

Second division :

all Clerks in operative department only, instead of, suggestion not approved	8141-3
no Discontent among	8123
Number	8037-8
Promotion, opportunities	8050-2
Responsibility of work	8053-9, 8111-2
Salaries, inadequacy of scale	8052-61, 8111-3, 8141-2, 8169

Substitution of intermediate clerks for, would be approved - 8166-70

Vacancies filled by Civil Service Commissioners - 8041

Work of - 8039-40, 8162

Staff :

Duties	8048-9
Vacancies now filled from second division	8050-1

Coins :

Expenditure on designing	8127
Method of settling design	8124-5
no Official designer	8124, 8126
Departments	8035
ex-Army and Navy men, employment of	8098-100
Kitchen staff	8107-10
Laboratory attendants, appointment, method, wages, and qualifications	8101-6
Master and worker	8120-2
Packing and telling, work too heavy for women	8181

Operative department :

Appointment, method	8130-4
---------------------	--------

Artificers :

Appointment, method	8088-91
Increase in estimates for, reason	8134-6
Number	8086
Pension in case of men entering between 40 and 50	8158-61
Probation	8114-5
Scale of pay, method of fixing and comparison with commercial world	8092-7, 8116-9, 8182-5

Wages - 8149, 8153, 8157

Boys, no apprentices, but method of training 8154-6

Chemist, assayer, assistant surveyor, and foremen, method of appointment - 8078-84

Chemist and assayer, nature of examination 8180

Clerks :

Appointment, method, &c. 8063-74, 8164-5, 8171-6

Division into grades - 8144

Qualifications needed - 8141

Selection by Committee would not be an improvement - 8171-4

not Professional men by origin - 8062-3

Superintendent :

Present, method of appointment and qualifications - 8077

Special gratuity, 1911 - 8129

Superintendent and Assistants, to be appointed by selection from clerks in future 8075-6

Workmen, scale of pay, method of fixing, and comparison with commercial world 8092-7, 8116-9, 8182-5

Workmen and boys :

Appointment, method - 8086-8

Subsistence allowance and piece work allowance - 8128, 8147-52

Printing for - 8135-6

ELLISON-MACARTNEY, THE RIGHT HON. W. G.—
continued.

MINT—continued.

Registrar :	
Duties - - - - -	8048-9
Vacancies now filled from second division	8050-1
Temporary mechanics - - - - -	8145-6
Token coins - - - - -	8137-8

ELVIN, HERBERT H., General Secretary of the National Union of Clerks : - 5951-6236

Boy clerks in commercial world, opportunities for promotion - 5974-7, 6119-20, 6128-9, 6145-9

CLERKS :

Assistant, salary, &c., compared with commercial world - - - - - 6001-4, 6037-43

Boy :

Abolition desired - - - - -	6101-2
should be Allowed to go through all divisions to Class I. - - - - -	6012-21
Capacity compared with that of boys entering commercial office - - - - -	6131-54
after Discharge :	
Careers, question of - - - - -	6156-7
unfair Competition with boy clerks already in commercial business - 5981-8, 6122-8, 6172-3, 6182-90	
Unfitness for commercial or industrial appointment, reason - 6025-35, 6163-55, 6172-3	

Half time employment suggested 6097-100, 6104-6

Number should be limited to permit permanent employment of all - - - - - 5970-81, 6173

Number should be as low as possible - 6036

Scheme for passing through stages to Class I., with examination before each promotion - 6091-102, 6119-22, 6164-71, 6174-81, 6202-19, 6231-6

Dismissal, question as to frequency 6038-45, 6195-7

should not be Dismissed without sufficient proof and reason given - - - - - 6044-59

Intermediate, arranged for benefit of public school boys - - - - - 6005-12

Second Division :

Promotion to Class I., opportunities limited 5989

Salary, &c. compared with commercial world 5990-6004

Secret dossier, grievance - 6044-59, 6191-201

Civil servants, political work should be allowed with prohibition against using information obtained from Government employment - - 6070-90

Examinations syllabus, bias in favour of honours schools of universities - - - - - 6205a-6

Germany, compulsory continuance of education and consequent opportunities of entering administrative posts - - - - - 6104-5, 6158-63

Labour Exchanges, alleged unjust dismissal 6045-6, 6195-7

NATIONAL UNION OF CLERKS :

Civil Service membership very low, and reason 5054-65, 6022-4

General Secretary, *see* Elvin, Herbert, H. 5951-6236

Membership - - - - - 5952-69, 6107-17, 6220-9

PROMOTION :

by Selection, approved if honest - 6063-9

Written examination on departmental subjects advocated for - - - - - 6060-3, 6203-19, 6234

Women membership of National Union of Clerks 6220

Engineering :

Appointments, idea of special examination for, *F. H. Norman* - - - - - 2037-8, 2165

Appointments, for India, by open competition, but results not very successful, *S. M. Leathes* - 93-4

Post Office, *see under* Post Office.

Erlangen University, Board of Education Inspector from, *L. A. Selby-Biggs* - - - - - p. 331 II.

Established List, putting of persons on, rightly a matter for the Treasury, *Sir E. Troup* - 5489-94

Estate Duty Office, *see under* Inland Revenue Department.

Examinations :

not Adapted sufficiently to requirements of departments, and suggestions *re, Sir T. H. Elliott*

8273-81, 8336-41, 8347-9, 8375-9, 8395-404, 8434-7

no Appeal from Commissioners' decisions (if acting within their powers, and *bonâ fide* and without negligence), *S. M. Leathes* - - - - - 252

ASSISTANT CLERKS :

Candidates :

Proportion to number of vacancies, *D. Milne* 3128-31, 3185-9

1901-1910 :

Proportion successful, *S. M. Leathes* p. 112 I.

Successful, proportion ineligible in respect of physical qualifications, *S. M. Leathes* p. 110 I.

often merely Qualifying, not competitive, *S. M. Leathes* - - - - - 461

more Restricted from literary point of view than that for boy clerks, and characters might be reconsidered, *Sir R. Chalmers* - 931-4, 938

BOY CLERKS :

Age, effect on secondary education, *R. H. Carr* 4750-1

Fee, *E. Phipps* - - - - - 2867

Nature of, and value of test, *E. Phipps* 2863-9

Overtime, study, injurious to health, *E. Phipps* 2738

Particulars *re, E. Phipps* - - - - - 2731-4

Proportion successful, of candidates, 1881, 1891, 1901-10, *S. M. Leathes* - - - - - p. 112 I.

Some time may elapse after passing examinations before entering the service, *E. Phipps* 2813-4

Subjects of, and excess over elementary school course, and boys should be kept longer at school - - - - - 4293-316

Successful candidates, September 1911, father's occupation, *S. M. Leathes* - - - - - p. 135 I.

System and age limit, disapproved, *E. Phipps* 2742

Change of regulations, full Notice given as far as possible, and measures taken to prevent hardships, *S. M. Leathes* - - - - - 434-9, 789

Civil Service Commissioners competent to conduct, in which legal knowledge necessary, *S. M. Leathes* 363-4

CLASS I. :

Abolition of, equally capable men would not be obtained owing to younger entrance age of intermediate examination, *H. J. Gibson* 1486-91

Admission of women to, and question of appointments afterwards, *Rt. Hon. Sir G. Murray* 1871-2

Alteration to suit new universities not desirable, *Sir W. R. Anson* - 4424, 4508-19, 4545-51, 4528-30

Bias in favour of honours schools of universities, *H. H. Elvin* - - - - - 6205a-6

Bias in favour of Oxford and Cambridge and monopoly :

no Advantage given to men from Oxford and Cambridge over new universities, *Lord Haldane* - - - - - 1764-6

Alleged, and removal advocated, *F. H. Norman* 2103, 2169-70, 2253-4, 2496-502, 2690-702, p. 491 II.

Alteration of curriculum of new universities would be undesirable, *Sir W. R. Anson* 4462-5

no Complaints heard from new universities, *S. M. Leathes*, 579-81; *Sir W. R. Anson* 4439, 4474-5

Men might go to Oxford or Cambridge on account of, *Sir W. R. Anson* - 4569-75

Other qualities of higher types should be introduced, *A. H. Dyke Acland* - - - - - 4394-7

and Question of remedy, *A. H. Dyke Acland* 4095-9, 4121-7, 4136-7, 4330-5, 4342, 4356-9

Reason, *Sir W. R. Anson* - - - - - 4423-4

a Result of tradition, *F. H. Norman* 2514-15

not Specially framed to catch Oxford and Cambridge men, *Lord Haldane* - - - - - 1794-5

Candidates :

Age limit, and quality of candidates would deteriorate if reduced, *S. M. Leathes* - 308, 379-82

Examinations—continued.

CLASS I.—continued.

Candidates—continued.

- must be British subjects, and for certain branches of Eastern Colonial service European British born, *S. M. Leathes* - - - 656-63
- Character and attainments much the same as eight years ago, *S. M. Leathes* - - - 351
- mostly Graduates, and practically all from some University, *S. M. Leathes* - - - 334
- Little variation in number, *S. M. Leathes* 300
- Passing at top of list, as good as those already in service, *S. M. Leathes* - - - 679
- Subjects taken by different candidates, particulars *re*, *S. M. Leathes* - - - 530-54
- Successful :
- August 1911, father's profession, &c., *S. M. Leathes* - - - p. 134 I.
- high Percentage of, from old Universities, and reason, *Lord Haldane*, 715-6, 1764, 1768; *S. M. Leathes* - - - 374-7, 545-6
- Proportion ineligible in respect of physical qualifications, 1901-10, *S. M. Leathes* p. 110 I.
- Proportion successful of candidates in Home Civil, Indian Civil, and Eastern Cadetships, 1881, 1891, 1901-10, *S. M. Leathes* p. 111 I.
- Proportions from different schools, 1896-1911, *S. M. Leathes* - 342-6, 378, 600, 841-6, p. 125-6 I.
- Universities to which successful candidates belonged, 1906-10, *S. M. Leathes* 335-41, 374-7, 573-8, 715, p. 126-7 I.
- Compulsory subjects might be advisable, *S. M. Leathes* - - - 417, 671-5
- Cramming an evil, but unavoidable with present system, *Lord Haldane* - - - 1773-4
- Curriculum approved, *H. J. Gibson* - 1556-7
- English, more extensive testing of, suggested, *S. M. Leathes* - - - 417
- French, German, or Latin as compulsory subjects suggested, *S. M. Leathes* - - - 417
- Greek, Latin and Greek, and Roman history, question *re* possibility of taking other subjects instead of, *S. M. Leathes* - - - 583-95
- Grouping of subjects, considered satisfactory, *S. M. Leathes* - - - 109
- Military subjects might be usefully included, *Prof. M. J. M. Hill* - - - 12,079-80
- Objects of, *Lord Haldane* - - - 1670, 1675
- Oral examination, rejection or depression on account of, would be difficult, *S. M. Leathes* 290-1
- Philosophy, papers now well suited to candidates from Scotch University or Cambridge, *S. M. Leathes* - - - 595
- Satisfactory men obtained through, *Sir H. L. Smith* - - - 13,224-5
- Scheme approved, *S. M. Leathes* 399-9, 414, 743-4
- Scheme should not be lowered in case of modern universities, *F. H. Norman* - - - 2517-8
- Seeks to obtain concomitant qualities as far as possible, *Sir R. Chalmers* - - - 1237
- less Severe and accurate Test than second division, *S. M. Leathes*, 415-6; *D. Milne*, 3169-75, 3222-4, 3416, p. 502 II.
- not Sufficient alone to produce adequate number of right type of men, *Sir H. L. Smith* 13,108-10
- Type of knowledge prevalent in any English university represented by, but conference of men from various universities would be desirable before fixing style of examination, *Lord Haldane* 1672-4
- not Unfavourable to curriculum of Aberdeen University, *Sir E. Troup* - 5046-57, 5447-9
- Value of time at Oxford or Cambridge with regard to, *Lord Haldane* - - - 1668-71
- Value of specific knowledge required for, as regards later career, question of, *Sir R. Chalmers* 1231-5
- Class II., before 1876, *Sir T. H. Elliott* - 8364-5
- CUSTOMS AND EXCISE :
- Alteration of regulations, *S. M. Leathes* - 434-9
- Assistants :
- Proportion successful of candidates 1910, *S. Leathes* - - - p. 113 I.

Examinations—continued.

CUSTOMS AND EXCISE—continued.

Assistants—continued.

- Statement of service marks as boy clerks, *S. Leathes* - - - p. 109 I.
- Outdoor officers or Assistants of Customs, proportion successful of candidates 1881, 1891, 1901-09, *S. Leathes* - - - p. 112 I.
- Particulars, *Sir L. N. Guillemand* - 14,128-31
- Second class clerk for post service, statement of service marks as boy clerks, *S. Leathes* p. 109 I.
- Separate from others, but open to all, *D. Milne* 3474-5, 3481
- Assistants of Excise, proportion successful of candidates 1881, 1891, 1901-09, *S. Leathes* p. 113 I.
- Dockyard apprentices and boy artificers, proportion successful of candidates 1881, 1891, 1901-10, *S. Leathes* - - - p. 118 I.
- Entrance ages prescribed by department, Treasury and Civil Service Commissioners, *S. M. Leathes* 676
- Entrance scheme, possibilities of cutting out university men, not probable, *F. H. Norman* 2708-9
- EXAMINERS :
- Appointed by Civil Service Commissioners except for promotion examinations, *S. M. Leathes* 227-9
- Zoology, meeting of, would not be objected to, *S. M. Leathes* - - - 249-51
- Excise assistants, successful candidates, 1901-08, proportion ineligible in respect of physical qualifications, *S. Leathes* - - - p. 110 I.
- for Factory inspection, nature of, and question of value, *Sir E. T. Troup* 5219-26, 5248-52, 5259-85, 5497-501
- INTERMEDIATE :
- Book-keeping as subject for, not advocated, *H. J. Gibson* - - - 1559-60, 1631-2
- Candidates :
- Age limit, *S. M. Leathes* - - - 310-1
- Increase, and reasons, *S. M. Leathes* 300-431
- Many have been second division clerks, *S. M. Leathes* - - - 443
- Number at last examination and number of vacancies, *H. J. Gibson* - - - 1633
- Proportion to total, *S. M. Leathes* - 427-30
- Satisfactory type, *S. M. Leathes* - 425, 747
- Successful, proportion having undergone special preparation in last examination, *S. M. Leathes* 442
- Character of, *S. M. Leathes* - - 158-65
- Curriculum approved, *H. J. Gibson* - - 1494
- Dates, *H. J. Gibson* - - - 1634
- Entrance age approved, *H. J. Gibson* - - 1494
- as Means of filling higher grade of organisation, with recent alteration, *F. H. Norman* 2319-23
- Nature of, *S. M. Leathes* - - - 279
- Reduction of age extension to persons already in the service, *F. H. Norman* - - p. 488 II.
- Rescinding of concession *re* age to those already in the service, *H. J. Gibson* - - - 1565
- nearer Second division than first, but a higher education examination, *S. M. Leathes* - 312-3
- Secondary school curriculum should not be based on syllabus of, *Lord Haldane* - - - 1778
- "JUNIOR APPOINTMENTS" :
- Proportion successful of candidates, 1906-10, *S. Leathes* - - - p. 111 I.
- Schools at which successful candidates were educated, 1906-10, *S. Leathes* - - pp. 128-9 I.
- Schools at which were educated first 40 candidates, December 1911, *S. Leathes* - - p. 130 I.
- Successful candidates December 1911, father's profession, &c., *S. Leathes* - - p. 134 I.
- Law, results not encouraging, *Sir W. R. Anson* 4536-7
- LOWER DIVISIONS :
- Criticism, *Lord Haldane* - - - 1675
- Satisfactory nature of, *S. M. Leathes* - - 135
- Subjects of, *S. M. Leathes* - - - 136-41
- Manual training could be included, *Sir W. R. Anson* 4580-2
- Number of, disadvantages, *D. J. Milne* - p. 501 II

Examinations—continued.**ONE ONLY:**

- Advocated and schemes, *D. Milne* - 3215-6,
3277-81, 3351-5, 3441-54, p. 501-2 II.
Cost of scheme compared with Ridley and inter-
mediate, *D. Milne* p. 501-2 II., p. 502-3 II.
Promotion would be absolutely in hands of depart-
ment, and evils of, *Sir H. L. Smith* - 13,199
13,233-5, 13,258

OPEN SYSTEM:

- would be a Premium on those who have most
money, *D. Milne* - - - - 3491-8
wherever Possible, nature of qualifications should
be advertised in usual manner, *F. H. Norman*
2584-5

- Papers, method of examining, *S. M. Leathes* 518-20
Paper test alone incomplete, *A. H. Dyke Acland*
4256-8, 4315-6, 4393

PATENT OFFICE, ASSISTANT EXAMINERS:

- Proportion successful of candidates, 1881, 1891,
1901-10, *S. M. Leathes* - - - p. 113 I.
Successful candidates, 1901-10, proportion ineli-
gible in respect of physical qualifications, *S.*
Leathes - - - - p. 110 I.

PERSONAL INTERVIEW:

- Advantages of, over written examination, *F. H.*
Norman - - - - 2630-9
of all Candidates by examining body, not con-
sidered practicable, *F. H. Norman* - 2634-5

PERSONAL INTERVIEW IN ADDITION:

- Advocated, *A. H. Dyke Acland* - - - 4093
not Practical, *S. M. Leathes*, 208-13, 256, 264-71;
Sir B. Chalmers, 916-7.
Question of, *Sir B. Chalmers*, 1260-8.
would be Valuable if practicable, *L. A. Selby-*
Bigge - - - - 9331-2.

POST OFFICE:

- Female learners (London) proportion successful of
candidates, 1881, 1891, 1901-10, *S. M. Leathes*
p. 116 I.
Female learners (provinces) proportion successful
of candidates, 1881, 1891, 1901-10, *S. M. Leathes*
p. 117 I.
Female sorters, proportion successful of candi-
dates, 1881, 1891, 1901-10, *S. M. Leathes* p. 114 I.
Female typists, proportion successful of candi-
dates, 1909, 1910, *S. M. Leathes* - p. 114 I.
Girl clerks, proportion successful of candidates,
1901-10, *S. M. Leathes* - - - p. 114 I.
Male and female learners, proportion successful of
candidates, 1897-1910, *S. M. Leathes* p. 117 I.
Male learners (London), proportion successful of
candidates, 1881, 1891, 1901-10, *S. M. Leathes*
p. 116 I.
Male learners (provinces), proportion successful of
candidates, 1881, 1891, 1901-10, *S. M. Leathes*
p. 116 I.
Male sorters, proportion successful of candidates,
1901-10, *S. M. Leathes* - - - p. 115 I.
Male sorting clerks and telegraphists, proportion
successful of candidates, 1907-10, *S. M. Leathes*
p. 115 I.
Sorting clerks and telegraphists, male and female,
proportion successful of candidates, 1907-10,
S. M. Leathes - - - - p. 115 I.
Successful candidates 1901-10, proportion ineli-
gible in respect of physical qualifications, *S. M.*
Leathes - - - - p. 110 I.
Women clerks, proportion successful of candidates,
1881, 1891, 1901-10, *S. M. Leathes* pp. 113-4 I.
Women clerks and girl clerks:
Schools at which were educated the first 70
candidates, April 1911, *S. M. Leathes*
pp. 131-2 I.
Successful candidates, April 1911, father's pro-
fession, &c., *S. M. Leathes* - - p. 135 I.
Procedure, *S. M. Leathes* - - - - 131-4
- FOR PROMOTION:**
Carried out by Departments, *S. M. Leathes* 229
Written examination on departmental subjects
advocated, *H. H. Elvin* 6060-3, 6203-19, 6234
Proposal for changes, re test of intellectual capa-
city, *F. H. Norman* - - - - 2168

Examinations—continued.

- no Radical suggestions for amendment, *S. M. Leathes*
521
should be Related to educational system, and certain
improvements made, *F. H. Norman* 2507, 2685-6

SCHEME:

- Consent of Department and sanction of Treasury
necessary, *S. M. Leathes* - - - 370-1
Disadvantage felt at London universities re, *F. H.*
Norman - - - - 2516, 2691-2, 2696-7
Outside persons consulted, *S. M. Leathes* - 372-3

SECOND DIVISION:

- Alteration after Autumn of 1912, *Sir R. Chalmers*
926

Candidates:

- Age limit, *S. M. Leathes*, 309; *E. Phipps* 2764
Education standard, improvement, *S. M. Leathes*
347-50
Number increasing, *S. M. Leathes* - - - 300
Proportion successful, 1881, 1891, 1901-1910,
S. M. Leathes - - - - pp. 111-2 I.
Proportion ineligible in respect of physical quali-
fications, 1901-10, *S. M. Leathes* - p. 110 I.
Schools at which educated, September 1911, *S.*
Leathes - - - - pp. 130-1 I.
Successful September 1911, father's profession,
&c., *S. M. Leathes* - - - - p. 134 I.
Secondary education, substitution of, for cramming
colleges desired, *Lord Haldane* - - 1664
Secondary school curriculum should not be based
on syllabus of, *Lord Haldane* - - - 1778
Service marks as boy Clerks, statement re, *S. M.*
Leathes - - - - p. 109 I.
very Severe, and competition very keen, *D. Milne*
3336-44
Special, advocated where special requirements, *Sir*
T. H. Elliott - 8273-81, 8346-7, 8398, 8434-7
Suited fairly well to get right type of candidates,
S. M. Leathes - - - - 413
Test more severe and accurate than Class I., *S. M.*
Leathes, 415-6; *D. Milne*, 3416, 3169-75, 3222-4,
p. 502 II.
not sufficient Test of fitness for higher posts and
any arrangement excluding university men
would be objected to, *Sir T. H. Elliott* 8371-3
Special, Engineering as example, *F. H. Norman*
2037-8, 2165
Subjects settled by Civil Service Examiners. and
heads of departments, *Sir W. R. Anson* 4455-6
Successful in producing right class of men, *Sir L. N.*
Guillemard - - - - 14,408-9
Superior and lower, approved, *S. M. Leathes* 106-8
- SYLLABUS:**
does not Attract best talent of all classes, *F. H.*
Norman - - - - 2684
should be Brought into harmony with views of
those possessing actual experience on education,
F. H. Norman - - - - p. 487 II.
should Follow changes in type of education at
universities, *Lord Haldane* - 1702-3, 1766
should Follow ordinary education of class from
which it is desired to draw, *S. M. Leathes* 849
Greater number of subjects, would cause more
competition, *D. Milne* - - - - 3456-63
Objects in view in framing, *S. M. Leathes* - 369
no Systematic consultation between Commissioners
and Board of Education, but would be desirable,
L. A. Selby-Bigge - - - - 8940-3
- TEMPORARY BOY CLERKSHIPS:**
Schools at which were educated successful candi-
dates, September 1911, *S. M. Leathes* p. 132-3 I.
Successful candidates, 1901-10, proportion in-
eligible in respect of physical qualifications, *S. M.*
Leathes - - - - p. 110 I.
Three Classes, reasons for necessity, *Sir H. L. Smith*
13,093-105, 13,199
Two-grade, advocated with some special examina-
tions of technical character, *F. H. Norman* 2067,
2123, 2164-5, 2318
Uniform for Division I., Indian Civil Service, Colo-
nial Service and the Far East, and successful
candidate can choose situation, *S. M. Leathes*
654-5

Examinations—continued.*Viva voce :*

Extension of, practical difficulties in way of, *S. M. Leathes* - - - - - 130
in Modern languages, *S. M. Leathes* - - - - - 126-9

WOMEN TYPISTS :

Age limits, *Miss E. A. Charlesworth* - - - - - 3693
Employed occasionally for temporary work without examination, and complaints *re, Miss E. A. Charlesworth* - - - - - 3791-4
Higher standard desirable to secure better class, *Miss E. A. Charlesworth* - - - - - 3888-93
Suggestion *re, Miss E. A. Charlesworth* 3690-2, 3786-9

Exchequer and Audit Department :

Appointments filled largely with intermediate clerks, *S. M. Leathes* - - - - - 157
Character of work in, *H. J. Gibson* - - - - - 1613-4
Charwomen nominated by Comptroller and Auditor-General, *H. J. Gibson* - - - - - 1639

CLERKS :

Abstractors, no employment suitable for, *H. J. Gibson* - - - - - 1471
Appointment of principal clerk as Treasurer and Officer of Account, *H. J. Gibson* 1552-3, 1591
Boy :
no Chance of promotion in department but experience a help in obtaining higher posts in Civil Service in other departments, *H. J. Gibson* - - - - - 1474-7
Number reduced as low as possible, *H. J. Gibson* 1469

Substitution of other class of employee for, question of, *H. J. Gibson* - - - - - 1468-73
Work of, *H. J. Gibson* - - - - - 1435, 1466
Work done by, could be done by female typists, *H. J. Gibson* - - - - - 1510-1

late Class I. :

Employed on same work as Class II. at first, *H. J. Gibson* - - - - - 1549-50
Excellence of, *H. J. Gibson* - - - - - 1551
Grades, and work done by, and salaries, *H. J. Gibson* 1400-1, 1532

Intermediate :

Analysis of schools from which clerks drawn, *H. J. Gibson* - - - - - 1429
Certificate of Society of Chartered Accountants an advantage, but men efficient without, *H. J. Gibson* - - - - - 1506, 1508
Previous employment of some, *H. J. Gibson* 1429, 1642

Previous service as boy or second division clerks and comparison with those coming straight from schools, *H. J. Gibson* 1561-4

Promotion :

would contain element of selection, *H. J. Gibson* - - - - - 1496-8
no Great chance at early age, *H. J. Gibson* 1497
by Merit and selection, *H. J. Gibson* - - - - - 1533
may Rise to head of departments, but highest posts may be filled from other departments if necessary, *H. J. Gibson* - - - - - 1574-5
Shifting of men from post to post, *H. J. Gibson* 1499-501

Some reading for degrees, *H. J. Gibson* 1635-6
further Studies, *H. J. Gibson* - - - - - 1429
Superior as a class to second division, and scheme considered satisfactory, *H. J. Gibson*, 1429, 1492, 1609-12

Two years' probation, with departmental examination in accounts and bookkeeping at end, *H. J. Gibson* - - - - - 1508-9, 1558-60, 1631-2
before 1905, methods in which appointed, *H. J. Gibson* - - - - - 1407

late Second division :

Grievance of, on reorganisation and Treasury attitude, *H. J. Gibson* 1423-8, 1534-9, 1625-6
Present positions of, *H. J. Gibson* - - - - - 1552-3
Proceedings *re, on reorganisation, H. J. Gibson* 1604-8
Promotions since 1892, *S. M. Leathes* p. 119 I.
Senior, promoted from second division, *F. H. Norman, &c.* - - - - - p. 487 II.

Exchequer and Audit Department—continued.**CLERKS—continued.**

Substitution of intermediate class for Class I, *Sir R. Chalmers*, 1101; *H. J. Gibson* 1401-4, 1479-82

COLONIAL BRANCH :

Appointment by patronage, system objected to *H. J. Gibson* - - - - - 1456
Staff amalgamated with main office, 1906, *H. J. Gibson* - - - - - 1397, 1456-8, 1605
Started 1886 (with Treasury sanction) and particulars *re, H. J. Gibson* - - - - - 1397, 1452-5, 1461-2
Transfer to Colonial Office, and reasons, *H. J. Gibson* - - - - - 1459, 1605

EXAMINERS :

Confidential reports, system of, *H. J. Gibson* 1567-8, 1588-90
Scale of salaries, *H. J. Gibson* - - - - - 1593
Total number, number who came in under new scheme, and numbers formerly second division men, *H. J. Gibson* - - - - - 1602-5
Irregularities would be discovered by Auditor of the Civil List, *H. J. Gibson* - - - - - 1448-51
Messengers, appointed by the Treasury certificated and many are old soldiers, *H. J. Gibson* - - - - - 1638
Promotion to be by selection according to merit tempered by seniority, *H. J. Gibson* - - - - - 1572-3
Reorganisation, 1905, and adoption of intermediate scheme, reason and particulars *re, H. J. Gibson* 1406-21, 1531-2, 1533

WOMEN TYPISTS :

Appointed under certificate by Civil Service Commissioners, and receive pensions, *H. J. Gibson* 1650-1
Experienced, not allowed to apply for posts on, *Miss E. A. Charlesworth* - - - - - 3796
Numbers, *Miss Charlesworth* - - - - - p. 504 II.
Salaries, *H. J. Gibson* - - - - - 1646-8
Two, recently appointed, *H. J. Gibson* - - - - - 1510
Work formerly done by boy clerks, *H. J. Gibson* 1645, 1647

Excise Department :

Amalgamation with Customs, *see under* Customs and Excise Department.
Office, appointments in connection with Old Age Pensions made from, *Sir R. Chalmers* 1065-8
Promotion, method, *Sir R. Chalmers* - - - - - 1175-88

Ex-Service Men :

Awarding of service marks to, in Civil Service examinations claimed, *W. G. Clifford* 12,121, 12,124, 12,133-5, 12,140, 12,185, 12,187, 12,192
Elimination of age limit clause when seeking official appointments for, *W. G. Clifford* 12,125, 12,130-2
Employment as clerks, *W. G. Clifford* - - - - - 12,183
Employment of minimum percentage of, in all Government departments, claim to, *W. G. Clifford* 12,123, 12,126-9, 12,136-40, 12,164-92
Majority of postmen are, *S. M. Leathes* - - - - - 683
Prejudice of some employers against, *W. G. Clifford* 12,190
Substitution of, for boy and assistant clerks advocated, *R. de M. Rudolf* - - - - - 12,688-90, 12,717-24, 12,768-79
see also Ex-soldiers under Army.

Factory Inspectors :**APPOINTMENT :**

by Joint Committee, with final competition, would be approved, *Sir E. Troup* - - - - - 5349-54
Method, *Sir E. Troup* 4941-56, 5142-3, 5213-8, 5285-93, 5347-8

ASSISTANT :

not a Case for open competition, *Sir R. Chalmers* 1082-6
Difficulties of obtaining appointments by nomination, *F. H. Norman* - - - - - 2215
Knowledge of factory law required, *Sir E. Troup* 5235-8, 5242-3
Work of, *Sir E. Troup* - - - - - 5239-43
Character of man required, *Sir E. Troup* - - - - - 5252-6
Chief Inspector, private secretary, appointment of man from Class I. waiting list, *Sir E. Troup* 5294-312

CLERKS IN COUNTRY :

Class of men, *Sir E. Troup* - - - - - 4991-4

Factory Inspectors—continued.**CLERKS IN COUNTRY—continued.****Establishment:**

- Application for, refusal and reasons, *Sir E. Troup* - 4983-5, 5148, 5171-97, 5404-28
 Personal question, an objection, *Sir E. Troup* 5539-40
 Modern institution, *Sir E. Troup* - - - 5170
 Number, *Sir E. Troup* - - - 4986
 Personal clerks, but appointment subject to approval of superintending inspector, *Sir E. Troup* - - - 5462-6
 Salaries, *Sir E. Troup* - - - 4982, 5170
 Scale of emoluments fixed four or five years ago, *Sir E. Troup* - - - 5541-3
 Supplying of, from permanent staff in London, not practicable, *Sir E. Troup* - - - 5467-8
 Work of, *Sir E. Troup* 5083-7, 5178-9, 5408-20
 in Districts, allowances for clerical assistance, *Sir E. Troup* - - - 5530-4
 Examination, nature of, and question of value, *Sir E. Troup* 5219-26, 5248-52, 5259-85, 5497-501
 Knowledge of factory law obtained after appointment, and advantages of system, *Sir E. Troup* 5227-34, 5338-40, 5245-6
 Method of appointment, success of, *Sir E. Troup* 5495-6
 Notice warning candidates against political recommendations, *Sir E. Troup* - - - 5289-93
 Offices provided by Home Department, and not allowed in their own houses, *Sir E. Troup* 5535-8
 Ten years taken to get from Class II. to Class I., *Sir E. Troup* - - - 5257-8

WOMEN:**Clerks:**

- Establishment of, question of, *Sir E. Troup* 5440-6
 Position of, *Sir E. Troup* - - - 5054-7
 Salaries, and question as to adequacy, *Sir E. Troup* - - - 5429-39
 Position and work and salary, *Sir E. Troup* 5066-76, 5082
 Principal, position of, and salary, *Sir E. Troup* 5062-5
 Salaries compared with men inspectors, *Sir E. Troup* - - - 5313-22, 5387-401

FAGAN, C. E., I.S.O. (in attendance) 11,625-11,882

NATURAL HISTORY MUSEUM:

- Communication with Treasury, procedure 11,760
 greater Measure of autonomy to, and placing of two branches on equality under Trustees desired 11,761
 Interference by director at Bloomsbury, formerly and case of - - - 11,770-81, 11,791
 Persons paid weekly, method of appointment 11,882
 Relations with Bloomsbury 11,789-91, 11,793
 Separation from Bloomsbury, question of opinion of staff *re* - - - 11,761-4
 Farrer, Lord, opinion in favour of one examination only 13,238-40
 Federation of Writers and Ex-Soldier Clerks, representation from, and reply to, *Col. Sir E. W. D. Ward* 11,055-66
 Feltham, Borstal Institution made fourth-class prison, and deputy governor promoted to, *B. H. Thomson* 10,263

FISHER, N. F. W.:

- Appointment as Special Commissioner of Income Tax, *F. H. Norman*, p. 490 II.; *Sir M. Nathan* 14,884-6
 Exchequer and Audit Department, letter *re* position of ex-second division clerks, and reorganisation 1422-4
 Work of, as Committee Clerk and private secretary to Chairman of Inland Revenue Board, *Sir R. Chalmers* - - - 1159-64

FITZROY, SIR ALMERIC W., K.C.B., Clerk to the Privy Council - - - 12,811-12,994
 Midwives Board, salaries, control of Privy Council office - - - 12,914-26

FITZROY, SIR ALMERIC W., K.C.B.—continued.**PRIVY COUNCIL:****Clerks:**

- Appointment by Order in Council on recommendation of Lord President - 12,989-90
 Assistant, transfer from Board of Education 12,859-60
 Boy, number, work of, &c. - - - 12,861-9
 Deputy Clerk and Chief Clerk:
 Appointment by Lord President 12,991-3
 Method of present clerk entering service and qualifications - - 12,828-37, 12,956-63
 Office held directly from the Crown, but post now combined with that of Chief Clerkship 12,839
 Senior:
 Eligible for appointment as Deputy Clerk 12,846-7
 Salary to be reduced on next vacancy 12,967
 Transferred from Foreign Office 12,839-45
 Staff, promoted from writer - - 12,854-8
 Work of - - - 12,878-9
 Committees of, instead of Departmental Committees or Royal Commissions, suggested 12,979
 Consultation of Law Officers of the Crown 12,927-9
 Consultation of outsiders, question of - 12,950
 Consultation of Privy Councillors - 12,978-9
 Delay in correspondence on part of large departments - - - 12,885-6
 Functions of - - - 12,813, 12,814-23
 Judicial department:
 Chief, second, and third clerks, appointed by nomination and qualifications - 12,875-7
 Registrar, formerly late Lord Chancellor's private secretary - - - 12,873-4
 Jurisdiction over Channel Islands and Isle of Man 12,813, 12,946-7
 Meetings:
 Non-attendance of members unless summoned 12,953-5
 Particulars - - - 12,930-7
 Messengers:
 Pensioner:
 Petition to Treasury - - - 12,905-6
 Salary - - - 12,904
 taking of Pensions into account, question of 12,907-11
 Service men - - - 12,901-2
 Office keeper:
 Lodging allowance - - - 12,968
 Salary to be reduced on next vacancy - 12,979
 Organisation of office - - - 12,824-77
 Registrar, appointment by Lord President 12,983-8
 Sale of poisons, functions *re*, &c. - 12,948-50
 Scales of pay, no discontent known - - 12,889
 Special committees - 12,951-2, 12,813, 12,938-9
 Staff, organisation satisfactory, and advantage of system of transfer from other departments 12,859, 12,887-8
 State meetings, no deliberate business brought forward - - - 12,981-2
 further Transfer of functions to other departments not desired, as transfer carried too far already 12,883-6, 12,948
 Work:
 Increase - - - 12,880-2
 Particulars - 12,813-23, 12,886, 12,912-26, 12,938-40, 12,970-7
 Women typists, salary and allowance for special work - - - 12,890-900

FLETCHER, LAZARUS, M.A., Hon. Ph.D., F.R.S., Director of British Museum (Natural History) 6237-6701, 11,625-11,882

BRITISH MUSEUM:

- Administrative office, vacancies may be filled by transfer between Bloomsbury and South Kensington - - - 11,645-8
 Annual report published - - - 11,785-6
 Appointments, selection from list, procedure 11,717-20

FLETCHER, LAZARUS, M.A., Hon. Ph.D., F.R.S.

—continued.

BRITISH MUSEUM—continued.

Assistants :

Applicants, difficulties of getting, and question of advantage of increasing initial salary 11,693-701, 11,705

Appointments :

by Class I. examination, no advantage 11,846
Nomination, method of procuring 11,706-16
Right type obtained as a rule - 11,819
by Selection :

Advantages - 11,694-6, 11,729, 11,811-2, 11,820

no Favouritism - - - - 11,812

Awards for special work, no system of 11,756-7

Candidates, number for one vacancy, and increase desired - - - - 11,736-8

Intellectual requirements of candidates 11,721-2, 11,724-8

Non-attainment of maximum after 20 years' service, reason - - - - 11,755

Travel desirable, but Treasury would not find money - - - - 11,723

Attendants :

Change of name, question of - - 11,860-2

Increase in number - - - - 11,673

Lack of prospects of promotion of chief attendants would be approved - 11,676-9

Co-operation with other Government departments 11,863-8

Keepers :

Assistant, education in Germany at own expense before commencing work, cases of 11,702-4

Vacancy usually filled from assistant keepers 11,641

no Official expenditure owing to lack of money from - - - - 11,740-7

Private expeditions - - - - 11,745-7

Promotion :

Board of Trustees responsible for - 11,828-30

Departments in South Kensington restricted to South Kensington staff, and in Bloomsbury to Bloomsbury staff - - - - 11,642-9

Separation of South Kensington from :

two Accounting officers would be necessary, and consequent increase of expenditure 11,663-9

Objected to, and reasons 11,650-62, 11,758

Opinion of staff *re*, question of - 11,765-7

Staff, division between Bloomsbury and South Kensington - - - - 11,625-40, 11,743-9

Trustees :

Appointments made by, under authority of Act of 1753, and legislation would be necessary in case of change of procedure - 11,879-80

Principal, functions of - - - - 11,825-7

Women, employment of, in established posts, difficulties - - - - 11,731-2

NATURAL HISTORY MUSEUM :

Assistant Keepers :

Decrease in number and increase desired 11,684a-91

Floating - - - - 11,752-4

Question of increasing number of, or raising scale of assistant's salaries - - 11,806-9

Assistants :

Houses - - - - 11,869-70

Promotion :

by Merit - - - - 11,810

Prospects - - - - 11,750, 11,796-9, 11,833

Salary, question as to adequacy - 11,800-5

2nd Class, on reaching 300l. man himself or somebody else promoted - - - - 11,832

Type of men - - - - 11,813

no Women ever nominated, and question in case of - - - - 11,875-8

Attendants :

Boy :

Encouraged to do evening work and take other positions when possible, and good results - - - - 11,672

Temporary nature of work explained to parents before appointment - 11,672, 11,851

FLETCHER, LAZARUS, M.A., Hon. Ph.D., F.R.S.

—continued.

NATURAL HISTORY MUSEUM—continued.

Attendants—continued.

Constitution of one class, would be approved, and question of entrance age - 11,853-9

Promotion to departmental clerk in two cases, and extension of practice would be advantageous - - - - 11,679-84

Vacancies filled from boy attendants during last three years - - - - 11,672

Work of - - - - 11,672-5

Cases of men leaving to take up other work, but tendency is to stay on - - - - 11,814-7

Departmental clerks, explanation - 11,839-40

Expeditions, more money needed - - 6504

Interference by director at Bloomsbury formerly and case of - - - - 11,780-1

Mineral department, assistants, best possible men obtained - - - - 11,845

Naming and identification of insects, difficulty 11,783-4, 11,847

New methods or improvements in preservation left to individual - - - - 11,787

no Official residence, and consequent superiority of position of keeper and Director at Bloomsbury - - - - 11,834-8

Persons paid weekly, method of appointment 11,881-2

Relation with Bloomsbury - - - - 11,788-9

Scientific staff - - - - 11,794-7

Staff, particulars *re* - - - - 11,625-40

Women employed in certain non-pensionable posts 11,733-5

Zoological department, Keepership, account of proceedings *re* - - - - 11,751

Flower, Sir William, quoted *re* advantage of connection between South Kensington and Bloomsbury, *L. Fletcher* - - - - 11,654

Flynn, Mr., Director of Army Accounts, War Office, university qualifications, *Lord Haldane* - - 1671

FOORD-KELSEY, PROFESSOR W., professor of mathematics at Royal Military Academy, Woolwich : - - - - 12,512-12,615

Dartmouth, Professors and Instructors, conditions of service and comparison with Woolwich 12,572-5

Position of, *Col. Sir E. W. D. Ward* - 10,985-90

WOOLWICH ROYAL MILITARY ACADEMY :

Board of Education Inspection - 12,560, 12,591-4

no Permanent appointment - - - - 12,515-8

Professors and Instructors :

Appointment of outside Committee to consider terms of service desired - - - - 12,615

Appointments :

Permanent as long as men satisfactory 12,561-3

Temporary, question as to reason 12,542, 12,595-8

Claim to pensions - 12,539-42, 12,557-60, 12,570-8, 12,607-14

Conditions of service, change in - 12,539-42, 12,557-60

might Leave at three months' notice 12,566-7

Mathematical :

Attempt to appoint soldiers instead of civilians but failure - - - - 12,543-8, 12,599

Extension of term of appointment - 12,526

12,519-56

no Military officers as, for at least 20 years 12,601-6

Salaries - - - - 12,583-9

Short appointments only, disadvantage 12,580

chiefly Soldiers - - - - 12,519

Special character of work, and difficulty of obtaining other work afterwards - 12,540-2, 12,563-9, 12,609-10

Tenure of office - - - - 12,520-38

FORBER, E. R., Second Class Clerk, Local Government Board - - - - 7568-7641

Clerks, Class I., facilitation of transfer advocated 7580-5, 7619-26

LOCAL GOVERNMENT BOARD :

Clerks :

Class I., salary, lowness of scale due to block in promotion - - - - 7613-4

FORBER, E. R.—*continued.*LOCAL GOVERNMENT BOARD—*continued.*Clerks—*continued.*

Second Class :

- Appointments to Insurance Commission, grievance *re* - 7590-2, 7604-12, 7627-30
- Promotion :
- Absence of, and comparison with other offices - - - - - 7577-9
- Block, question as to reason and suggested remedies 7577-89, 7593-602, 7615-26
- Scale, lowness of - - - - - 7631-8
- Retirement, option should be given of retiring at age earlier than at present allowed 7586-7, 7615-6
- Transfer, facilitation of, would be cure for absence of promotion - - - - - 7580-5, 7619-26

Foreign Office :

APPOINTMENTS :

- Criticism, *F. H. Norman* - - - 2557-74, 2642-3
- Limited competition through Class I. examination, *Sir R. Chalmers* - - - - - 1283-4, 1289-90
- by Nomination, not desirable, *Sir W. R. Anson* 4583
- Open competition not used in, *S. M. Leathes* 698-9

CLERKS :

- Higher division, salaries, comparison of L.G.B. higher division clerks with, *A. G. A. Ball* p. 506-7 II.
- not in Schedule A. and open competition voluntary, *S. M. Leathes* - - - - - 821-3
- Transfers to Treasury, *B. Mallet* 9741, 9973-7
- Second Division, promotions since 1892, *S. M. Leathes* - - - - - p. 120 I.
- must be of Undoubted British descent, *S. M. Leathes* - - - - - 420
- Clerks, attachés, and student interpreters in the Far East, recruited through Home Civil Service examination under special conditions, *S. M. Leathes* - - - - - 664-70
- Exception to system of written examinations for candidates, *F. H. Norman* - - - - - 2630
- Professional offices, *Sir R. Chalmers* - - - p. 137 I.
- Student Interpreterships, withdrawal from, competitive examination system, *F. H. Norman, &c.* p. 485 II.
- Treaty Department, junior clerk, transfer to Privy Council office, *Sir A. W. Fitzroy* - 12,839-45
- Women typists, numbers, *Miss Charlesworth* p. 504 II.

FRANKS, TEMPLE, Comptroller-General of Patents,

- Designs, and Trade Marks - - - 13,852-14,038
- Appointments by selection, before or after examination the ideal system apart from question of public feeling - - - - - 13,978-83, 14,014-7, 14,025
- Board of Trade, appeal to, from Patent Office *re* trade marks - - - - - 13,877-87

PATENT OFFICE :

- Abstractors, jealousy between, and second division, and question of increased promotion 13,934-7, 14,011-8
- Building, inconvenience, but new wing to be built 13,954-5
- Clerks :
- Assistant :
- Comparison with second division - 13,937,
- Promotion to second division, to alternate vacancies, hardship on second division 13,936-7, 14,011-8
- Boy, usefulness of, and nature of work done by 13,934, 14,033-5
- Chief, position of - - - - - 13,892-4
- Salaries, lower scale than at Board of Trade 13,932
- Communication of useful office inventions to Stationery Office - - - - - 13,952-3
- Comptroller-General of Patents, Designs, and Trade Marks :
- Appointment under Sec. 4 and qualifications 13,853-9
- Duties - - - - - 13,875-87
- no Congestion of cases - - - - - 14,037-8
- Designs, cataloguing and indexing of - 13,959
- Duties - - - - - 13,860-75

FRANKS, TEMPLE—*continued.*PATENT OFFICE—*continued.*

Examiners :

- Appointment by Class I. examination, certain scientific subjects being compulsory, question of advisability 13,904-13, 13,913-8, 13,925-9, 13,943-51, 13,972-4, 13,984, 14,009-10.
- Chief, work of - - - - - 13,889-91
- Contact with the public - - - - - 13,999-400
- Division into groups - - - - - 13,997-8
- Entrance age - - - - - 13,938-9
- Honours degrees held by - - - - - p. 538-9 II.
- Increase of number from older universities desired - - - - - 13,942, 14,018-24
- no Nomination required - - - - - 13,975
- Number of appointments in last few years and possibility of block in promotion - 14,005-8
- Number from different universities 13,940-1
- Qualifications - - - - - p. 537
- Recruited from second division, impossibility 13,927-8
- Selection after or before examination would be desirable, apart from question of public feeling - - - - - 13,978-83, 14,014-7, 14,025
- Source of - - - - - 13,965-71
- Subjects taken by, in examination, no regulation *re* - - - - - 13,994-6
- University graduates, degrees - 13,960-3
- Vacancies, notices sent to universities, public institutions, &c. - - - - - 13,976
- Work of - - - - - 14,001-2
- Library :
- Assistants, position of - - - - - 13,920
- Employment of women in, question of 13,984-91
- Nature of, and special grant for - 13,865-7
- Mechanical methods of work used in, and question of extension - - - - - 14,026-33
- Patents :
- Delay in granting, due to delay in examination of specification - - - - - 14,036-8
- Particulars - - - - - 13,957
- Receipts and expenditure - - - - - 13,869
- Registrar of designs and trade marks, work of 13,891
- Search for anticipation of patent, limited to fifty years - - - - - 13,956
- Staff - - - - - 13,888-933
- Superintendent of sales branch, promoted from second division - - - - - 13,930
- Women employed only as charwomen - 13,985
- Friendly Societies' Registrar, appointed by Order in Council, *Sir R. Chalmers* - - - - - p. 141 I.

Friendly Societies' Registry :

- Abstractor class, appointments to second division clerkships to December 1911, *S. M. Leathes* p. 122 I.
- Actuaries authorised to certify annuity tables, appointed by nomination, *Sir R. Chalmers* p. 142 I.
- Professional offices, *Sir R. Chalmers* - p. 138 I.
- Public Auditors, appointed by nomination, *Sir R. Chalmers* - - - - - p. 142 I.
- Public Valuers, appointed by nomination, *Sir R. Chalmers* - - - - - p. 142 I.
- Second Division Clerks, promotions since 1892, *S. Leathes* - - - - - p. 120 I.

General Post Office, *see* Post Office.

Geological Museum :

- Higher Staff, examination before admission, *L. A. Selby-Biggs* - - - - - 9023-4
- Relation to Board of Education, *L. A. Selby-Biggs* 8578-99
- Geological Survey, relation to Board of Education, *L. A. Selby-Biggs* - - - - - 8578-99

Germany :

- Abiturienten-Examen*, *Lord Haldane* - 1810-2
- Administrative posts, training and selection of men for, *Lord Haldane* - - - - - 1812-3
- Boys, compulsory continuance of education, and consequent opportunities of entering administrative posts, *H. H. Elwin* - - 6104-5, 6158-63

Germany—continued.**CIVIL SERVICE:**

Administrative appointments kept in hands of middle and official classes, and lower wage-earning classes not admitted, *Lord Haldane*

1733-4

must be Entered through secondary school and university, *Lord Haldane*

- - - 1683

Supervision over opinions on appointment, but decrease, *Lord Haldane*

- - - 1687-96

EDUCATION:

Secondary system more corresponds to distinctions of social class than under London County Council system, *Lord Haldane*

- - - 1691-2

State examinations in secondary schools and universities, *Lord Haldane*

1665-6, 1667, 1680-2

System, *Lord Haldane*

- - - 1665-7

Universities, students relaxed from discipline on entering, but results not bad, *Lord Haldane*

1822-4

GIBSON, HENRY JAMES, C.B., Comptroller and Auditor-General:**APPOINTMENTS:**

no Attempts known of, to evade recognised methods

- - - 1380-3, 1385

slight Irregularities, cases of

- - - 1384, 1446-7

CHARWOMEN:

Hours

- - - 1640-1

Wages:

Scale fixed by Treasury

- - - 1640, 1649

Should be Uniform in all offices

- - - 1649

CLEERKS:**Boy:**

Discharge on reaching maximum age a matter under Civil Service Commissioners

- - - 1621

Government employment an assistance in obtaining work outside

- - - 1624

Maximum age

- - - 1622-3

Intermediate:

Candidates, number at last examination and number of vacancies

- - - 1633

Certificated to particular office, and no transfer between departments contemplated

1629-30

Class I. superior to

- - - 1430-1, 1637

Steps taken to spread knowledge of, among various schools

- - - 1633

Outside work desirable if not overdone, and question of granting leave for

- - - 1503-9

Second Division:

only Body recruited for general service

- - - 1629

Promotion to Class I., Conditions to be fulfilled

1395

COMPTROLLER AND AUDITOR-GENERAL:

Appointment, method and tenure of office

- - - 1364

Duties:

Check on appointments

1374-7, 1384, 1545-6

Check on promotions

- - - 1379, 1392-5

Check on rates of pay

- - - 1372-7, 1387-91

re Colonial grants in aid

- - - 1462-4

Examination of accounts of departments

1367-71

where Lump sum allowed for staff

1615, 1618

Functions

- - - 1365-6

Origin of post

- - - 1366

Reports:

to Committee of Public Accounts, period between discovery of irregularity, and proceedings meanwhile

- - - 1524-5

made to Treasury, not to Parliament, except in certain cases

- - - 1439-45

Salary charged on Consolidated fund

- - - 1364

Estate Duty Office, character of work in, compared with Exchequer and Audit Department

1613-4

EXAMINATIONS:**Class I.:**

Abolition of, equally capable men would not be obtained owing to younger entrance age of intermediate examination

- - - 1486-91

Curriculum approved

- - - 1556-7

Intermediate:

Book-keeping, as subject for, not advocated

1559-60, 1631-2

Curriculum approved

- - - 1494

Dates

- - - 1634

GIBSON, HENRY JAMES, C.B.—continued.**EXAMINATIONS—continued.****Intermediate—continued.**

Entrance age approved

- - - 1494

Rescinding of concession re age to those already in the service

- - - 1565

EXCHEQUER AND AUDIT DEPARTMENT:

Character of work in

- - - 1612-4

Charwomen, nominated by Comptroller and Auditor General

- - - 1639

Clerks:

Abstractors, no employment suitable for

1471

Boy:

no Chance of promotion in department, but experience a help in obtaining higher posts in Civil Service in other departments

1474-7

Efficiency

- - - 1434-5

Number reduced as low as possible

- - - 1469

Substitution of other class of employee for, question of

- - - 1468-73

Work:

could be Done by female typist

1510-1

Particulars

- - - 1466

former Class I., employed on same work as

Class II. at first, and excellence of

1549-51

Intermediate:

Analysis of schools from which clerks drawn

1429

Certificate of Society of Chartered Accountants an advantage, but men efficient without

1506, 1508

Previous employment

- - - 1429, 1642

Previous service as boy or second division clerks and comparison with those coming straight from schools

- - - 1561-4

Promotion:

no great Chance at early age

- - - 1497

by Merit and selection

- - - 1496-8, 1533

some Reading for degrees

- - - 1635-6

to be Recruited by intermediate examination only in future

- - - 1479-82

may Rise to heads of departments, but highest posts may be filled from other departments if necessary

- - - 1574-5

Shifting of men from post to post

1499-1501

further Studies

- - - 1429

Superior to second division and scheme considered satisfactory

1429, 1492, 1609-12

Two years probation, with departmental examination in accounts and bookkeeping at end

- - - 1508-9, 1558-60, 16,312

Second division:

Grievance of, on reorganisation and Treasury attitude

- - - 1423-8, 1534-9, 1625-6

Present positions of

- - - 1552-3

Proceedings re on reorganisation

- - - 1604-8

Colonial Branch:

Appointments made by patronage

1397-9, 1456

Staff amalgamated with main office, 1906

1397, 1456-8

Started 1886, with Treasury sanction, and particulars re

- - - 1397, 1452-5, 1461-2

Transferred to Colonial Office, and reason

1397, 1459-60

Examiners:

Confidential reports, system of

- - - 1588-90

Scale of salaries

- - - 1593

Total number, including those under new scheme and number formerly second division men

1602-5

Irregularities would be discovered by Auditor of the Civil List

- - - 1448-51

Messengers, appointed by the Treasury, certificated and many are old soldiers

- - - 1638

Promotion to be by selection according to merit, tempered by seniority

- - - 1567-8, 1572-3

Reorganisation, 1905, and adoption of intermediate scheme, reason and particulars re

- - - 1406-21, 1531-2, 1533

Staff:

before 1905, variety of categories, and methods of appointment

- - - 1407, 1547

Grades, work done by, and salaries

1400-1, 1532

Recruited by intermediate examination

1401-4

GIBSON, HENRY JAMES, C.B.—*continued.*EXCHEQUER AND AUDIT DEPARTMENT—*continued.*

Women typists:

- Appointed under certificate by Civil Service Commissioners and receive pensions 1650-1
- Salaries - - - - - 1646-8
- Two recently introduced in office - - - 1510
- Work formerly done by boy clerks - 1645, 1647
- Fines, for disciplinary offences, system in force in certain departments - - - - - 1583 *note*
- Inefficiency, power of head of department to dismiss a servant, and reduce or withhold pay 1516, 1518-22, 1569-71, 1594-9
- Land Valuation office, lump sum allowed to - 1617
- Lump sum, under Schedule B., since 1895, particulars - - - - - 1615, 1617-8

PAY:

- Annual, certificate of efficiency from head of department would be possible and might be a safeguard - - - - - 1515-7, 1576-82
- Annual increment, certificate necessary from head of department - - - - - 1514
- Requests for increase presented by personal deputations - - - - - 1534-6
- Personal experience of - - - - - 1540-4
- Public Trustee, lump sum allowed to, for staff, but salaries reported to Treasury annually - 1616

TREASURY:

- Control exercised by, over expenditure of departments, extent - - - - - 1367-71
- Officer of Accounts, formerly second division clerk in Exchequer and Audit Department 1552-3, 1591
- Writers, in Schedule B. - - - - - 1620

Glasgow University:

- successful Candidates from, in Class I. examination, 1906-10, *S. M. Leathes* - - - 337, p. 127 I.
- Officers' Training Corps' petition to Prime Minister signed by representative of, *M. J. M. Hill* p. 536-7 II.

- Patent Office examiners from, *T. Franks* - 13,940
- Gomme, Sir Lawrence, reference - - - - 2251
- Government Chemist, appointed by Order in Council, *Sir R. Chalmers* - - - - - p. 141 I.

Government Laboratory:

- Abstractor Class, promotions to second division clerkships to December 1911, *S. M. Leathes* p. 122 I.
- Professional offices, *Sir R. Chalmers* - - p. 137 I.
- Second Division Clerks, promotions since 1892, *S. M. Leathes* - - - - - p. 120 I.
- common Government office in provincial towns, question of, *Sir E. Troup* - - - - - 5469-72
- Government offices, no inspection of condition for works in, *Miss E. A. Charlesworth* - - 3835-7

Greek:

- Approved as preparation for future work, *Lord Haldane* - - - - - 1703-4, 1766
- in Class I. examination question *re* possibility of taking other subjects instead of, *S. M. Leathes* 583-95
- Green, Mr., no record of application from, for post in Board of Agriculture, *Sir T. H. Elliott* - 8461-4, 9000-2

GUILLEMARD, SIR LAWRENCE N., K.C.B.,

- Chairman of Board of Customs: 14,039-14,490
- Accounting offices of all Departments, special recruitment for, question of, and considered worth consideration - - - - - 14,349-59, 14,472-4

CUSTOMS AND EXCISE DEPARTMENT:

Accountant and Comptroller-General:

Office:

- Intermediate scheme would be too expensive and not necessary - - - - - 14,317
- Promotion prospects - - - - - 14,314-7
- Vacancies, method of filling and no stress laid on suitability for accounting work 14,465-71

- Post in practice earmarked for second division, but man would be taken from outside if a suitable man not found - - - 14,134-45

GUILLEMARD, SIR LAWRENCE N., K.C.B.—*continued.*CUSTOMS AND EXCISE DEPARTMENT—*continued.*

Amalgamation:

- some Dissatisfaction among excise service, but service as a whole fairly satisfied - 14,249
- Excise branch, concessions obtained as result of representations to Chancellor of the Exchequer 14,250-3, 14,297-307
- will be Justified on ground of economy and efficiency - - - - - 14,429-30
- Lower grades will have to learn duties of both branches in future - - - - - 14,337
- is Outdoor branches, merging of duties not complete but in progress - - - 14,247-8
- Appointment by open Competition the best system with exception of special offices 14,397-401

Board:

- Cases of men on, promoted from lower grades 14,178
- Constitution and method of appointment 14,334-6

- Calculating machine used - - - - - 14,440

Clerks:

- Assistant, old class, promotion in past, but gradually coming to an end - - - 14,165

Boy:

- not Necessary to work of department apart from question of cost, and abolition would be approved - - - - - 14,174-6, 14,180
- Number - - - - - 14,174

Class I.:

- Change, Treasury not responsible 14,402-6
- Examination, abandonment of recruitment by, in 1898, reasons - - - - - 14,090-2
- Introduction of, and proportion of total staff and second division, reasons and success, 14,085-103, 14,191-207 14,215-9, 14,219-27
- Junior:

- Responsibility of work, and comparison with that done by higher officials 14,208-14
- Second division men to be promoted to, for exceptional merit - - - - - 14,222
- Work of - - - - - 14,454-6
- Salaries, minimum not up to other offices 14,228-31

Temporary transfer to, for Insurance Act

- 14,371-7
- Transfers from other departments 14,232-4

- Committee - - - - - 14,073-6
- Examination - - - - - 14,067-73
- Marked in and out- - - - - 14,424-5

Minor staff:

- Promotions to upper division - 14,459-64
- Put on junior clerks' work occasionally to test powers - - - - - 14,457-8
- Work - - - - - 14,454-6
- Port, examination, obsolete - 14,074, 14,081
- Temporary transfers to Insurance office 14,450-3

Collection of statistics of Board of Agriculture

- 14,056-61, 14,183-4
- Commissioners, particulars *re* - 14,410-7, 14,423
- Doctor, work of, and question as to adequacy of salary - - - - - 14,441-4
- Examinations and records of 14,128-31, 14,408-9
- History of office - - - - - 14,090
- Inefficiency, men retired for, on reduced pension 14,426-8

Inspector:

- Chief:
- Functions - - - - - 14,120
- Promoted from outdoor staff and appointment from outside would be unwise 14,121-3
- Deputy Chief and Superintending, promoted from outdoor staff - - - - - 14,123-7
- Insurance work, extra salary granted by Chancellor of the Exchequer with view to - 14,297-307
- Local country staff, two divisions of - 14,166
- Lump sum principle in Solicitor's office only 14,392
- Office and inadequacy of accommodation 14,383, 14,432-7

GUILLEMARD, SIR LAWRENCE N., K.C.B.—
continued.
CUSTOMS AND EXCISE DEPARTMENT—continued.
 Organisation, no suggestion *re* changes - 14,431
 Outdoor staff:
 Medical staff - - - - - 14,171
 Men never transferred to from office 14,132-3
 Promotion:
 Committee for - - - - - 14,487
 by Seniority coupled with efficiency, practice of
 14,242-4
 Special promotion, former practice of
 14,240-1
 to Supervisory grade to be by competitive
 examination - - - - - 14,245-6
 all to be Recruited by one examination in future
 14,067-72, 14,168-9
 Reports, system - - - - - 14,488-9
 Prevention of immigration of undesirable aliens by
 14,445-6
 Promotion:
 Board responsible for - - - - 14,388-92
 Informal consultation - - - - - 14,486
 Relations between Inland Revenue Board and
 14,045-55
 Recommendation of Hobhouse report *re* salaries
 carried out - - - - - 14,254-60
 Secretariat:
 Appointment by selection from outdoor
 Customs clerks, account of experiment and
 failure of - - - - - 14,902-9, 14,321-33
 Appointments to, responsibility for 14,389-91
 Constitution - - - - - 14,064-6, 14,080-2
 Grades - - - - - 14,234-7
 Upper division, promotions still to be made of
 specially good men from outdoor service and
 second division - - - - - 14,482-5
 continued Working of, with second division and
 customs clerks, difficulties - - 14,099-101
 Secretaries, position of men - - - 14,186
 Ships of - - - - - 14,448-9
 Solicitors office:
 Clerical staff, lump sum for 14,108-9, 14,394-5
 Professional clerks, claims to establishment and
 question of justification - - - 14,110-9
 Professional officers and method of recruitment
 14,104-7
 Staff - - - - - 14,062-84
 Statistical office:
 Assistant clerks, comparison between old and
 new classes - - - - - 14,318-20
 Junior clerks, lower section:
 Nominated by Treasury at present on recom-
 mendation of Board to Civil Service Com-
 mission - - - - - 14,178
 to be Recruited in future from assistant clerks
 and question as to promotion prospects
 14,178-65
 no Special training necessary in lower scale
 14,438-9
 Staff - - - - - 14,146
 Supervisors, salaries not dated back, as no recom-
 mendation made by Hobhouse report 14,254-60
 Surveyors:
 to be Recruited from indoor and outdoor staff
 14,477-81
 Training of former customs examiners for, and
 question of efficiency - 14,261-96, 14,338-46
 Water-guard:
 Efficiency in preventing smuggling - 14,447
 Service, in satisfactory condition - 14,166-7
 Women:
 Increased employment of, accommodation diffi-
 culty - - - - - 14,384-7
 Number employed and reason for small number of
 14,378-81
 Searchers, not permanently employed 14,382-3
 Work of - - - - - 14,045-61
 Personal experience 14,040-4, 14,406a-7, 14,418
 Revenue and taxing departments, change in character
 of work in direction of becoming more judicial and
 legislative - - - - - 14,099-101
TRANSFERS, SYSTEMATIC FACILITATION OF:
 Advantages to be desired - - - - 14,362-6
 Standardisation of pay, question of - 14,367-70

GUILLEMARD, SIR LAWRENCE N., K.C.B.—
continued.
TREASURY:
 Appointments, Class I., case of vacancy being
 filled by transfer and not thrown open
 14,418-22
 Clerks, transfer from other offices would be advan-
 tageous method of recruitment - - - 14,364
 Women, employment in same room as men objected to
 14,378
**HALDANE, THE RIGHT HON. THE VISCOUNT, OF
 CLOAN, Secretary of State for War - 1652-1843**
APPOINTMENTS:
 by Nomination:
 Consulting of Civil Service Commissioners as to
 whether exceptions necessary or desirable
 1799
 Necessary for certain situations - 1787, 1797
 by Open competition, approved - - 1787, 1796
 on Qualifications only, without respect to opinions,
 religion, politics, &c. desired - - - 1697
 by Record, method of arriving at - - 1679
 as Result of post-graduate course and producing
 original thesis, opinion *re* - - - 1705-9
 under Sec. 4, system should be retained for certain
 class of men - - - - - 1708
BOARD OF EDUCATION:
 certain Appointments must be filled by nomination
 1797
 Special leave for independent work, practice of
 1713
CAMBRIDGE UNIVERSITY:
 Atmosphere, reasons for, but approach of new
 universities to same spirit - - - - 1816-21.
 Value of life and training at, for future work
 1668-71
 Civil Service, working classes kept out by education
 system - - - - - 1737
CLERKS:
 Class I:
 Attitude towards second division, sympathetic
 and friendly - - - - - 1815
 Education:
 Character necessary for - - - - - 1663-4
 Resident university considered necessary, and
 right type for - - - - - 1750-1, 1769-70
 System giving equal opportunities to all
 classes to rise to top desired 1660-1, 1679,
 1737, 1761-3
 Increasing numbers from day, grammar, and
 smaller schools - - - - - 1805-6
 Purely educational test best that can be done,
 though not perfect - - - - - 1789
 Division into two classes necessary - 1661-2
 Experience both of administrative work in London
 and executive work out of London would be
 useful - - - - - 1723-8
 Lower division:
 Continuation of education after hours advocated
 1758
 should be Encouraged and enabled to do certain
 amount of severe intellectual work - 1718
 Things become more mechanical and human
 element should be increased if possible 1815
 Men would make better civil servants after four
 years at university than after four years in the
 service - - - - - 1792-3
 Second division:
 Appointment by record and subsequent exami-
 nations to test whether proper use had been
 made of time, advocated - - - - 1776-8
 Character of education necessary for 1663-4
 special Opportunities should be given to those
 with special ability - - - - - 1715-8
 Promotion of exceptional men approved and
 should be better-organised and more encourage-
 ment should be given if possible - 1715-8,
 1753-5, 1738
 Special leave for independent work, introduction
 of practice would be useful and possible, and
 should be carried out with co-operation of
 universities - - - - - 1710-3

- HALDANE, THE RIGHT HON. THE VISCOUNT OF CLOAN—continued.**
- EDUCATION :**
- Character necessary for Class I. and second division clerks 1663-4
- Reform necessary in order to obtain best type of Civil Servant 1830-2
- Secondary Schools :**
- Curriculum should not be based on syllabus of second division and intermediate examinations 1778
- Substitution of, for cramming colleges for second division examination desired 1664
- University and public school training tends to develop power of handling men, and value of 1759, 1760, 1780-1, 1790-1, 1814
- University system giving equal opportunities to all classes of rising to the top desired 1660-1, 1679, 1737, 1761-3
- EXAMINATIONS :**
- Class I. :**
- no Advantage given to men from Oxford and Cambridge over new universities 1764-6, 1794-5
- Cramming an evil but unavoidable with present system 1773-4
- Objects of 1670, 1675
- Reasons for more candidates not coming from new universities 1764, 1768
- Type of knowledge prevalent in any English university represented by, but conference of men from various universities would be desirable before fixing style of examination 1672-4
- Value of time at Oxford or Cambridge with regard to 1668-71
- should Follow changes in type of education at universities 1702-3, 1766
- Lower division, criticism 1675
- Second division :**
- Curriculum of secondary school should not be based on syllabus of 1778
- Substitution of secondary education for cramming colleges desired 1664
- GERMANY :**
- Abiturienten-Examen* 1810-12
- Administrative posts, training and selection of men for 1812-3
- Civil Service :**
- Administrative appointments kept in the hands of middle and official classes, and lower wage earning classes not admitted 1733-4
- must be Entered through secondary school and university 1683
- Supervision over opinions on appointment, but decrease 1687-96
- Education :**
- Secondary, system corresponds more to distinctions of social class than under London County Council system 1691-2
- State examinations in secondary schools and universities 1665-6, 1667, 1680-2
- System 1665-7
- Universities, students released from discipline on entering but results not bad 1822-4
- Insurance Commissioners, special method of appointment necessary 1799**
- Judges, appointment from Civil Service, alteration not advocated 1782**
- Labour Exchanges, special method of appointment necessary 1799**
- Leeds University, leather industry branch 1768**
- London School of Economics, officers sent to, from War Office for special courses 1714**
- OXFORD UNIVERSITY :**
- Atmosphere, reasons for, but approach of new universities to same spirit 1816-21
- Value of life and training at, for future work 1668-71
- Retirement, fixed age, disadvantages and advantages, but promotion would be interfered with by longer retention 1804**
- SCOTLAND :**
- Professions, democratic nature of recruiting 1739
- no larger Proportion of Scotch than of English admitted to Civil Service 1759
- HALDANE, THE RIGHT HON. THE VISCOUNT OF CLOAN—continued.**
- SCOTLAND—continued.**
- Universities, men go to new universities with definite purpose in view, but not Oxford and Cambridge 1833
- WAR OFFICE :**
- Clerks :**
- Boy, case of boy rising from, to higher division 1676-7
- Class I. :**
- Men promoted from lower grade, comparison of work with that of men coming direct into Class I. 1656-9
- high Value of work done by 1655, 1720, 1722, 1781
- given Experience at out stations 1727
- Higher division :**
- Recruited by Class I. examinations, but a few staff appointments made by nomination 1788
- University qualifications 1671
- Office houses 1802
- Employment of non-commissioned officers and ex-soldiers on clerical work 1740-9
- Lands Branch, appointment of barrister to, and success of 1787
- Special leave for independent work, practice of 1710-2, 1714
- Oral discussion, substitution for written minutes as far as possible and results 1719-22, 1729-32
- Promotions :**
- in Higher division, informal committee of heads of departments consulted 1800
- in Lower divisions, largely by seniority 1800
- by Merit 1800
- Volunteers, transformation of, work of Class I. of Civilian staff in connection with 1655
- WOMEN :**
- Increase in number and kind of Civil Service appointments open to, desired as far as possible 1684, 1783-4, 1840
- Opportunity to rise in profession, desirable 1836-9
- Salaries, differentiating from those of men, question 1685-6, 1785-6, 1842-3
- HAMMOND, J. L. LE B. 12,616-12,630**
- APPOINTMENT AS SECRETARY OF CIVIL SERVICE COMMISSION :**
- Criticism, *F. H. Norman* 2676-9
- Reply to criticism 12,616-30
- Statements *re*, withdrawn and apology made, *F. H. Norman* 12,631-44
- Harper, Mr., appointment of, to Inland Revenue, *Sir M. Nathan* 14,940
- HARRIS, CHARLES, C.B., Assistant Financial Secretary at the War Office: 11,487-11,624**
- Appointment, examination not an infallible test, and record preferred to personal interview 11,592-4
- CLERKS :**
- Assistant :**
- Necessity of 11,502
- Promotion to second division, encouragement, and special facilities advocated 11,502
- Boy, after discharge, employment in Army, prospects 11,498-501
- Class I., inefficient men, difficulty of getting rid of, and retirement at any age should be permitted 11,587-8
- Intermediate, less efficient and more expensive than combination of Class I. and second division 11,488-91
- Second division, promotion to Class I., special before examination advocated 11,522-4
- Improvements, mechanical or of method, no special Government department in connection with, and question as to advantage 11,525-31
- PROMOTION :**
- One class should not be largely or habitually recruited from class below 11,488, 11,536-7
- Principle, suggestion 11,488
- by Selection, question of 11,536-40
- University qualifications, *Lord Haldane* 1671

HARRIS, CHARLES, C.B.—*continued*

WAR OFFICE:

Abandonment of useless returns	-	11,532-3
Accounts Department:		
Intermediate clerks, disposal of	-	11,579
Second class assistant accountants, account of formation of	-	11,506, 11,570-1
Writers:		
Chief, position of, and promotion prospects		11,506-8, 11,564
Promotion to second class assistant accountants in exceptional cases possible		11,506-7, 11,570-1

Audit:

Combination of departments, reasons against		11,547-50
Particulars <i>re</i>	-	11,541-6
Success of recruitment from intermediate class dependent on appointment of Comptroller and deputy Comptroller from outside		11,493-5

Clerks:

Assistant Principal not always promoted to Principal	-	11,591
Boy, finance out station departments, enlistment in army and subsequent return to army pay corps and success of scheme		11,498-501
Class I.:		
Examination produces right type, but not necessarily right man	-	11,601-6
Failure in, and forced retirements	-	11,585-6
Number insufficient	-	11,582-4, 11,589
Promotion of all, unlikely	-	11,608-13
Recruitment chiefly by separate examination, necessity for	-	11,492, 11,496, 11,522, 11,562-3
Work of, nature of, and promotion question		11,613-24

Comparison of cost of intermediate scheme and first and second division scheme

11,489-90, 11,578

Ex-soldiers, employment of women instead of, difficulty

- 11,600

Principal and Assistant Principal, difference

11,590

Three classes, desirability of

11,488, 11,503-4, 11,572-7

Expenditure up to amount of vote, question of

11,534-5, 11,560-1

Finance department, clerks, recruitment of higher division from second division to great extent

11,492, 11,497

Hired writers:

Age limits

11,551-2

Class to become extinct

11,514

Position of

11,509-14

Reason for establishment and objection to

11,553-5

Instructors in Mathematics (Woolwich):

Permanent appointments not approved

11,597-8

Machines used as far as possible

11,525

Ordnance Factory at Woolwich, intermediate clerks, retention

11,579-81

not Regular Army men

11,599

Storemen, acting storemen, skilled labourers, clerical, and labourers on extra duty pay in Army and Naval ordnance departments at Woolwich, position of

11,519-21

Unestablished staff:

Established only on reaching foreman class

11,511-2

Reasons for

11,565

Women, field for employment not large

11,600

Writers, explanation

11,566

Writers and Ex-soldier clerks:

Establishment, reasons against

11,515-8, 11,556-9

Promotion, petition

11,569

HATFIELD, H., Chief Examiner, Patent Office (in attendance)

18,852-14,058

HAY, C. J. D. (in attendance)

12,811-12,994

Heads of Government Departments, frequent changes, possible advantage, *Sir M. Nathan*

14,759-66

HILL, PROFESSOR M. J. M., M.A., LL.D., Sc.D.,

F.R.S., Astor Professor of Mathematics in University of London and member of Military Education Committee of Universities: - 12,019-12,106

Appointments, personal interview and record in addition to, question of

12,075-7

Examination, Class I., military subjects might be usefully included

12,079-80

London University, privileges to candidates for degrees with military record

12,022, 12,085

OFFICERS' TRAINING CORPS:

Advantages of training

12,022, 12,026-8, 12,036-56, 12,072-5, 12,092

Had effect in some cases

12,085

Certificate:

Marks allocated for, in competition for naval medical service and Royal Army Medical Corps

12,022, 12,023

Recognition as part of qualification of suitability to enter Civil Service advocated and reasons,

12,022-8, 12,057-11, 12,064-70, 12,081-96, 12,100-6

Criticism died out

12,097

Men of all classes in

12,104

no Obligation for further service incurred, unless special reserve joined

12,087-91

Particulars *re*

12,071

Petition addressed to the Prime Minister, February 17, 1911, copy

p. 536-7 II.

as Qualification for Civil Service, methods:

Allocation of marks

12,029-35

Concessions *re* entrance age limit

12,022, 12,030-4, 12,078

Concessions *re* seniority

12,022

Recognition, men not having gone to University would be at a disadvantage unless entering

Territorials

12,104-6

Training typical of newer idea of education and need of, for Civil Service candidates

12,100-3

Weight should be attached to, in appointments to services such as Indian Public Works Department and Egyptian and Soudanese Civil Service

12,022

Home Department:

Accounts sub-division, work of, and staff, *Sir E. Troup*

4917-22

Appointments, method in different departments, *Sir E. Troup*

4823-976

BOY MESSENGERS:

Appointment, method, *Sir E. Troup*

5159

Difficulty of, as blind alley employment and suggestion, *Sir E. Troup*

5366-9

Maximum age, *Sir E. Troup*

5157-61

Calculating machines introduced, *Sir E. Troup*

5381-4

Card index system introduced, *Sir E. Troup*

5377-9, 5385-7

CLERKS:

Assistants:

Appointments of unestablished clerks, &c. as, to December 31, 1911, *S. M. Leathes* p. 122 I.

Class of men, *Sir E. Troup*

5001-5

Distinction of work from that of second division, *Sir E. Troup*

5136-7

Improvement of positions of, and abolition of second division might be possible, *Sir E. Troup*

5515-8

Merging of, into second division:

Objection to, *Sir E. Troup*

5006-11

Two grades for promotion purposes would be necessary, *Sir E. Troup*

5138-41, 5519-23

Promotions:

to December 31, 1911, *S. M. Leathes* p. 122 I.

to Second division:

to December 1911, *S. M. Leathes* p. 122 I.

might be increased, *Sir E. Troup*

5139

Work of, *Sir E. Troup*

5010-1

Boy:

Abolition of, transfer of work to Assistant Clerks, possible, but difficulties, *Sir E. Troup*

5012-6, 5154-6, 5523-4

Class of boy, *Sir E. Troup*

4998

after Discharge, no steps taken by Department to provide work for, *Sir E. Troup*

5486-8

Home Department—continued.

CLERKS—continued.

- Boy—continued.
Retention of larger number in higher class desirable, *Sir E. Troup* - 5355-61
Supervision of health and question of overtime in cases of evening work, *Sir E. Troup* 5362-5
Work of, *Sir E. Troup* - 4999-5000, 5162-9
- Class I.:
Nature of work on first starting, and variation, *Sir E. Troup* - 5094-5, 5199-200
no Overtime pay, *Sir E. Troup* - 5106
Position of L.G.B. clerks compared with, *Sir H. C. Monro* - 7277-81
Proportion to second division, *Sir E. Troup* 5091
Recruitment from second division not advocated, *Sir E. Troup* - 5144-7
Superiority to second division, *Sir E. Troup* 5201-2
Transferred from one division to another during early years of service, *Sir E. Troup* 5117-21
Work of, and comparison with second division, *Sir E. Troup* - 5017-31, 5149-53, 5337
Higher division, salaries, comparison of L.G.B. higher division salaries with, *A. J. A. Ball* 506, p. 506-7 II.
Intermediate, introduction not advocated, *Sir E. Troup* - 5153
Legal knowledge, *Sir E. Troup* - 5341-3
Overtime pay, *Sir E. Troup* - 5106-7
Scientific knowledge, question as to value of, *Sir E. Troup* - 5344-6
- Second division:
no amount of Discontent, *Sir E. Troup* 5088-90
Memorial - 5510-4
Nature of work, *Sir E. Troup* 5092-3, 5122-9, 5209
- Promotion:
since 1892, *S. M. Leathes* - p. 120 I.
to Class I., *Sir E. Troup* - 5036-7
elsewhere than to Class I., *Sir E. Troup* 5324-36
- Good, except into Class I., *Sir E. Troup* 5035-7
Method, *Sir E. Troup* - 5104-5
Opportunities, *Sir E. Troup* - 5101-3
Particulars of, *Sir E. Troup* - 5099-100
Small proportion to Class I., and reason, *Sir E. Troup* - 5204-8
- Qualifications, look-out kept on, *Sir E. Troup* 5210-2
Work of, and comparison with work of Class I., *Sir E. Troup* - 5017-31, 5149-53, 5337
Work of, not seen by Permanent Under Secretary, but inquiries made, *Sir E. Troup* 5038-42
Transfers from other offices, *Sir E. Troup* 5096-8
Copying, sending out of, would not much relieve work, *Sir E. Troup* - 5525-9
Criminal division, staff, *Sir E. Troup* - 4836-90
Divisions and sub-divisions, staff and work of, *Sir E. Troup* - 4882-923
Domestic department, staff, *Sir E. Troup* 4896-9
Factory Inspectors, *see that title*.
Industrial department, staff, *Sir E. Troup* 4891-5
- INSPECTORS:
Appointment, method, *Sir E. Troup* - 4941-69
Clerks at headquarters, generally established, *Sir E. Troup* - 4978-89
Factory, *see that title*.
Number, *Sir E. Troup* - 4933-40
Women, examination the same as for men, *S. M. Leathes* - 619-20
Legal work done by Class I. men, *Sir E. Troup* 5130-2
Medical Superintendent of Broadmoor Asylum, appointment method, *Sir E. Troup* - 4974-5
Messengers, not recruited from boy messengers, *Sir E. Troup* - 5160-1
Mines Inspectors, *see that title*.
Permanent Under Secretary of State, a professional office but no professional requirements exacted, *Sir E. Troup* - 5450-8
Police, Commissioners and Assistant Commissioners, appointment, method, *Sir E. Troup* - 4976

Home Department—continued.

- Prison inspectors and commissioners, appointment method, *Sir E. Troup* - 4971-2
- PRIVATE SECRETARIES:
never Appointed from second division, *Sir E. Troup* - 5477-8, 5504-5
Previous position, *Sir E. Troup* - 5502-9
Professional offices, *Sir R. Chalmers* - p. 137 I.
Professional offices, professional requirements not always exacted, *Sir E. Troup* - 5457
Registry, work of, and staff, *Sir E. Troup* 4904-16, 4918-22, 5133-4
Reports on prospective Acts of Parliament, persons dealing with, work of, *Sir E. Troup* - 5458-61
Shorthand writers, position and salary, *Sir E. Troup* 5059-61
Special division, staff, *Sir E. Troup* - 4900-1
Staff, particulars *re*, and method of appointment, *Sir E. Troup* - 4882-976
Statistics, sub-clerical staff, *Sir E. Troup* 4920-2
Typing done by boy clerks or assistant clerks, *Sir E. Troup* - 4913-6
Typists, reasons for not employing women, *Sir E. Troup* - 5058, 5165, 5169, 5370-6
Variation in amount of work, arrangements, *Sir E. Troup* - 5077-81
Hong Kong, Eastern cadet service, success of system, *Sir M. Nathan* - 14,740-43
Hong Kong and Shanghai Bank, recruitment of staff from university men, *Sir M. Nathan* - 14,947
- House of Commons:
Appointments by nomination should be specially reported to, *F. H. Norman* - 2041, 2166-7
Clerk, appointed by Letters Patent, *Sir R. Chalmers* p. 141 I.
Clerk Assistant and Deputy Clerk Assistant to, appointed by Warrant under Royal Sign Manual, *Sir R. Chalmers* - p. 141 I.
- CLERKS:
Appointment, method, *S. M. Leathes*, 295, 384-5; *Sir R. Chalmers*, 1289.
not Civil Servants, *S. M. Leathes* - 295, 386
Transfer from to Board of Education examiner-ship, *L. A. Selby-Bigge* - 9243-4
- COMMITTEE OF PUBLIC ACCOUNTS:
Period between occurrence of irregularity and report to, *H. J. Gibson* - 1524-5
Procedure *re* irregularities reported to, *H. J. Gibson* - 1527-30
Question of bringing cases of class prejudice before, *F. H. Norman* - 2480-1
Select Committee on Civil Service Expenditure, 1873, Reference, *F. H. Norman* - 2587
Speaker, a National Debt Commissioner, *W. G. Turpin* - 12,006
Supervision by, of Treasury Estimates, considered very desultory, *F. H. Norman* - 2618-19
- House of Lords, Clerical Staff, candidates examined by Civil Service Commissioners, although not regarded as civil service appointment, *S. M. Leathes* - 295-6
- HOWELL, SIR WALTER J., K.O.B., Assistant Secretary, Marine Department of Board of Trade: 13,506-13,851
- BOARD OF TRADE:
Boy Clerks, abolition and admission into abstractor class at earlier age, question of - 13,555-6
Building, inefficiency of, and new building to be built - 13,832-5
- Marine Department:
Amalgamation of boy assistants and second division, question of, difficulty in case of temporary rush of work - 13,695-705
Appointments, method - 13,709-10
Clerks:
Appointment by open competition in future 13,660-1
Second Division:
Improvement in class of men - 13,692
Promotion - 13,838
Work of different classes left distinct, but opportunities given of showing power 13,693-4

HOWELL, SIR WALTER J., K.C.B.—*continued.*BOARD OF TRADE—*continued.*Marine Department—*continued.*

Deputy Superintendent, appointment from second division candidates	13,734-7
Engineer Surveyor in Chief, promoted from engineer surveyors	13,786
Inspection, difference between Lloyds and	13,799-801
Inspection and inquiries into boiler explosions by, and reason	13,659, 13,848-9
Inspection of ships' provisions:	
Appointment of staff, method	13,655-8
Particulars <i>re</i> , and salaries	13,652-4
Proposals	13,794-8
Writers not pensionable, but appointment fairly permanent	13,683
Work of, and adequacy of number	13,748-52
Messengers	13,839-40
Nautical surveyor, work of	13,791-3
Organisation considered satisfactory	13,755
Outdoor establishments, method of appointment, and reason	13,662-5
Principal ship surveyors, naval architect, method of appointment	13,787-90
Professional member	13,756, 13,773-5
Rocket apparatus staff	13,659, 13,753
Sanitary Inspectors:	
Scale of drugs and medical appliances, advice given by committee and adopted	13,829-31
Staff, work of, adequacy of number	13,804-10, 13,817-8, 13,824-8
Temporary men, particulars <i>re</i> employment of	13,810-28
as Separate State department, question of	13,739-41
Staff Committee, functions and importance of	13,585-9, 13,625-6, 13,634, 13,709
Staff at Whitehall Gardens, particulars <i>re</i> , promotions, prospects &c.	13,756-85
Superintendent for Wrecks and loss of life at sea, originally second division clerk	13,767
Survey of ships, revision of rules, precedent	13,685-90
Surveyors:	
Age Limits	13,641-2
Clerks:	
Local knowledge obtained after appointment	13,716-7
formerly Personal clerks but substitution of assistant clerks	13,714-7
Promotion, difficulty	13,669-70
Scales of pay, improvements since 1891	13,667-8
formerly Temporary officers, but now on establishment	13,667, 13,668
Confidential reports system	13,711-3
Consultative staff of chief officers	13,605, 13,621
Method of appointment, and advantages	13,622-39, 13,644, 13,728-33
Numbers	13,621
Qualifications necessary	13,640, 13,643
Work of	13,606-20
Tape holders, particulars <i>re</i> work of, &c., and question <i>re</i> pensioning	13,645-51, 13,680-2, 13,718, 13,802-3, 13,841-7
Work in connection with fisheries	13,742-6
Mercantile Marine, formerly Mercantile Marine Fund, put on vote in consequence of Lord Courtney's Committee	13,719-27
Mercantile Marine Offices:	
Deputy Superintendents, appointed through second division examination	13,583
Examiners of Masters and Mates, method of appointment	13,590-7
Messengers, scale of pay	13,602
Outdoor staff:	
Appointment, method	13,598-600
Functions	13,598, 13,602
Scales of pay	13,601-2
Particulars <i>re</i> formation, &c.	13,579
Staff	13,581-602

HOWELL, SIR WALTER J., K.C.B.—*continued.*BOARD OF TRADE—*continued.*

Registrar General's Department:

Clerks:	
Assistant:	
Application for promotion, refused	13,535-6
Duties not interchangeable with second division	13,535, 13,550-1
Promotion:	
to Alternate vacancies	13,536, 13,544-6, 13,706-8
Loss of allowance on, and consequent grievance	13,515-28, 13,534
by Qualifying examination	13,545-6, 13,549
all Recruited from boy clerks	13,537-9
Boy:	
after Discharge, employment obtained for, as far as possible	13,554
High opinion of	13,442-4
Second division:	
Promoted abstractors and men from outside, comparison	13,540-3
Representation from and reply to	13,671-5, 13,691
Duties	13,559-62
Examination for certificates under Merchant Shipping Act	13,576-7
Staff, particulars <i>re</i> , and effects of successive reorganisations	13,512-5, 13,535
Supervising staff, representation from and reply to	13,671-5
Work will be increased by Insurance Act	13,754
Sanitary Surveyors, appointment under Sec. 4 and reason	13,676-7
Lloyds survey, question of relation to Board of Trade survey to	13,608, 13,614a-20
Local Marine Boards, duties, &c.	13,579
HOWLAND, W., representing National Society of Ex-Naval and Military Men (in attendance)	12,107-12,193
India:	
CIVIL SERVICE:	
Age of servants and question of efficiency of second division clerks, <i>F. H. Norman</i>	2623-8
Examination, <i>see</i> Class I. <i>under</i> Examinations.	
Scheme of examination introduced under open competition was already in operation in 2021-2	
Engineers for, appointment by open competition, but results not very successful, <i>S. M. Leathes</i>	93-4
Military Accounts Department, replacing of military officers by civilians, <i>C. A. Malley</i>	12,510-1
Public Works Department appointments, weight should be attached to efficient military training and service, <i>Prof. M. J. M. Hill</i>	12,022
Universities, successful candidates from, previously in Class I examination, 1906-10, <i>S. Leathes</i> p.	
India Office:	
Register and Superintendent of Records, a promoted second division clerk, <i>F. H. Norman</i>	p. 487 II.
Second class clerks, number in employment, <i>S. M. Leathes</i>	p. 105 I.
Women typists, numbers, <i>Miss Charlesworth</i>	p. 504 II.
Inefficiency:	
Head of department could suspend, not withhold pay for, <i>H. J. Gibson</i>	1516, 1518-22, 1596-9
Power to remove man for, on modified pension, <i>H. J. Gibson</i>	1594-5
Inland Revenue Department:	
ACCOUNTANT AND COMPTROLLER-GENERAL'S OFFICE:	
Promotion to supervisory posts, examination of Institute of Chartered Accountants dispensed with, <i>Sir M. Nathan</i>	14,698-702
Staff, <i>Sir M. Nathan</i>	14,632-9
APPOINTMENTS:	
Filled largely with intermediate clerks, <i>S. M. Leathes</i>	157
under Land valuation clauses, under Clause 4 of Superannuation Act, <i>S. M. Leathes</i>	323-4
Assessment branch, staff, <i>Sir M. Nathan</i>	14,509-18

Inland Revenue Department—continued.

BOARD:	
Appointed by Letters Patent, <i>Sir R. Chalmers</i>	p. 141 I.
Appointment of men on, both from indoor and outdoor service, <i>Sir R. Chalmers</i>	1044-50
Chairman:	
Direct appointment by the Crown, <i>Sir R. Chalmers</i>	858, 867
Frequent changes since 1892 and question as to advantage, <i>Sir M. Nathan</i>	14,760-6
Constitution and method of appointment, <i>Sir M. Nathan</i>	14,500-1
Methods of entering service, &c., <i>Sir M. Nathan</i>	14,502-6
Binders, method of appointment (from the trade), <i>Sir M. Nathan</i>	14,962-4
CLERKS:	
Assistant:	
Appointments to, from unestablished clerkships, &c., to December 31, 1911, <i>S. M. Leathes</i>	p. 122 I.
Capacities, comparison with second division, <i>Sir M. Nathan</i>	14,815-9
Promotions from:	
to December 31, 1911, <i>S. M. Leathes</i>	p. 122 I.
to Second division to December 1911, <i>S. M. Leathes</i>	p. 122 I.
to Second division, <i>Sir M. Nathan</i>	14,538-9, 14,814
Work well done, but inferior compared with second division, <i>Sir M. Nathan</i>	14,537-40
Class I.:	
Capacity of, and question of work given to, if inefficient, <i>Sir M. Nathan</i>	14,822-9
Kind of men satisfactory, <i>Sir M. Nathan</i>	14,989
Necessary, <i>Sir R. Chalmers</i>	1309-11
Number sufficient, <i>Sir M. Nathan</i>	14,967
Put first into drafting section, <i>Sir M. Nathan</i>	14,972-3
Relations with second division friendly, <i>Sir M. Nathan</i>	14,976-7
Transfers to Customs and Excise Department, <i>Sir L. N. Guillemard</i>	14,227, 14,232-4
Work, difference from work of second division, <i>Sir R. Chalmers</i>	1224
Employment of, as private secretary to President of Local Government Board formerly, and arrangements, <i>Sir T. H. Elliott</i>	8379-88
Lower division, fair proportion of promotion, <i>Sir M. Nathan</i>	14,982
Second division:	
Movement between different branches, <i>Sir M. Nathan</i>	14,693-7
Promoted, high positions held by, <i>F. H. Norman</i>	p. 487 II.
Promotions:	
since 1892, <i>S. M. Leathes</i>	p. 120 I.
to Head of Estate Duty Office, case of, and success, <i>Sir R. Chalmers</i>	905
Particulars <i>re</i> , and results, <i>Sir R. Chalmers</i>	900-2
Procedure, <i>Sir M. Nathan</i>	14,812-3
and Prospects, <i>Sir M. Nathan</i>	14,954-60
Salaries, proportion with maximum over 500l., <i>Sir M. Nathan</i>	14,684-5
Substitution of abstractors for, might be possible, <i>Sir R. Chalmers</i>	1349-51
Transference from Savings Bank department, <i>F. H. Norman</i>	2548
temporary Transfers to Insurance office, <i>Sir M. Nathan</i>	14,886
Work, difference between work of Class I. and, <i>Sir A. Chalmers</i>	1224
Controller of stamps and stores department, staff, <i>Sir M. Nathan</i>	14,640-3
Cost per head	14,929-30
Death duties, particulars <i>re</i> assessment and collection, <i>Sir M. Nathan</i>	14,497
Director of securities branch, staff, <i>Sir M. Nathan</i>	14,542-3

Inland Revenue Department—continued.

Distributors and sub-distributors, appointed by nomination, <i>Sir R. Chalmers</i>	
	p. 142 I.
Division of work of, <i>Sir M. Nathan</i>	14,496
Drafting branch, staff, <i>Sir M. Nathan</i>	14,543-5
ESTATE DUTY OFFICE:	
Character of work in, compared with Exchequer and Audit Department, <i>H. J. Gibson</i>	
	1613-4
Clerks:	
Assistant clerks retained, <i>Sir M. Nathan</i>	14,871-2
Class I., abolition of, and reason, <i>Sir M. Nathan</i>	14,830-7
Intermediate:	
Injustice involved to second division clerks, particulars <i>re</i> , <i>F. H. Norman</i>	p. 488-9 II.
Legal work done by, and inducements offered to, to qualify for the bar, <i>Sir M. Nathan</i>	14,846-60
Numbers recruited at present, and whole office to be staffed through, in future, and reason, <i>Sir M. Nathan</i>	14,602-30, 14,710-6
Substitution of, for Class I., reason, <i>Sir R. Chalmers</i>	1098-100, 1256, 1401
Transfers:	
to Board of Education examinership, <i>L. A. Selby-Bigge</i>	9,243-4
to Local Government Board, <i>A. J. A. Ball</i>	7453
Consultation of board, <i>Sir M. Nathan</i>	14,986-7
Staff, <i>Sir M. Nathan</i>	14,543-6, 14,555-8, 14,592-7
Work of, <i>Sir M. Nathan</i>	14,590, 14,834-5, 14,873-4
Expenditure, amount of control exercised by Treasury, <i>H. J. Gibson</i>	1370
Income tax, particulars <i>re</i> assessment, and collection, <i>Sir M. Nathan</i>	14,497
Increase in estimates, reason, <i>Sir M. Nathan</i>	14,931
Inhabited house duty, particulars <i>re</i> assessment and collection, <i>Sir M. Nathan</i>	14,497
Inspector of stamps office, and commercial department, <i>Sir M. Nathan</i>	14,644-5
Land tax, particulars <i>re</i> collection, <i>Sir M. Nathan</i>	14,497-8
Land value duties, particulars <i>re</i> , <i>Sir M. Nathan</i>	14,498
LAND VALUATION OFFICE:	
Lump summers, <i>H. J. Gibson</i> , 1617; <i>Sir M. Nathan</i>	14,890-1
Non-pensionable establishment, <i>Sir M. Nathan</i>	14,668
Permanent appointment, <i>Sir M. Nathan</i>	14,887-9
Staff, <i>Sir M. Nathan</i>	14,547-54, 14,667-72, 14,723-5
Temporary staff will be no longer retained when valuation complete except those selected to fill up permanent establishment, <i>Sir M. Nathan</i>	14,932
Valuers:	
Appointment:	
Method, <i>Sir M. Nathan</i>	14,894-6, 14,934-9
Political bias in, denied, <i>Sir M. Nathan</i>	14,934
Second class, ages, <i>Sir M. Nathan</i>	14,898-901
Work of, <i>Sir M. Nathan</i>	14,665-6
Legal advisers, nominated, <i>Sir M. Nathan</i>	14,599
LOCAL COLLECTORS OF TAXES:	
Appointments annual, and reason for, <i>Sir M. Nathan</i>	14,775, 14,786-94
Appointed by general commissioners, <i>Sir M. Nathan</i>	14,773-4
Nature of work and private knowledge obtained by, <i>Sir M. Nathan</i>	14,777-85
Salaries, <i>Sir M. Nathan</i>	14,794-9
Medical officer, work of, and question as to adequacy of salary, <i>Sir M. Nathan</i>	14,944-5
Office keepers branch, <i>Sir M. Nathan</i>	14,646
Professional offices, <i>Sir R. Chalmers</i>	p. 137 I.
Professional valuers, appointed under Sec. 4, but health inquired into, <i>Sir R. Chalmers</i>	877
PROMOTION:	
Method, <i>Sir R. Chalmers</i>	919
Number large, <i>S. M. Leathes</i>	149, 226
Relations between Customs and Excise Department and, <i>Sir L. Guillemard</i>	14,045-55

Inland Revenue Department—continued.

SECRETARY'S OFFICE:

Committee Clerks:

Explanation, *Sir M. Nathan* - - - 14,981
 Standing of, *Sir M. Nathan* - - - 14,981

Cost under existing and proposed classification,
 comparison, *F. H. Norman* - - p. 492 II.

Functions, *Sir M. Nathan* - - - 14,985

Second division clerks, promotion prospects, and
 comparison with Accountant and Comptroller-
 General's office, &c., *Sir M. Nathan* - 14,519,
 14,677-93, 14,954

Sections of, *Sir M. Nathan* - - - 14,507-8

Solicitor:

Assistant, method of appointment and question as
 to character of examination, *Sir M. Nathan*
 14,572-8, 14,988

Department:

Lump summers, unsatisfactory position of, and
 reconsideration advocated, *Sir M. Nathan*
 14,579-89

Staff, *Sir N. Nathan* - - - 14,579-80

Method of appointment, *Sir R. Chalmers*,
 p. 141 I.; *Sir M. Nathan*, 14,571, 14,988.

SPECIAL COMMISSIONERS:

Appointments of private secretaries, *F. H.*
Norman - - - p. 490 II.

Appointed by Order in Council, *Sir R. Chalmers*
 p. 141 I.

Functions, *Sir M. Nathan* - - - 14,565

Methods of entering service, *Sir M. Nathan*
 14,560-3

Offices, staff, *Sir M. Nathan* - - 14,569-70

Pensionable, *Sir M. Nathan* - - - 14,566

Proportion usually drawn from outside and pro-
 portion from inside, *Sir M. Nathan* 14,769-72

Super-tax work done in office of, *Sir M. Nathan*
 14,875-6

Three, political appointments, particulars *re*,
Sir M. Nathan - 14,568-8, 14,877-86, 14,940

Stamps, deterioration, explanation and improvement
 anticipated, *Sir M. Nathan* - - - 14,943

Stamp duties, particulars *re* collection, &c., *Sir M.*
Nathan - - - - - 14,497

Stamps prepared under, *Sir M. Nathan* - 14,941-2

SUPER-TAX OFFICE:

Clerks, work done by different classes of, *Sir M.*
Nathan - - - - - 14,867-70

Staff, *Sir M. Nathan* - - - - - 14,864-6

SURVEYORS OF TAXES:

Better officers of department than second division
 clerks, *Sir R. Chalmers* - 902-3, 995-8, 1096-7

some few Boy clerks employed in the provinces,
S. M. Leathes - - - - - 463

Clerks:

Increase in number and alteration in position,
Sir R. Chalmers - - - - - 1297-302

Salary 180l. a year and pension, *Sir R. Chalmers*
 1150

Substitution of intermediate class for Class I.,
Sir R. Chalmers - - - - - 1101

Two top classes established, *Sir R. Chalmers*
 1139-45

Unestablished but chances of becoming esta-
 blished, *S. M. Leathes*, 630-1; *Sir R. Chalmers*
 967

Unestablished, method approved, *Sir R.*
Chalmers - - - - - 1147-9

TAX SURVEYING BRANCH:

Clerks:

Alteration in condition of service under con-
 sideration, *Sir M. Nathan* - - 14,909-13

Appointment from boy clerks, *Sir M. Nathan*
 14,907-9

Staff, and gradual recruitment by intermediate
 examination, *Sir M. Nathan* - 14,648-51

Work, particulars *re* appeals, &c., *Sir M. Nathan*
 14,648-64

Working of, *Sir M. Nathan* - - - 14,908-6

Upper division, promotion, examples of rapidity of,
F. H. Norman - - - - - p. 490 II.

Inland Revenue Department—continued.

VALUATION DEPARTMENT:

Appointment of staff, method criticised and
 inefficiency of, *F. H. Norman* - - 2524-35

no Competition, *Sir M. Nathan* - - - 14,598

Temporary appointments by recommendation,
F. H. Norman - - - - - p. 484 II.

WOMEN TYPISTS:

Appointment from among daughters of old Inland
 Revenue servants desirable, *Sir R. Chalmers*
 911-2, 1303

Numbers, *Miss Charlesworth* - - - p. 504 II.

Overtime, *Sir M. Nathan* - - - - 14,949

Women typists and women assistants, appointed by
 examination after nomination, *Sir M. Nathan*
 14,598

Work more difficult than formerly, *Sir M. Nathan*
 14,721-2, 14,726-31

Inspector of Ancient Monuments, appointed by Order
 in Council, *Sir R. Chalmers* - - - p. 141 I.

Insurance Act:

APPOINTMENTS UNDER:

Circulars sent to heads of departments inviting
 suggestions and recommendations for, *S. M.*
Leathes - - - - - 517

L.G.B. second class clerks' grievance *re*, *E. R.*
Forber - - - - 7590-2, 7604-12, 7627-30

Made under Clause 7 with exception of Commis-
 sioners, *Sir R. Chalmers* - - - - 883

Joint Committee, actuaries to, appointed under
 Sec. 4, *Sir R. Chalmers* - - - - 869

Transfers:

from Board of Education, *L. A. Selby-Bigge*
 9417

from Customs and Excise Department, *Sir L. N.*
Guillemard - - - 14,371-7, 14,450-3

from Inland Revenue Department, *Sir M.*
Nathan - - - - - 14,886

PART I. APPOINTMENTS:

ordinary Civil service rules and grades used to
 large extent in filling, *S. M. Leathes* - 513-5

Filled by transfer in some cases and without
 examination, *S. M. Leathes* - - - 515-6

PART II.:

Appointments:

Applicants, number, *S. M. Leathes* - 495

ordinary Civil service rules and grades not
 suitable, *S. M. Leathes* - - - - 510-3

Lack of vacancies well known, and no need to
 advertise more freely, *S. M. Leathes* - 693-4

Procedure, *S. M. Leathes* 215-8, 234, 793-9

and Qualification believed to have been made
 public, *S. M. Leathes* - - - 494-504, 507-9

Qualifying examination will be held before
 candidates are certificated and become pension-
 able, *S. M. Leathes* - - - - - 515

Department staffed on regular Civil Service rules
 as far as possible and vacancies to be filled from
 ordinary classes of civil servants as far as
 possible, *S. M. Leathes* - - - - 280

Labour Exchanges, *see that title*.

Insurance Commission:

Chairman, appointed under Sec. 4, *Sir R. Chalmers*
 869, 1055-63

Commissioners appointed by Order in Council, *Sir R.*
Chalmers - - - - - p. 141 I.

Employment of women clerks from G.P.O. to check
 work of women typists, a grievance, *Miss E. A.*
Charlesworth - - - - - 3976

Experienced women typists not allowed to apply for
 posts on - - - - - 3796

Intermediate clerks, *S. M. Leathes* - - - 167

Posts must be approved by the Treasury, *S. M.*
Leathes - - - - - 274-5

in Schedule B., *S. M. Leathes*, 810; *Sir R. Chalmers*
 1056-62

Special method of appointment necessary, *Lord*
Haldane - - - - - 1799

Women typists, numbers, *Miss E. A. Charlesworth*
 p. 504 II.

Intermediate Clerks, *see under* Clerks.

Ireland:

- Accountant's Office, Dublin, Women typists, numbers, *Miss E. A. Charlesworth* - p. 504 II.
- BOARD OF AGRICULTURE AND TECHNICAL INSTRUCTION:
- Appointments under Clause 7, *S. M. Leathes* 105
- Assistant Clerks:
- Appointments from unestablished clerkships, &c. to December 31, 1911, *S. M. Leathes* p. 122 I.
- Promotions:
- to December 31, 1911, *S. M. Leathes* p. 122 I.
- to Second division clerkships to December, 1911, *S. M. Leathes* - p. 122 I.
- Second division clerks, promotions since 1892, *S. M. Leathes* - p. 119 I.
- Professional offices, *Sir R. Chalmers* - p. 140 I.
- Women typists, numbers, *Miss E. A. Charlesworth* p. 504 II.
- Board of Education, women typists, numbers, *Miss E. A. Charlesworth* - p. 504 II.
- BOARD OF PUBLIC WORKS:
- Assistant Secretary for light railway work, example of patronage appointment, *F. H. Norman*, &c. p. 486 II.
- Assistant Clerks:
- Appointments from unestablished clerkships, &c., to December 31, 1911, *S. M. Leathes* p. 122 I.
- Promotions:
- to December 31, 1911, *S. M. Leathes* p. 122 I.
- to Second division clerkships to December 1911, *S. M. Leathes* - p. 123 I.
- Commissioner, appointed by Warrant under Royal Sign Manual, *Sir R. Chalmers* - p. 141 I.
- Professional offices, *Sir R. Chalmers* - p. 140 I.
- Second Division clerks, promotions since 1892, *S. M. Leathes* - p. 120 I.
- Women typists, numbers, *Miss E. A. Charlesworth* p. 504 II.
- CHARITABLE DONATIONS AND REQUESTS OFFICE:
- Assistant Clerks:
- Appointments from unestablished clerkships, &c., to December 31, 1911, *S. M. Leathes* p. 122 I.
- Promotions from, to December 31, 1911, *S. M. Leathes* - p. 122 I.
- Professional offices, *Sir R. Chalmers* - p. 139 I.
- Chief Crown Solicitor, professional office, *Sir R. Chalmers* - p. 139 I.
- CHIEF SECRETARY'S OFFICE:
- Assistant Clerks:
- Appointments to, from unestablished clerkships, &c., to December 31, 1911, *S. M. Leathes* p. 122 I.
- Promotions from, to December 31, 1911, *S. M. Leathes* - p. 122 I.
- Second division clerks, promotions since 1892, *S. M. Leathes* - p. 119 I.
- Women typists, numbers, *Miss E. A. Charlesworth* p. 504 II.
- Collectors of Income Tax, appointed by nomination, *Sir R. Chalmers* - p. 142 I.
- CONSTABULARY OFFICE:
- Assistant clerks, promotion to second division clerkships to December 1911, *S. M. Leathes* p. 122 I.
- Second division clerks, promotions since 1892, *S. M. Leathes* - p. 119 I.
- General Prisons Board, appointments under Clause 7, *S. M. Leathes* - p. 104 I.
- GENERAL REGISTRY OFFICE:
- Claims of efficient man overlooked when vacancy occurred, *F. H. Norman* - 2583
- Patronage appointment in, *F. H. Norman* p. 486 II.
- Professional offices, *Sir R. Chalmers* - p. 140 I.
- Government, professional offices, *Sir R. Chalmers* p. 139 I.
- House of Commons, Speaker, *ex-officio* member of House of Commons, *Sir H. L. Smith* - 13,309-10
- LAND COMMISSION:
- Assistant Clerks:
- Appointments from unestablished clerkships, &c. to December 31, 1911, *S. M. Leathes* p. 122 I.
- Promotions:
- to December 31, 1911, *S. M. Leathes* p. 122 I.
- to Second division clerkships to December 1911, *S. M. Leathes* - p. 122 I.

Ireland—continued.

- LAND COMMISSION—continued.
- Patronage appointments, examples of, *F. H. Norman* - p. 486 II.
- Professional offices, *Sir R. Chalmers* - p. 140 I.
- Second Division Clerks, promotions since 1892, *S. M. Leathes* - p. 120 I.
- LOCAL GOVERNMENT BOARD:
- Assistant Clerks:
- Appointments from unestablished clerkships, &c., to December 31, 1911, *S. M. Leathes* p. 122 I.
- Promotions:
- to December 31, 1911, *S. M. Leathes* p. 122 I.
- to Second division clerkships to December 1911, *S. M. Leathes* - p. 123 I.
- Patronage appointments, *F. H. Norman*, &c. p. 486 II.
- Professional offices, *Sir R. Chalmers* - p. 140 I.
- Second division clerks, promotions since 1892, *S. M. Leathes* - p. 120 I.
- Women typists, numbers, *Miss Charlesworth* p. 504 II.
- Lunacy Inspectors' Office, Second Division Clerks, promotions since 1892, *S. M. Leathes* - p. 120 I.
- NATIONAL EDUCATION OFFICE:
- Assistant Clerks:
- Appointments from unestablished clerkships, &c. to December 31, 1911, *S. M. Leathes* p. 122 I.
- Promotions:
- to December 1911, *S. M. Leathes* p. 122 I.
- to Second division clerkships to December 1911, *S. M. Leathes* - p. 123 I.
- Professional offices, *Sir R. Chalmers* - p. 140 I.
- Second division clerks, promotions since 1892, *S. M. Leathes* - p. 120 I.
- National Insurance, women typists, numbers, *Miss Charlesworth* - p. 504 II.
- National School Teachers' Superannuation Office, second division clerks, promotions since 1892, *S. M. Leathes* - p. 120 I.
- Post Office, professional offices, *Sir R. Chalmers* p. 140 I.
- PRISON BOARD:
- Assistant clerks, promotions to second division clerkships to December 1911, *S. M. Leathes* p. 123 I.
- Professional offices, *Sir R. Chalmers* - p. 140 I.
- Second Division Clerks, promotions since 1892, *S. M. Leathes* - p. 120 I.
- REFORMATORIES OFFICE:
- Appointments under Clause 7, *S. M. Leathes* p. 104 I.
- Assistant Clerks:
- Appointments from unestablished Clerkships, &c. to December 31, 1911, *S. M. Leathes* p. 122 I.
- Promotions, to December 31, 1911, *S. M. Leathes* p. 122 I.
- REGISTRAR GENERAL:
- Abstractor class, promotions to second division clerkships to December 1911, *S. M. Leathes* p. 123 I.
- Second Division Clerks, promotions since 1892, *S. M. Leathes* - p. 121 I.
- REGISTRY OF DEEDS:
- Professional offices, *Sir R. Chalmers* - p. 140 I.
- Second Division Clerks, promotions since 1892, *S. M. Leathes* - p. 119 I.
- Transcribers and temporary clerks, patronage appointments and salaries, *F. H. Norman*, &c. p. 486 II.
- Under secretaries, appointed under Section 4, *Sir R. Chalmers* - 867
- SUPREME COURT:
- Professional offices, *Sir R. Chalmers* - p. 140 I.
- Second Division Clerks, promotions since 1892, *S. M. Leathes* - p. 121 I.
- Treasury Remembrancer's Office, Second Division Clerks, promotions since 1892, *S. M. Leathes* p. 121 I.
- University, Patent Office examiners from, *T. Franks* 13,940

Ireland—continued.

VALUATION OFFICE:

Assistant Clerks:

Appointments to, from unestablished Clerkships, &c., to December 31, 1911, *S. M. Leathes* p. 122 I.

Promotions:

to December 31, 1911, *S. M. Leathes* p. 122 I.

to Second division clerkships to December 1911, *S. M. Leathes* - - - p. 123 I.

Professional offices, *Sir R. Chalmers* - - - p. 140 I.

Second Division Clerks, promotions since 1892, *S. M. Leathes* - - - p. 121 I.

Valuation and boundary, women typists, numbers, *Miss Charlesworth* - - - p. 504 II.

Valuation under Finance Act, women typists, numbers, *Miss Charlesworth* - - - p. 504 II.

WOODS, OFFICE OF:

Assistant Clerks:

Appointments from unestablished Clerkships, &c. to December 31, 1911, *S. M. Leathes* p. 122 I.

Promotions from, to December 31, 1911, *S. M. Leathes* - - - p. 122 I.

Isle of Man, under jurisdiction of Privy Council, *Sir A. W. Fitzroy* - - - 12,813, 12,947

James, Dr., Rugby, reference to, in connection with intermediate clerks, *S. M. Leathes* - - - 424

Judges:

Appointment from Civil Service, alteration not advocated, *Lord Haldane* - - - 1782

Method of appointment, *S. M. Leathes* - - - 811-4

Kelly, Mr., transfer from Exchequer and Audit Department to be Treasury Officer of Accounts referred to, *H. J. Gibson* - - - 1552-3, 1591

Kew Gardens, Director of, appointed by Order in Council, *Sir R. Chalmers* - - - p. 141 I.

King's and Lord Treasurer's Remembrancers, appointed by Order in Council, *Sir R. Chalmers* - - - p. 141 I.

KENYON, FREDERICK GEORGE, C.B., F.B.A., D.LITT., LL.D., Director and Principal Librarian of British Museum: - - - 6237-6701

BRITISH MUSEUM:

Assistants:

Appointments:

Dummy candidates, practice never heard of 6591-2

of Foreigners - - - 6552-3

Methods and process 6244-8, 6252-70, 6281-4, 6349-55, 6461-4, 6470-1, 6518-24

Open competition, objections to - 6542-6, 6583-95

Proceedings *re* nominations - 6566-82

Public notification of vacancies and open competition, difficulties - - - 6271-81

necessary Qualifications - 6389-98, 6405-8

Selection of candidates by Committee, question of, but no advantage seen - 6603-9

System considered satisfactory - 6523, 6539

University training not insisted on - 6405

Vacancies not advertised unless deficiency of candidates - - - 6260

Class of men - - - 6365-8

Entrance age - - - 6459-60

Leakage slight - - - 6468-9

Number of first and second class not fixed 6554

Objection of, to name - - - 6596

Opportunities of outside posts - 6534-6

Position, comparison with other departments 6399-404, 6409-13

Promotion:

Opportunities and method - - 6414-47

to Second division, difficulty - 6559-60

by Seniority normally - 6525-7, 6538

Salaries, increase desired and reasons 6361-8, 6523-33

Attendants:

Age limit - - - 6632-3

Appointment by nomination and qualifying examination and nature of examination 6287-92

KENYON, FREDERICK GEORGE, C.B., F.B.A., D.LITT., LL.D.—continued.

BRITISH MUSEUM—continued.

Attendants—continued.

Boy:

Appointment method, and importance of personal interview - - - 6555-8

Entrance age - - - 6334, 6640-1

Memorial *re* pay and opinions *re* - 6371-5

Nomination, procedure - - - 6642-4

Number reduced to allow of permanent employment - - - 6342-3

Particulars *re*, work of, &c. - - 6334-41

not Required to attend classes, &c., but encouraged - - - 6645-7

Chief, explanation and method of appointment 6294-6

Objection of, to name - - - 6379, 6547-51

Half holidays - - - 6677-9

Nomination method - - - 6623-31

Number of, and of chief attendants and increase in number of chief desired - 6297-302, 6346, 6380

Salaries - - - 6293, 6345-6

Selection by Committee possible, but no advantage seen - - - 6634-9

no Sunday work - - - 6678-9

Work - - - 6312-6

Clerks:

Boy:

Abolition of, and transfer of work to boy attendants, question of - - - 6376-8

non Absorbed into higher class - - 6331

Retention of greater percentage of second division clerkships for, question of modification of examination - - - 6680-4

Work of - - - 6332-3

Clerk of Accounts:

Assistants - - - 6561

Particulars *re* - - - 6317-20

Departmental:

Increased number desired - - - 6383

Number and salaries - - - 6285

Qualifications and work - - - 6305-11

Selection from attendants - - - 6303-4

Second division:

Particulars *re* - - - 6321-4

Promotion:

to Assistants, no cases of - - - 6465-6

Opportunities - - - 6325-8

Staff, particulars *re* - - - 6317-20

Commissionaires, supplied by Corps of Commissionaires - - - 6648-9

Departments - - - 6475, 6540-1

Expeditions - - - 6503-9

Keepers:

Assistant:

Age of promotion to - - - 6670-4

Class of men - - - 6365-8

Promotion from assistants - - - 6414-25

Scale of pay, increase desired - 6361-8

Transfer between departments, but not between South Kensington and Bloomsbury 6421-35

Promotion direct from assistants, possible 6439-45

Recommendation of Departmental Committee of, 1898, *re* - - - 6357-60

Messengers, work of - - - 6347-8

Outside assistance - - - 6562-5

Relations between South Kensington and Bloomsbury - - - 6446-55, 6501-3

Secretariat, question of staffing by Class I. examination - - - 6598-602

Separation of Bloomsbury and South Kensington, question of - - - 6384-6, 6511-7

Staff:

Particulars - - - 6249-51

Proportions at Bloomsbury and South Kensington - - - 6650-4

Trustees:

Knowledge of natural history - 6492, 6496

Meetings - - - 6497-500

Number - - - 6493-5

- KENYON FREDERICK GEORGE, C.B., F.B.A.,**
D.LITT., LL.D.—continued
BRITISH MUSEUM—continued.
 Trustees—continued.
 Principal, reasons for particular persons who act as 6485-91
 Unestablished staff:
 Claim to pensions, question of 6675-6, 6697-701
 Continuously employed 6685, 6694-6
 Number and nature of work 6660, 6686-93
 Responsibility of position 6660-7, 6700-1
 no Women officials and question as to possibility, &c. 6610-22, 6655-9
- SOUTH KENSINGTON MUSEUM:**
 Appointments, method 6477-84
 Assistant Keeper, qualifications 6456-8
- Labour Commission, 1894, extract from report of, re low wages paid by Government, *D. Milne* p. 499 II.
- Labour Exchanges:**
 Alleged unjust dismissal, *H. H. Elwin* 6045-6, 6195-7
- APPOINTMENTS:**
 from Civil Servants exclusively would not have been possible, *Sir R. Chalmers* 1069-70
 Criticism, and examples of jobbery, *F. H. Norman, &c.* 2230-2, 2397-9, 2536-52, p. 484
 by Committee, system satisfactory as yet, and extension to other offices might be useful, *Sir H. L. Smith* 13,343-9
 Political pressure, greatest possible precautions taken against, *Sir H. L. Smith* 13,316
 Procedure, *S. M. Leathes* 202-18, 234, 504-5, 793-9
 Second division clerks transferred and remainder appointed under clause 7, *Sir R. Chalmers* 383-5
 Establishment of special classes for staff after appointment, *F. H. Norman* p. 484 II.
- MANAGERS:**
 no Classes of Civil Service fitted to carry out work, *S. M. Leathes* 280-1
 Method of appointment considered a success and no discharges heard of, *S. M. Leathes* 475-86
 very Rapid promotions through Patronage in case of, *F. H. Norman* 2554-5
 Registration Clerks, appointment hitherto by Board of Trade, now by Civil Service Commissioners, *S. M. Leathes* 487-93
 Special method of appointment necessary, *Lord Haldane* 1799
 System of examination for appointment on staff should prove satisfactory in Civil Service, *Miss E. A. Charlesworth* 3938-42
- Labour-saving Devices:**
 Branch of Government to advise on, might be useful, *Sir J. Anderson* 5873-7
 no Central Office for, but scheme of pooling would be advantage, *Col. Sir E. W. D. Ward* 11,411-20
 small Expert body to advise on, not considered necessary, *Sir E. Troup* 5380-1
 Group of officers in S.O. told off to examine, work of, &c. *R. Bailey* 12,367-8, 12,382-91, 12,394-5
 no special Government department in connection with, and question as to advantage, *C. Harris* 11,525-31
- MACHINES:**
 not Duty of any office to call attention to, *D. Milne* 3423-4
 Use of, in Registry Office, particulars *re* and effect on employment, *B. Mallet* 9858, 9863, 9866, 9931-45, 10,031-8, 10,060-1
 Mechanical inventions might be used more generally, *D. Milne* 3194-6
- Lancaster, Duchy of:**
 outside the Civil Service, but Clerks examined by Civil Service Commissioners in case of competition, *S. M. Leathes* 387-8
 Clerks appointed by nomination and limited competition, but no competition since 1903, *S. M. Leathes* 388
- Land Registry:**
CLERKS, ASSISTANT:
 Appointments from unestablished clerkships, &c. to December 31st, 1911, *S. M. Leathes* p. 122 I.
 Promotions from, to December 31st, 1911, *S. M. Leathes* p. 122 I.
- Land Registry—continued.**
CLERKS, ASSISTANT—continued.
 Number of candidates certificated or rejected, 1885-1911, *S. M. Leathes* p. 106 I.
 Offices in which superannuation claims regulated by Acts 29 & 30 Vict. c. 68, and 42 & 43 Vict. c. 78 p. 141 I.
 Transfers of clerk from, to Board of Education examinership, *L. A. Selby-Bigge* 9243-4
 Land Valuation Office (*see under* Inland Revenue).
- Latin:**
 Approved as preparation for future work, *Lord Haldane* 1703-4
 in Class I. examination, question *re* possibility of taking other subjects instead of, *S. M. Leathes* 583-95
 Numbers of successful and unsuccessful candidates for Class I. taking in 1911 and 1910, *S. M. Leathes* 533-40
- Law Courts:**
APPOINTMENTS:
 come under Judicature Act, but are Civil Servants, *S. M. Leathes* 813
 Cases of departmental patronage in, amount to pure patronage, *F. H. Norman* 2383-4
- CLERKS:**
 Appointed by nomination, *S. M. Leathes* 389
 Appointment by nomination with subsequent nominal examination, *F. H. Norman* p. 484 II.
- LEATHES, STANLEY M., C.B., First Civil Service Commissioner:** 1-849
 Admiralty, promotions to Class I, more than in other departments 226
- APPOINTMENTS:**
 Admission of men after post graduate or professional study, provided for under clause 7 and extension not advocated 602-13
 by Arbitrary act of a Minister, would be challenged by Auditor General within three months 528-9
- CANDIDATES:**
 Choice of post by successful, conditions by Department as to qualifications of candidates, question as to 419-22
 Rejections on grounds of health, proportion larger among women 185
 Proportion resorting to cramming, information requested 824-8
 Proportion of successful candidates of certain competitions, &c. ineligible in respect of physical qualifications 1901-10, p. 110 I.
 before 1870, candidates nominated by Heads of Departments with subsequent competitive examination 9-16
 under Clause 7:
 Certificates of qualification given 352
 further Guarantees desirable 785
 on Nomination only, normally 358
 Number during last nine months of 1911, reasons for, in different cases 355-7
 Particulars *re*, April 1 and December 31, 1911 pp. 104-5 I.
 Results dependent on nomination 359-61
 Sufficient without Sec. 4 for appointments without examination 730
 purely Clerical posts might be filled by open competition 389-92
 Combination of principles of open competition and selection might produce better results, but would not be possible 116-9
 by Competition:
 Conversation with Candidates to discover mental capacity and outlook would be excellent in theory, but objection to, in practice 208-13, 256
- Limited:**
 Average number *per annum* 55
 Classes appointed by 60-8
 no Complaint heard from the public 95-6
 Department often advertises 278, 297-9
 Explanation of methods 56-9, 85-90
 Justification 403-6, 523
 Posts requiring technical knowledge must be continued to be filled by 71, 86-8, 91-6, 393-4

LEATHES, STANLEY M., C.B.—*continued.*CANDIDATES—*continued.*by Competition—*continued.*Limited—*continued.*

Practice before 1870 and still acted upon extensively 9-16, 19
Useful for certain cases 739-42

Open :

Average number *per annum* 43
under Clause 7 after 43-54, 365
not Contemplated by Order of 1855 5, 8
Extension to other posts, question of 403-9,
523, 684-5

Highest candidates have choice of department 123-5

Oral conversation as well, for Class I. good in theory but public would object to introduction of personal factor 264-71, 290-1

Organisations other than the public service using 701-3
the Rule after 1870 5, 18

Schedule A. :

might be Abolished 819

Departments in, can still use clause 7 820

Particulars *re* 74-84

Removal of situations from, result 816-8

Selection by Departments from successful list not satisfactory and prevented as far as possible 119-21

System approved 115, 522

Technical qualifications tested first in some cases 393

Direct appointment by the Crown 35

by Nomination :

Certificates only granted after independent health inquiry and examination and inquiry into character 325-9, 353-4

Classes of 27-43, 524-7

under Clause 4 of Order of 1910 34

under Clause 7 Order in Council, 1910 22, 31

by Head of Department, classes of 39-40

Majority of appointments made under, and chiefly outdoor 731-5

best Method with ideal nominating authority 113-4

Open competition might be substituted for, in some cases 523-4

Patronage :

Certain cases of 719, 723

Without qualifying examination non-existent in ordinary ranks of Civil Service 718-26

Single :

to Class I., practically none now 293

Majority have been previously in Government employ 680-3

about Two-thirds of all appointments made after 72

from among Officials of local authorities, a matter for departments, and question as to extent of practice 829-32

Question as to making of, by persons responsible to Parliament 272-6

Rules fixed by Civil Service Commissions, Heads of Department and Treasury 26, 82

Schedule B, class situations coming under 810-5

under Sec. 4 of Superannuation Act :

Explanation and method 27-32, 727-9

Order in Council making certificate from Civil Service Commissioners necessary, advocated 730

Placing of situations under, entirely a Treasury matter 259-61, 700

System not considered necessary as Civil Service Commissioners would be competent to deal with 730

Board of Education, examiners appointed under Sec. 4 of Superannuation Act 803

Boy Copyists, numbers on register and in employment, 1876-1902 p. 106 I.

Boy Messengers, numbers on register and supposed to be in employment, 1901-1909 p. 105 I.

BRITISH MUSEUM :

Appointments, method 86-8, 99-103

Candidates, no reason known against advertising for 277

LEATHES, STANLEY M., C.B.—*continued.*

CIVIL SERVICE COMMISSIONERS :

Candidates nominated by Heads of Department subsequently examined by, before 1870 9-16

Certificates :

Nature of 21-3

Number issued, 1901-10, 1911, 1891^F, 1881 pp. 103-4 I.

Order in Council making certificate necessary for appointments under Section 4 advocated 730

on Promotion or transfer, question involved 262-3

Satisfactory evidence necessary on four points, and reports obtained from schools and universities 142-5

Clerks, work moved down where possible 745

Dismissal possible by fresh Order in Council 648-51

Experience outside most useful 410-1

Guided by principles of Lord Macaulay's report of 1853 847-9

Orders :

1855, open Competition not contemplated by 5, 8

1870, introduction of open competition after 5, 18

1870 *v.* 1910, differences 7

Sec. 6, *re* probation 641

Schedule B, appointments under 35-6

Summary 4-7

Powers :

Co-operation with Treasury 20

Definition 20

Exercised under Royal prerogative 20

Responsibility to Parliament and Treasury 20, 273

Rules for entrance prescribed by the department, Treasury, and 676

Secretary authorised to act as Commissioner in certain circumstances 7

CLERKS :

Assistant, or Abstractors :

Appointed by open competition among boy clerks 176-7, 282-3, 760-2

Approximate number in employment and scale of salary p. 105 I.

Examination, often merely qualifying not competitive 461

Grade of 171-4

Maximum salary 175

Number of appointments to, from unestablished clerkships, &c. in various departments, up to December 1911 p. 122 I.

Number for whom further certificates on promotion have been issued in various departments up to December 1911 pp. 122-3 I.

Promotion 177, 321-2

Promotion :

Numbers in various departments, up to 31 December 1911 p. 122 I.

to Second division, number, 1906-1911 p. 124 I.

Proportion of successful candidates, 1901-10 p. 112 I.

Boy :

Appointed by open competition 178-80, 283, 763

Discharged :

Chances of obtaining fresh employment better, owing to reduction of age 455

Number per annum

Districts from which boys offered registration drawn p. 108 I.

Employment of, cheap, and reduction in number advocated 450-8

Failing to pass examination for assistant clerks, scheme for retaining satisfactory boys might be desirable 459-61

about Half come from country, and supervision of private life 462-8

Holding out prospect of promotion on large scale to, would be dangerous 696-7

Names added to register, 1897-1911 p. 107 I.

Number in employment, 1897-1912, and scale of pay pp. 105, 107 I.

Number at present 459

LEATHES, STANLEY M., C.B.—*continued.*CLERKS—*continued.*Boy—*continued.*

- Number removed from Register - 1906-11 p. 107 I.
- Permanent Civil Service Appointments received by, 1906-11 - p. 108 I.
- Promotion:
- by Merit only - 765-7
 - to Second division or abstractor class 767-71
- Proportion of successful candidates, 1881, 1891, 1901-10 - p. 112 I.
- Statement *re* service marks as, in certain examinations, 1902-11 - p. 109 I.
- Successful candidates September 1911, father's occupation - p. 135 I.
- Temporary, schools at which were educated successful candidates, September 1911 pp. 132-3 I.
- Wages - 465
- Class I:
- Candidates:
- Age limit, question - 308, 379-82
 - Character and attainments much the same as eight years ago - 351
 - mostly Graduates and practically all from some university - 334
 - Passing at top of list are as good as those already in Service - 679
- Successful:
- August 1911, father's profession, &c. p. 134 I.
 - large proportions from Old Universities, and reasons 374-7, 545-6, 579, 715-7
 - Proportion from different schools, 1896-1911 - 342-6, 378, 600, 841-6
 - Proportion in Home Civil, Indian Civil, and Eastern Cadetships, 1891, 1881, 1901-10 - p. 111 I.
 - Proportions from different Universities, 1906-10 - 335-41, 374-7, 573-8, 715
 - Schools at which successful candidates were educated, 1896-1911 - pp. 125-6
 - Singular uniformity of number - 300
 - Universities to which successful candidates belonged, 1906-10 - pp. 126-7 I.
 - less a Caste than ever - 677-8
 - Cramming, information to be supplied - 826-8
 - Material good - 253
 - Number - 168
 - Parentage, information to be handed in - 448
 - Rejected on probation cannot be sent back to Commissioners, but transfer might be arranged 285
 - Retention of open competition approved - 400-2
 - Subjects taken by different candidates, particulars *re* - 530-54
- Dismissal in power of head of department - 285
- Distinction between higher division and second division - 396, 407, 749-50
- Intermediate:
- Age limit, reasons for - 310-1, 440-1
 - Alternative method of staffing - 165
 - Character of competition for - 158-65
 - Departments staffed with - 157, 804-9
 - Drawn mostly from small grammar schools 424-7
 - a Growing department, and number of 166-8, 300, 427-31
 - Many formerly second division clerks - 443
 - Origin and nature of grade - 166, 279, 423
 - Parentage, information to be handed in - 445
 - Proportion having undergone special preparation in last examination - 442
 - Proportion resorting to cramming - 824
 - Satisfactory sort - 425, 747
 - Scheme to substitute uniformly for Classes I. and II., not possible - 332
- "Junior appointments":
- Proportion of successful candidates, 1906-10 p. 111 I.
 - Schools at which successful candidates were educated, 1906-10 - pp. 128-9 I.
 - Schools at which were educated first 40 candidates, Dec. 1911 - p. 130 I.

LEATHES, STANLEY M., C.B.—*continued.*CLERKS—*continued.*"Junior appointments"—*continued.*

- Successful candidates, Dec. 1911, father's profession, &c. - p. 134 I.
- Lump-summers - 705-10
- Men and women, working together would be objected to - 186
- Mowing down of work recommended where possible 745-6
- Probation:
- Rejections not frequent - 284-9
 - Universal (under Order in Council) - 641
- Second division:
- Approximate number in employment, and scale of pay - p. 105 I.
- Candidates:
- Age limit - 309
 - Drawn widely, and tables showing schools to be handed in - 254-5
 - Education standard somewhat higher than 20 years ago - 301-2, 347-50
 - Number increasing - 300
 - Schoolmasters' opinion taken as to character both of men and women - 230-3
- Successful:
- Proportion, 1881, 1891, 1901-10 - p. 112 I.
 - Sept. 1911, father's profession, &c. p. 134 I.
 - Schools at which were educated, Sept. 1911 pp. 130-1 I.
- Common to whole service - 750
- Competition for intermediate and Class I. examination, and concession *re* age - 303-7
- Number - 169
- Promotion:
- Administrative capacity the best ground, but post-graduate course might be good 610-3
 - fresh Certificate issued, but Commissioners not consulted - 146-8, 199-201
 - Difficulty, and dissatisfaction owing to infrequency of - 751-5, 757-9
 - to Minor staff posts - 317-21
 - Number - 149-50, 316-7, 645-7, 752-4
 - Number of certificates granted in various departments, 1892-1911 - pp. 119-21 I.
 - by pure Selection, and certificate given 781-4
 - to Staff appointments - 772-80
- Promotion to 1881, 1891, number, 1901-10 p. 123 I.
- Recognition of leaving certificate from secondary school for entrance to, question of 834-40
- Rejected on probation, sent back to Commissioners - 285, 289, 643-4
- Serve in three or four departments at first 192-4, 330
- Transfers for benefit of the Service rare after first few years - 331
- Staff, salary - 779
- Transfers:
- when new Department created - 190, 331
 - Free between departments, difficulties 191-2, 258
 - Occasional, and by agreement between departments - 187-9, 689-92
 - no Technical objection - 195-7, 258
- Unestablished:
- Transfer to assistant clerkships, under Clause 7 622-5
 - Women, establishment would be competent 626-36
- Women:
- Sick leave, failures and retirements greater than among men - 185, 221-2
 - Working with men not infrequent - 472-4
- Customs Commissioners, subordination to the Treasury - 275-6
- CUSTOMS AND EXCISE EXAMINATION:
- Alteration of regulations - 434-9
 - no Changes of posts from open to limited competition - 367-8
 - Proportion of successful candidates, 1910 p. 113 I.
- Customs outdoor offices or Assistants of Customs proportion of successful candidates, 1881, 1891, 1901-9 - p. 112 I.

LEATHES, STANLEY M., C.B.—*continued.*

Dockyard apprentices and boy artificers, proportion of successful candidates, 1881, 1891, 1901-10 p. 118 I.
 Eastern Cadet, explanation - - - - 652-3
 Education Office, examiners and inspectors appointed by purest and most absolute nomination 294
 Engineers for India, appointment by open competition results not very successful - - - 93-4
 Evidence referred to, *D. Milne*, 3222-4; *A. L. Selby-Bigge*, 8731.

EXAMINATIONS :

no Appeal from Commissioners' decisions - 252
 Change of regulations, full notice given as far as possible in measures taken to prevent hardships 434-9, 789
 Civil Service Commission competent to conduct, in which legal knowledge necessary - 363-4
 Class I. :
 Approved - - - - 398-9, 414, 743-4
 Candidates must be British subjects, and for certain branches of Eastern and Colonial service, European British born - 656-63
 Compulsory subjects might be advisable - 417, 671-5
 Greek, Latin, and Greek and Roman History, possibility of taking other subjects instead of 583-95
 Grouping of subjects, considered satisfactory 109
 no Objection raised by Trinity College, Dublin, or Scotch Universities - - - - 579-81
 Philosophy papers now well-suited to candidates from Scotch University and Cambridge 595
 Cramming, decrease, and figures to be furnished 244-8
 Entrance ages, prescribed by department, Treasury, and Civil Service Commissioners - 676
 Examiners :
 Appointed by Civil Service Commissioners except for promotion examinations - - - 227-9
 for Zoology, meeting of, would not be objected to - - - - 249-51
 "should follow ordinary education of class from which it is desired to draw" - - - 849
 Higher and lower approved - - - - 106-8
 Intermediate nearer second division than first, but a higher education examination - 312-3
 Lower Division, satisfactory nature of, and subjects included - - - - 135-41
 Papers, method of examining - - - - 518-20
 Procedure - - - - - 131-4
 Promotion, carried out by Departments - 229
 no Radical suggestions for amendment - 521
 Scheme, outside persons consulted and consent of Department and Treasury necessary - 370-3
 Second Division, a more accurate test than examination for Class I. - - - - 413-6
 Subjects taken, question of limitation - 240-4
 Syllabus, objects in view in framing - - 369
 Uniform for Division I., Indian Civil Service, Colonial Service, and the Far East, and successful candidates can choose situation - 654-5
Vivâ voce :
 Extension of, practical difficulties in way of 130 in Modern languages - - - - 126-9
 Women not admitted to all, and would not be approved - - - - - 181-5
 Excise, Assistants of, proportion of successful candidates, 1881, 1891, 1901-1909 - - - p. 113 I.
 FOREIGN OFFICE :
 Clerks, attachés and student interpreters in the Far East, recruited through Home Civil Service examination under special conditions 664-70
 Open competition not used in - - - - 698-9
 not in Schedule A, and open competition voluntary 821-3
 Greek and Latin, question of nature of schools at which majority of those attaining excellence in, have been taught - - - - 596-601
 Home Civil Service, percentage of candidates getting appointments in, and position on list - 235-9
 Home office, examination for women inspectors the same as for men - - - - 619-20

LEATHES, STANLEY M., C.B.—*continued.*

HOUSE OF COMMONS CLERKS :

Appointed by nomination and limited competition 384-5
 Examined by Civil Service Commissioners although not regarded as Civil Service appointments 295, 386
 House of Lords, clerical staff, candidates examined by Civil Service Commissions although not regarded as civil service appointment - 295-6

INLAND REVENUE :

Appointments under Land valuation, clauses under Clauses 4 of Superannuation Act - 323-4
 Promotions, number large - - - - 149, 226

INSURANCE ACT :

Appointments - - - - - 515-7, 793-9
 Part I., appointments, manner of filling - 513-6
 Part II. :
 Applicants, number - - - - - 495
 Appointments :
 Fact of vacancies and qualifications well known and no need to advertise more fully 494-504, 507-9, 693-4
 Procedure - 215-8, 234, 504-5, 510-3, 515
 Staffing - - - - - 280
 Insurance Commissioners, appointments by, must be approved by the Treasury - - - - 274-5
 Judges, method of appointment - - - - 811-4

LABOUR EXCHANGES :

Appointments, procedure 202-18, 234, 793-9
 Managers :
 no Classes of Civil Service fitted to carry out the work - - - - - 280-1
 Method of appointment considered a success and no discharges heard of - - - - 475-86
 Registration clerks, appointment hitherto by Board of Trade now by Civil Service Commissioners 487-93
 Lancaster, Duchy of, outside the Civil Service but clerks examined by Civil Service Commissioners in case of competition - - - - - 387-8
 Land registry clerks, number of candidates certificates or registered, 1895, 1911 - - - p. 106 I.

LAW COURTS, APPOINTMENTS :

come under Judicature Act, but are Civil Servants
 by Nomination - - - - - 813
 by Nomination - - - - - 389
 Oxford Greats, position of men having passed, compared with others, as regard Civil Service Examination - - - - - 557-95

Patent Office, Assistant Examiners, proportion of successful candidates, 1881, 1891, 1901-10 p. 113 I.

POST OFFICE :

Appointments, by nomination, method - 28
 Boy Messengers, appointment by limited competition should be retained - - - - - 740-1
 Clerkships granted under scheme for Supplementary establishment of Secretary's office, proportion successful of candidates competing after nomination, 1901-10 - - - - - p. 124 I.
 Engineers, formerly selected by open competition, but results not satisfactory - - - - 96
 Female learners :
 (London), proportion of successful candidates, 1881, 1891, 1901-10 - - - - p. 116 I.
 (Provinces), proportion of successful candidates, 1881, 1891, 1901-10 - - - - p. 117 I.
 Female sorters, proportion of successful candidates, 1881, 1891, 1901-10 - - - - p. 114 I.
 Female typists, proportion of successful candidates, 1909, 1910 - - - - - p. 114 I.
 Male learners :
 (London), proportion of successful candidates, 1881, 1891, 1901-10 - - - - p. 116 I.
 (Provinces), proportion of successful candidates, 1881, 1891, 1901-10 - - - - p. 116 I.
 Male sorters, proportion of successful candidates, 1901-10 - - - - - p. 115 I.
 Male sorting clerks and telegraphists, proportion of successful candidates, 1907-10 - - - p. 115 I.
 Open competition used though not compulsory 74

LEATHES, STANLEY M., C.B.—*continued.*POST OFFICE—*continued.*

- Learners :
 Appointed now almost entirely by limited and open competition, and formerly by nomination also - - - - - 383, 736
 Decrease in number - - - - - 735
 Postmen, appointment, method - - - - - 681
 Promotions, number large - - - - - 149, 226
 not in Schedule A, but many situations filled by open competition - - - - - 818
 Telephonists, appointed by nomination, and pass literary examination - - - - - 735-6, 800-2
 Women and girl clerks :
 Examination the same as for men - - - - - 617, 618
 large Increase in numbers - - - - - 300
 Promotion, system - - - - - 637-40
 Proportion of successful candidates, 1881, 1891, 1901-10 - - - - - pp. 113-4 I.
 Schools at which were educated the first 70 candidates, April 1911 - - - - - pp. 131-2 I.
 Successful candidates, April 1911, father's profession, &c. - - - - - p. 135 I.
 Prison Warders, appointment, method - - - - - 681
- PROMOTION :
 by Head of Department - - - - - 198-9, 786-8
 Table, explanation of - - - - - 149-56
 Rejection on probation, no knowledge by Civil Service Commissioners except *re* second division clerks - - - - - 643-4
 Social distinction between different classes, question as to - - - - - 686-8
 Stationery Office, appointments by limited competition - - - - - 88-90
 Superannuation, Civil Service Certificate necessary for purposes of, with certain exceptions - - - - - 4
 Supreme Court of Judicature, clerks, number of candidates certificated or registered 1885-1911 - - - - - p. 106 I.
 Surveyors of Taxes, Clerks, formerly unestablished, but now becoming established - - - - - 630-1
- TREASURY :
 Insurance Commission posts must be approved by - - - - - 274-5
 Rules *re* situations, made by Civil Service Commissioners, Heads of Departments and - - - - - 26, 82
 War Office, promotions, number large - - - - - 149, 226
- WOMEN AND GIRL CLERKS :
 Examination for - - - - - 469-71
 Open competition had for - - - - - 184-5, 223-4
 Special classes - - - - - 616-21

Leeds University :

- successful Candidates from, in Class I, examination, 1906-1910, *S. Leathes* - - - - - p. 127 I.; 339, 715
 Leather industry branch, *Lord Haldane* - - - - - 1768
 Officers' Training Corps' petition to Prime Minister signed by representative of, *M. J. M. Hill* - - - - - p. 536-7 II.
 Patent Office examiners from, *T. Franks* - - - - - 13,940, 13,962
- LISTER, R. J., I.S.O. (in attendance) - - - - - 13,053-13,505
- Lloyd's survey, question of relation of Board of Trade surveys to, *Sir W. J. Howell* - - - - - 13,608, 13,614a-20, 13,799-801

Local Government Board :

AUDIT STAFF :

- Appointment :
 by Committee, not advocated, *Sir H. C. Monro* - - - - - 7078-81
 by Patronage, *Sir H. C. Monro* - - - - - 6945-6
- Assistants :
 Probation period, *Sir H. C. Monro* - - - - - 6945, 7214-24, 7082-6
 Qualifications required, *Sir H. C. Monro* - - - - - 7087
- Clerks :
 Claim for establishment refused, but salaries increased, *Sir H. C. Monro* - - - - - 7226, 7233
 Position of, *Sir H. C. Monro* - - - - - 7225-32
 Qualifications, *Sir H. C. Monro* - - - - - 7218-24

Local Government Board—*continued.*

- Calf attendant and assistant, pay and work, *Sir H. C. Monro* - - - - - 7014-7
 Census work, *Sir H. C. Monro* - - - - - 7234
 Change of status, effect, *A. J. A. Ball* - - - - - 7426-9
- CLERKS :
- Assistant :
 Merging of, into second division might be advisable, *Sir H. C. Monro* - - - - - 7259-70
 Number, *Sir H. C. Monro* - - - - - 6870
 Promotion to second division :
 to December 1911, *S. M. Leathes* p. 122 I.
 Men fitted for, looked out for, *Sir H. C. Monro* - - - - - 7167
 Recruited entirely from boy clerks, *Sir H. C. Monro* - - - - - 6871, 6888
- Work :
 more Important than that of principal clerk, *A. J. A. Ball* - - - - - 7483
 Increasing relegation of second division work to, and result, *Sir H. C. Monro* - - - - - 7273-6
- Boy :
 Abolition, extra expense would be caused, *Sir H. C. Monro* - - - - - 7185
 Annual wastage, question of, *Sir H. C. Monro* - - - - - 6874, 6883-9
 Discharge at 18 on failure to obtain permanent appointment, *Sir H. C. Monro* - - - - - 6872-83
 Hours worked per week, *Sir H. C. Monro* - - - - - 7074-82
 no Interest taken in, except individually, *Sir H. C. Monro* - - - - - 7072-3
 Overtime desired by, but not reasonable, *Sir H. C. Monro* - - - - - 7074-7
 Work of, *Sir H. C. Monro* - - - - - 6955-9
- Class I. :
 Age of reaching maximum and immediate increment after, *A. J. A. Ball* - - - - - 7457-64
 Appointment by open competition approved, *Sir H. C. Monro* - - - - - 7191-5
 Junior, scale considered fair, *Sir H. C. Monro* - - - - - 7253-5
 Memorials addressed to *Sir H. C. Monro*, *A. J. A. Ball* - - - - - 7419-22
 Numbers and comparison with Home Office, *A. J. A. Ball* - - - - - 7500-9
 Position compared with that in other department, *Sir H. C. Monro* - - - - - 6849-52, 7277-81, 7399-400
- Promotion :
 Method, *Sir H. C. Monro* - - - - - 7143-4
 Opportunities, and comparison with other offices *A. J. A. Ball* - - - - - 7368-79, 7389-400, 7519-20
- Reduction in total number would not be objected to, *A. J. A. Ball* - - - - - 7503
- Salaries :
 Improved during last 25 years, *Sir H. C. Monro* - - - - - 7114
 and Lowness of scale - - - - - 6847-9
 Lowness of scale due to block in promotion, *E. R. Forber* - - - - - 7613-4
 Scale, and comparison with other offices, and complaint, *A. J. A. Ball* - - - - - 7355-67, 7380-1, 7400-16, 7434-6, 7484-5, 7495
- Second class of, more responsible than staff clerks, *A. J. A. Ball* - - - - - 7542
- Three grades, *Sir H. C. Monro* - - - - - 7144
- Transfers to Customs and Excise Department, *Sir L. N. Guillemard* - - - - - 14,227, 14,232-4
- Vacancies :
 Annual number, *Sir H. C. Monro* - - - - - 7160-1
 Promotion from second division considered before applying to C.S. Commissioners, *Sir H. C. Monro* - - - - - 7160-6
- Work :
 on First starting, and comparison with second division, *Sir H. C. Monro* - - - - - 6962-80
 Superiority to work of second division, *Sir H. C. Monro* - - - - - 7149-51
- Distinction between first and second class necessary, *A. J. A. Ball* - - - - - 7454-5, 7486-7.

Local Government Board—continued.

CLERKS—continued.

Higher division :

Classes of, *A. J. A. Ball* - - - p. 506 II.
 Promotion, stagnation of, *A. J. A. Ball* p. 507 II.
 Salaries, Ridley scale, claim to adoption of,
A. J. A. Ball - - - - - p. 506-7 II.
 Number in different classes, *Sir H. C. Monro*
 6850

Position, comparison with other departments,
Sir H. C. Monro - - - - - 6932-43
 Practical experience with inspectors and travel
 abroad would be useful, but question of possi-
 bility, *A. J. A. Ball* - - - - - 7529-34

Principal :

Increase in salary of one, and question of
 reason, *A. J. A. Ball* - - - 7426, 7445-50
 Relation to Assistant Secretaries, *A. J. A. Ball*
 7525-8
 Salaries, *Sir H. C. Monro* - - - 6840-8
 Salaries (not in accordance with Ridley Com-
 mission), and complaint, *A. J. A. Ball* 7382-8
 Salary of one increased, *Sir H. C. Monro* 7113
 Staff under, and work of, *A. J. A. Ball* 7535-55
 Reorganisation since Committee of 1897, *Sir H. C.*
Monro - - - - - 7247-8, 7266
 Salaries :
 Scale 1884 fixed by Treasury after Depart-
 mental Committee of Inquiry, and question
 as to principle of, *A. J. A. Ball* 7342, p. 506 II.
 Scale before and after Ridley Commission,
A. J. A. Ball - - - - - 7334-54

Second class :

Appointments to Insurance Commission,
 grievance re. *E. R. Forber* 7590-2, 7604-12,
 7627-30
 Discontent, considerable amount of, *A. J. A. Ball*
 7516-7
 Number, *A. J. A. Ball* - - - - - 7514
 Promotion, block, question as to reasons, and
 suggested remedies, *E. R. Forber* 7577-89,
 7593-602, 7615-26
 Salaries, *Sir H. C. Monro* - - - - - 6848
 Scale, lowness of, *E. R. Forber* - - - 7631-3
see also Forber, *E. R.* - - - - - 7568-7641

Second division :

Higher grade, numbers remaining on, *Sir H. C.*
Monro - - - - - 6853-4
 Number, *Sir H. C. Monro* - - - - - 6855
 Promotions :
 since 1892, *S. Leathes* - - - - - p. 120
 to Class I., *Sir H. C. Monro*, 6972-5, 7145-57,
 7171-84; *A. J. A. Ball* - - - - - 7548
 to Class I. :
 Capabilities of promoted men compared
 with Class I., *Sir H. C. Monro* 7238-41
 Qualification for, *Sir H. C. Monro* 7242-6
 Opportunities, *Sir H. C. Monro* - - - 6865-9
 Particulars re, *Sir H. C. Monro* - - - 6856-60
 Salaries, increase in minimum and increments,
Sir H. C. Monro - - - - - 7250-2
 Work on first starting, and comparison with
 Class I., *Sir H. C. Monro* - - - - - 6974-80

Staff :

Good men could easily be picked out by principal
 clerks, *A. J. A. Ball* - - - - - 7543, 7553-5
 Number and salaries, *Sir H. C. Monro* 6861-2,
 6866-7
 Position of, *Sir H. C. Monro* - - - - - 7236-7
 Promotion to Class I., *Sir H. C. Monro* - 7169
 Recruited always from second division, *Sir H. C.*
Monro - - - - - 6863-4, 6868-9
 Salaries, *Sir H. C. Monro* - - - - - 7170
 Staff posts, importance of, for promotion of
 second division, *Sir H. C. Monro* - - - 7269-70
 Transfers from Estate Duty Office, *A. J. A. Ball*
 7451-3
 Transfers from, increase would not substitute lack
 of promotion and would be bad for office, *A. J.*
A. Ball - - - - - - - - - 7518
 Transfer between branches and outside depart-
 ments, *Sir H. C. Monro*, 6981-4; *A. J. A. Ball*
 7395-8
 Three grades, work does not go through many
 hands on account of, *A. J. A. Ball* 7417, 7437-9

Local Government Board—continued.

CLERKS—continued.

Two grade, question of, *A. J. A. Ball* - - - 7456
 Women, employment question, *Sir H. C. Monro*
 7063-71, 7186-8
 Consent to loans, procedure, *Sir H. C. Monro* 7098-104
 Constitution of Board, *Sir H. C. Monro* - - - 7138
 Departments, *Sir H. C. Monro* - - - - - 6823

INSPECTORS :

Appointment :

by Committee, not advocated, *Sir H. C. Monro*
 7078-81
 Method considered satisfactory, *Sir H. C. Monro*
 7201-6
 by Open competition, objections and examination,
Sir H. C. Monro 6908-13, 6916-21, 6947-54,
 7189-90, 7204-6, 7293-6
 by Patronage, method of, and advantages, *Sir*
H. C. Monro - - - - - 6895-926
 under Sec. 4 by procedure of Clause 7, might
 be possible, *Sir H. C. Monro* - - - 7309-14
 Country, clerks, *Sir H. C. Monro* - - - 7020-5
 Entrance age, *Sir H. C. Monro* - - - - - 7235

Engineering :

Ages on appointment, *Sir H. C. Monro* p. 505 II.
 Salaries and comparison with medical inspection,
Sir H. C. Monro - - - - - 7126-7
 of Foods, ages on appointment, *Sir H. C. Monro*
 p. 505 II.

General :

Ages on appointment, *Sir H. C. Monro* 7286,
 7291-2; p. 505 II.
 Appointment, method and success, *Sir H. C.*
Monro - - - - - 7282-5, 7293-8
 Assistants, ages on appointment, *Sir H. C. Monro*
 p. 505 II.
 Clerks provided, *Sir H. C. Monro* - - - 7135
 Personal interview, *Sir H. C. Monro* 7287-8
 no prescribed Qualifications, *Sir H. C. Monro*
 7134
 Salaries and comparison with medical inspectors,
Sir H. C. Monro - - - - - 7128-30, 7133

Medical :

Ages on appointment, *Sir H. C. Monro* 7300;
 p. 505 II.
 Appointment, method successful, *Sir H. C. Monro*
 7118-22
 no Clerks provided, *Sir H. C. Monro* 7136-7
 Qualifications, *Sir H. C. Monro* 7105-10, 7301-2
 Salaries, and comparison with medical officers of
 health in large towns, and other inspectors,
Sir H. C. Monro - 7111-7, 7123-32, 7303-8
 Qualifications needed and class of men obtained,
Sir H. C. Monro - - - - - 7196-200
 no Qualifications prescribed, *Sir H. C. Monro*
 7088-90

Women :

Appointment, method and qualifications required,
Sir H. C. Monro - - - - - 7007-8
 Appointed by patronage, *Sir H. C. Monro* 6927
 Clerical assistance, arrangement re, *Sir H. C.*
Monro - - - - - - - - - 7026-36
 Salaries and comparison with men, *Sir H. C.*
Monro - - - - - - - - - 6928-9, 7001-6
 Work of, *Sir H. C. Monro* - - - - - 6930, 6991-7000
 Work of, *Sir H. C. Monro* - - - - - 6914-5

LEGAL ADVISERS :

Entered service by open competitions, *Sir H. C.*
Monro - - - - - - - - - 7325-9
 Qualifications, &c., *Sir H. C. Monro* - - - 6829-34,
 7045-54
 Letters, procedure re replies, *Sir H. C. Monro* 6963-8
 Library, *Sir H. C. Monro* - - - - - 7070-1
 no Meetings held, *Sir H. C. Monro* - - - 7139
 Pathological laboratory, *Sir H. C. Monro* 7067-9
 Parliamentary agent, abolition of post, *Sir H. C.*
Monro - - - - - - - - - 6988
 President, private secretary, employment of clerk
 from Inland Revenue as, by Mr. Ritchie, and
 arrangements, *Sir T. H. Elliott* - - - 8379-88

PRIVATE SECRETARIES :

Advantage of post, question of, *A. J. A. Ball*
 7521-2

Local Government Board—*continued.*PRIVATE SECRETARIES—*continued.*

- Assistant private secretaries, all junior Class I. clerks, and system preferred to taking outside men, *A. J. A. Ball* - - - 7465-6, 7492-3
 Duties, *A. J. A. Ball* - - - 7534
 Length of service, *A. J. A. Ball* - - - 7490-1
 Principal clerks, &c., could not be spared for, *A. J. A. Ball* - - - 7493
 Promotion, *A. J. A. Ball* - - - 7523-4, 7556-7
 usually Retained by succeeding Ministers, *A. J. A. Ball* - - - 7488-9
 all Second class men, *A. J. A. Ball* - - - 7470-80
 Professional offices, *Sir R. Chalmers* - - - p. 137
 Secretariat, staff, *Sir H. C. Monro* - - - 6829-38

SECRETARIES, ASSISTANT:

- Classes from which recruited, *A. J. A. Ball*
 7424-5, 7467-72

- Men in office as, only, question of, *A. J. A. Ball*
 7497-8

STAFF:

- Knowledge of outside work useful, but no arrangements made for obtaining, *Sir H. C. Monro* - - - 7055-62
 Particulars *re*, *Sir H. C. Monro* - - - 6828
 Treasury control, extent of, *Sir H. C. Monro* 6985-90
 Typing, done occasionally by boy clerks, *Sir H. C. Monro* - - - 6892

WOMEN TYPISTS:

- a Distinct class, *Sir H. C. Monro* - - - 6890
 Employed as confidential clerks, *Miss E. A. Charlesworth* - - - 3916-8
 Numbers, *Miss E. A. Charlesworth* - p. 504 II.
 Shorthand writers, &c.:
 Salaries, and comparison with senior calf attendant, *Sir H. C. Monro* - - - 7014-9
 Work, *Sir H. C. Monro* - - - 7009-13
 Work, increase, *A. J. A. Ball* - 7429-31, 7510-2

- Local Marine Boards, duties, &c., *Sir W. J. Howell*
 13,579

- Locke, John, one of earliest secretaries of Board of Trade, *Sir H. L. Smith* - - - -13,058

London County Council:

- Appointments made by open competition, *S. M. Leathes* - - - - 702-3
 Evening classes for boy messengers, *E. Phipps*
 2830

London School of Economics:

- Handicap felt *re* examination, *F. H. Norman* 2710-2
 Officers sent to, from War Office for special courses, *Lord Haldane* - - - - 1714

London University:

- Board of Education examiners from, *F. H. Norman*, p. 485; *L. A. Selby-Bigge*, p. 509 II.
 Board of Education inspector from, *L. A. Selby-Bigge* 9096; p. 531 II.
 successful Candidates from, in Class-I. examinations, 1906, 1910. *S. M. Leathes* - - - 339, p. 127 I.
 Disadvantage felt in matter of examinations, *F. H. Norman* - - - 2516, 2691-2, 2696-7
 Officers' Training Corps, petition signed by representatives of, *Prof. M. J. M. Hill* - p. 536-7 II.
 Patent Office examiners from, *T. Franks* 13,940, 13,961
 Privileges to candidates for degrees with military record, *Prof. M. J. M. Hill* - - - 12,022, 12,085
 Teaching at, not considered inferior to that at Oxford and Cambridge, *F. H. Norman* - - - 2693

- Lord Chancellor (Lord Loreburn), private secretary, appointed Registrar of Judicial Department, Privy Council Office, *Sir A. W. Fitzroy* - - - 12,873-4

- Lowell, Prof., statement of biased examinations in favour of Oxford and Cambridge made by, *F. H. Norman* - - - 2493-6, 2514, 2694

Lunacy Commission:

- Assistant clerks, promotions to second division clerkships to December 1911, *S. M. Leathes* p. 123 I.
 Professional offices, *Sir R. Chalmers* - - - p. 138 I.
 Second Division Clerks, promotions since 1892, *S. M. Leathes* - - - - p. 120 I.

- Macaulay, Lord, Report of 1853 Civil Service Commissioners guided by principles of, *S. M. Leathes* 847-9
 Machines, *see* Labour saving devices.

- McLACHLAN, D. C. Public Service Commissioner for the Commonwealth of Australia: 7642-8032

AUSTRALIAN COMMONWEALTH:

- Post Office, postmen, increments, procedure 7945-51

Public Service:

Administrative division:

- Age for entering - - - - 7875
 Appointments, method and nature of 7671-2, 7884-5
 Highest possible salary - - - 7886-7
 Number of staff - - - - 7853
 Recruited from clerical division except professional positions - - - 7662-3, 7846-7
 Working of, - - - - 7675-80

Appointments:

- by Governor General - - - - 7664-6
 Method - - - - 7882-3
 no Personal interview on record - 7999-802
 Political influence a disadvantage - 7838
 Board of Inquiry, election method - 7968-72
 Classification primarily of posts, not of men 7726-31, 7848-50

Clerical division:

- Appointments by competitive examination only - - - - 7666-7
 Classes work together in one room, and arrangements *re* - - - 7701, 7710-21
 Distribution of work - - - 7702-7, 7713-38
 Division into five classes and scale of salaries 7690-4

Examinations:

- Methods of conducting and nature of 7681-9, 7735-41, 8023
 Right type obtained by - - - 7745-7, 7954
 Number in different classes and method of fixing - - - - 7914-22
 Promotion, explanation of system 7695-709, 7722-31, 7894-911, 7928
 Reclassification of work - - - 7696, 7722-31
 Wages compared with those of skilled artisans 7985-91

Commissioner:

- Nature of appointment - - - 7642-7
 Functions, and relations to Commonwealth Parliament public service and Governor-General - - - - 7650-6
 Personal knowledge of men - - - 7911-3
 Salary not subject to criticism - 7933-4
 Competition for, not sufficiently keen 8021-2
 Compulsory life insurance - 7803-6, 7881
 Continuation schools and evening lectures attended by many officers - - - 7743-4
 no Desire to revert to old system heard 7858-60
 Divisions - - - - 7659-60
 Entrance age - - - - 7867, 7935-6

Examinations:

- Nature of - - - - 7661
 Separate for each division - - - 7661

General division:

- Appointment by competitive examination of elementary character - - - 7668
 Officers removed to, from other departments if inefficient, or retired - - - 7669

- Heads, procedure in case of incompetence of 8004-8

- Increments, procedure - - - 7945-51, 8003-4
 Inefficiency, procedure in case of - 7929-30, 7733-4, 7958-75, 8009-12

Inspectors:

- Appointment, method - - - 7854-6
 Duties - - - - 7696, 7775-9, 7911
 not Subject to criticism - - - 7934
 Work of, - - - - 7011, 7026-7
 Medical inspection - - - - 8031-2
 Men permitted to sit in Parliament and now distributed throughout community 7976-81
 Men permitted to take part in Politics but not criticise work of their department 7931-2, 7794-5, 7955-7
 Men usually remain in, for lives - - - 8013-4
 Minimum wage - - - - 7937-43

MCLACHLAN, D. C.—*continued.*AUSTRALIAN COMMONWEALTH—*continued.*Public Service—*continued.*

Office hours	7742
Organisation of Civil Servants and recognition of	7971-5
no Pension	7802-7
Permanent head of department, responsibility of	8024-7
Practical work not seen by	7837
Professional class, method of appointment	7861-6

Promotion:

Method and success, 7670, 7767-72, 7952-3, 7995-6, 8024-9.	
--	--

Upper ranks in office usually filled from same office, but not necessarily	7023-5
--	--------

Rate of pay fixed by value of work done	7857
---	------

Record of each man kept	7082-4
-------------------------	--------

Reduction of posts	7839-40, 7992-4
--------------------	-----------------

Retiring age	7996-8
--------------	--------

Scale of salaries in upper posts and comparison with professional world	7877-9
---	--------

Servants permitted to sit as aldermen but not as mayor	7791-5
--	--------

Temporary employment:

Appointment, method	7888-90
---------------------	---------

Payment	7890-3
---------	--------

a Qualification	7851
-----------------	------

Reason for large number	7873-4
-------------------------	--------

Restrictions on, and prevention of favouritism	7808
--	------

System	7869-71
--------	---------

Total number of officers	7796-801
--------------------------	----------

Transfer between offices	7781-4
--------------------------	--------

Transfer between States and	7821-3, 7873
-----------------------------	--------------

University degree often taken after entering, and result	7809-12, 7841-5
--	-----------------

Upper age limit	7876
-----------------	------

Vacancies, advertised and applications invited, and success of system	7784-90, 7831-6, 7905-10, 7995-6
---	----------------------------------

Women, employment of	7748-66, 7812-8, 7831-6, 8015-20
----------------------	----------------------------------

no School leaving certificates	7819-26
--------------------------------	---------

Staff of	7799
----------	------

AUSTRALIAN STATES:

Appointments method	7824-7
---------------------	--------

Educational system controlled by, not by Commonwealth	7828-30
---	---------

Public Service Boards	7647-9
-----------------------	--------

Public Service, classification into classes	7732
---	------

Personal experience	7773-4
---------------------	--------

McMahon, Major, references	10,993-4, 12,601-5
----------------------------	--------------------

MALAN, H. NOEL, Registrar-General of Shipping and Seamen (in attendance):	13,506-13,851
---	---------------

BOARD OF TRADE, REGISTRAR-GENERAL'S DEPARTMENT:

Abstractors, promotion, loss of allowances on, and grievance	13,529-34
--	-----------

Assistant clerks, promotion, qualifying examination	13,547-9
---	----------

Duties	13,562-75
--------	-----------

Examinations for certificates under Merchant Shipping Act	13,573-6
---	----------

MALLET, BERNARD, O.B., Registrar-General:	9740-10,166
---	-------------

BOY CLERKS:

not a Disqualification for other work	9827-9
---------------------------------------	--------

Limit of number to permit of permanent employment, question of	9821-9
--	--------

Machines, use of, in Register office	10,031-8
--------------------------------------	----------

Personal Experience	9741
---------------------	------

REGISTRAR-GENERAL:

Appointed by Patent from the Crown	9748-9
------------------------------------	--------

Empowered to dismiss	9998
----------------------	------

REGISTRY OFFICE:

Assistant Superintendent:

Change of name to Senior Clerk	9802
--------------------------------	------

Work of, and comparison with work of staff clerks	9798-801
---	----------

MALLET, BERNARD, O.B.—*continued.*REGISTRY OFFICE—*continued.*

Census:

Difference between calculated population and observed population	10,140-2
--	----------

Employment of temporary second division clerks	16,051-5
--	----------

Outside assistance	9796
--------------------	------

Temporary clerks appointed for census and then appointed permanently in different offices as vacancies occur	9773-91
--	---------

Temporary staff, particulars <i>re</i> salaries	10,009-19
---	-----------

Women and girls on, Particulars <i>re</i> employment and comparison of work, &c. with that of men	9906-22, 9919, 9948-9, 9953-6, 10,078-83, 10,100, 10,145-6
---	--

Women temporarily employed, educational qualifications	p. 505 II.
--	------------

Clerks:

Assistant:

Capacities as a whole inferior to second division clerks	9832, 10,040-2
--	----------------

not much Discontent, but increased number may cause difficulty	9831, 10,066-7
--	----------------

Increase in number, difficulties of greater increase and question of increasing second division instead	10,087-93
---	-----------

Position of	10,066
-------------	--------

Promotion	9833-4, 10,043-6
-----------	------------------

Salaries and question of adequacy	10,058-9
-----------------------------------	----------

Sometimes recruited from boy clerks recruitment direct would be advantageous	10,147-51
--	-----------

Boy:

Difficulty of providing permanent employment for, in office	9923-30
---	---------

Number	9923
--------	------

Reduction, increased number of Assistant Clerks would have to be employed	10,039
---	--------

gradual Reduction in number	9811
-----------------------------	------

Subsequent career	9812-7
-------------------	--------

Work of, and value	9810, 9818-20
--------------------	---------------

Chief, method of appointment

	9991-2
--	--------

Second division:

Encouragement of acquisition of special knowledge by, as far as possible	9794-7
--	--------

Increase in number, objection to, but too small a number must be avoided from point of view of recruiting for higher work	10,152-5
---	----------

Recruited largely from temporary census clerks, and advantage of	10,051-4
--	----------

Reduction of numbers	9833, 10,088-9
----------------------	----------------

Salary	9806-7
--------	--------

Type	9835-6
------	--------

Work well done, and Class I. clerks not needed	9773, 9792, 9854, 9978-80, 10,062-3
--	-------------------------------------

Staff:

Increase in number	9804
--------------------	------

Promotion to, by merit	10,156-8
------------------------	----------

Supplementary:

Appointment, method	9981
---------------------	------

Explanation	9808-9
-------------	--------

Overtime work	10,163-6
---------------	----------

Women:

Position inferior to that in Post Office	9842-6
--	--------

Salaries	9845-6, 9901-4
----------	----------------

Unsuitability of part of work for	9892-900
-----------------------------------	----------

Work of, and comparison with that of second division clerks	9838-41, 9892-900, 9905-6
---	---------------------------

Complicated nature of work	10,070-5
----------------------------	----------

Copying done by boy clerks	10,105-8
----------------------------	----------

Division of	9742-7
-------------	--------

Duties	9742-6
--------	--------

Chief Clerk:

Salary	9751-2
--------	--------

formerly Second division clerk	9753-5, 9765-7
--------------------------------	----------------

special Grant for outside assistance suggested	10,138-9
--	----------

Inconvenience of building	10,096, 10,160-2
---------------------------	------------------

Indexing, question of employing women considered formerly and scheme drawn up	10,096
---	--------

Inspectors of registration, work of	9847
-------------------------------------	------

MALLET, BERNARD, C.B.—*continued.*REGISTRY OFFICE—*continued.*

Insurance Act, work connected with certificates under	10,094-5
Legal adviser, need for	9742, 9792, 9856-7, 9965-7, 10,121-33
Legal work carried out by second division clerks	10,047-9
Machines:	
Boys, nature of employment, wages, &c.	9858-63, 9883-8
Girls, nature of employment, wages, &c.	9858-83
Use of	9858, 9860, 9866, 9931-45, 10,031-8, 10,060-1
Old age pensions work and staff for	10,004-8, 10,076-7
Organisation, satisfactory	10,068-9
Promotion:	
Prospects good	9853
Registers, inspection of work of	9999
by Registrar-General subject to Treasury approval and no objections made by Treasury	9982-5
Registrars, local v. sub. by Boards of Guardians appointment	9996-10,003
Scientific work, done by record division clerks	10,050
certain Special knowledge required, and annual grant for outside assistance suggested	9792-6
Staff:	
little Complaint and men fairly satisfied	9855
Reorganisation	9761-4, 9802-4
Salaries and methods of appointment	9748-853
Statistical branch, employment of women never considered	9971-2
Statistics:	
Question of need of employment of expert	10,134-44
Superintendent:	
Appointment by open competition impossibility	10,117-20
Employment of medical men	9969-70
Method of appointment	9759, 9993-5
Qualifications of	10,110-7
Superintendents, now called Principal Clerks, and salary	9760-3
Typist:	
Increase of staff	10,108-9
Number	9837
Women, employment of, difficulty owing to limited accommodation, &c.	10,096-100
Women, reason for employment of	10,056-7
Women superintendents, particulars <i>re</i> work, salary, &c.	9878, 9889-91
Powers <i>re</i> appointments	9991-7
Salary	9986-90
Treasury, Class I., Junior Clerk, transfer from nominated posts in Foreign Office	9741, 9973-7

Manchester:

Chamber of Commerce, connection of Patent Office with, *T. Franks* - 13,869

UNIVERSITY:

Board of Education Inspector from, *L. A. Selby-Biggs* - 9096
 successful Candidates from, in Class I. examination, 1906-1910, *S. M. Leathes* 339, 715, p. 127 I.
 Officers Training Corps, petition signed by representatives of, *M. J. M. Hill* - p. 536-7 II.
 Patent Office examiners from, *T. Franks* - 13,940, 13,962

Master of the Rolls, a National Debt Commissioner, *W. G. Turpin* - 12,006

Masterman, Captain, appointment as Inspector of Fisheries, particulars *re* qualifications, &c., *Sir T. H. Elliott* - 8447-60, 8949-69, 8996

MATLEY, C. A., D.Sc., first-class assistant accountant, War Office: - 12,415-12,511

Admiralty, Accountant-General's department, introduction of intermediate scheme - 12,510

India, Military Accounts department, replacing of military offices by civilians - 12,510-1

o 15170

MATLEY, C. A., D.Sc.—*continued.*

WAR OFFICE:

Accounts Department:

Assistant Accountant:

special Liabilities 12,445-7, 12,487-9, 12,507-9
 Positions of men before becoming, and examinations by which service entered

12,468-71

Position of men better for 1905 change

12,472-4

Promotion:

Posts practically reserved for, before reorganisation

12,494-6

Reduction of prospects, 12,435-43, 12,352-9,

12,367, 12,430-5, 12,397-502, 12,489

Removals, financial loss by - 12,507

Reorganisation:

Financial result

12,490-3

Increased pay retained - 12,360-2, 12,435,

12,444-7

Status reduced and made interchangeable

with second division clerks - 12,430-6

Refusal to reserve vacancies in higher

posts for - 12,442-3, 12,463

Work of - 12,503

Change of policy *re*, and detrimental to staff,

12,418-511

Establishment and grading 12,452-7, 12,475-9

Higher division and second division posts,

barrier between, in future - 12,484-6

Promotion, barrier considered a social grievance

by some - 12,504-7

Reconsideration of organisation question

desired - 12,449-52

System compared with that in Admiralty and

India - 12,510-1

Medley, Prof., Glasgow University, letter *re* non-class

rating of officers' training corps quoted, *Prof. M. J. M. Hill* - 12,164

Messengers:

Appointed by nomination with qualifying examination, *S. M. Leathes*, 39; *Sir R. Chalmers*, 859

Appointment by open competition would not be

satisfactory, *S. M. Leathes* - 73, 685

Metropolitan Police:

Clerks taken from intermediate class, *S. M. Leathes*

157

Clerkships, formerly given to second division clerks

in Home Office now filled by limited competition

among second division clerks, *Sir E. Trout* 5161-2

Midwives Board, salaries, control of Privy Council

Office, *Sir A. W. Fitzroy* - 12,914-26

Miller, Sir Gordon, scheme for appointments of

hired clerks in Admiralty introduced by, *F. H. Norman*

2340

MILNE, DAVID, representative of Association of

Assistant Clerks: - 2955-3504

Accountant-General's department, relative cost of

Ridley, intermediate, intermediate scheme fair

wages, and one entrance examination schemes

Administrative and clerical work, distinction 3205-

11, 3499

ASSOCIATION OF ASSISTANT CLERKS:

Particulars - 3112

Statements, particulars *re* drawing up of 3407-8

Subscription - 3409

Boy Clerks Friendly Society, positions obtained by,

often superior to those gained in the service 3146

CIVIL SERVICE:

Classification of work - p. 496, 500-1 II.

Method of allotting work - p. 501 II.

CLERKS:

Assistant:

Abolition:

Advocated - 3117, 3157-8

Equal number of record division clerks would

have to be recruited - 3398-400

Age of reaching maximum - 3356-8

Boys cannot enter service from school, as

3429-30

Candidates, proportion to number of vacancies,

3128-31, 3185-9

MILNE, DAVID—*continued.*CLERKS—*continued.*Assistant—*continued.*

- Capacity for more responsible work, question of 3240-7
- Common to whole service - - - 3322-5
- Conditions no worse than when service accepted, and slightly improved - - - 3379-81
- Confidence in Heads of Departments *re* promotion - - - 3370-4
- Definition, 1910, of work to be assigned to p. 496 II.
- Discontent among - - - p. 500 II.
- Duties often very similar to those of Second Division - - - 3236-9
- Educational qualifications - - p. 496-7 II.
- Entrance age formerly 14, now 15 - 3434-5
- Evening employment in Penny Bank and G.P.O. 3307-10
- Evils arising from employment - p. 498 II.
- History of - - - 2958-64, 3226-31
- Improvements in conditions should be made retrospective - - - p. 503 II.
- Institution of, question of authority for 3156-7, 3224-8, 3363, p. 495-6 II.
- Insufficiency of simple routine work for p. 497 II.
- Justification for existence of, question p. 496-7 II.
- Lack of sympathy on part of heads of departments - - - 3413
- Leave, insufficiency of, and increase advocated 3176-82, 3418-20, p. 503 II.
- Marriage discouraged by employment of, 3301-2, p. 499 II.
- Motive for instituting, one of economy and objection to - - - p. 497-8 II.
- Numbers increasing and economy the reason 3316-7
- Organised, as cheaper alternative to Second Division - - - 3362, 3366-7
- Overtime :
- Abolition advocated - - - 3334-5
- Particulars - - - 3121-4, 3385, 3392-7
- Rates of pay for, and inadequacy of p. 503 II.
- Particulars *re* - - - p. 495 II.
- Promotion :
- Discouraged by Treasury - 3273-6, 3375-6
- Grievances - - - 3113-6
- Impossible in offices where intermediate clerks 3317-27
- Judged by heads of departments - 3502-3
- to Second division :
- Case of refusal by Treasury and question of reason - - - 3160-7
- Increment - - - 3345-9
- Numbers, dependence on head of department and particulars *re* examination 3263-72
- Proportionate system, advocated p. 500 II.
- not Sufficient opportunity for and suggested remedy - - - 3085-104
- Reason for large extent of competition 3377-8
- Recruited by examination from boy clerks 3080
- Responsible and intricate work done by p. 497 II.
- Salaries :
- Insufficient, and cost of living - 3057-76, 3219-21, 3282-306, 3421-2, 3468-71
- Number of applicants not a sign that salaries are not too low - - - 3128-37
- Second division work largely done by - 3485
- no Sick pay, or free medical attendance - 3183
- War Office, selected by competition from boy clerks - - - 3229-31
- Work frequently similar to that of second division - - - p. 497 II.
- Boy :
- Abolition :
- Advocated - - - 3190-2, 3202
- no Difficulty in getting sufficient number of candidates anticipated - - - 3415
- Applications for help in finding work outside the service - - - 2840, p. 494 II.

MILNE, DAVID—*continued.*CLERKS—*continued.*Boy—*continued.*

- can Compete for Customs and Excise examinations and allowed service marks - 3473-8, 3481
- very Few from Primary Schools - 3431, 3444
- Instituted mainly for reasons of economy 3159
- Many pass into Second Division - 3312-4
- Objections to system - - - p. 500 II.
- Particulars *re* - - - 3429-37
- Pay insufficient to meet cost of living 3287-95, 3299
- Promotion should be made the rule and not the exception - - - 3046-57
- Scale of pay proposed - - - 3145-6
- Special training necessary before taking proposed examination - - - 3487-98
- Class I. :
- Administration and not supervision should be allotted to - - - 3118-20
- Leave - - - p. 503 II.
- Open to those who wish to continue their education after the age of 17 - 3443, 3445
- Division of service into clerical grade and administrative grade, method of recruitment and question of promotion between - 3248-62
- should not Enter service before 17 years 3437-54
- Existence of two divisions does not lead to prolongation of conducting business, but one class only would be preferable - - - 3403-6
- Lower grades, improvement in quality of work committed to - - - p. 497 II.
- Intermediate :
- Scheme, objections to - - - p. 500 II.
- not Universal throughout Government departments - - - 2971
- Second Division :
- Common to whole service - - - 3322-5
- not Employed where there are Intermediate clerks - - - 2965
- Examination :
- Greater test for intelligence than required in first division - 3169-75, 3222-4, 3416
- very Severe, and competition very keen 3336-44
- Scale of salaries, claim to raising of p. 497 II.
- Supervision, need for training in details for effective carrying out of - - - p. 501 II.
- Two grades, advocated - - - 3105-11
- EXAMINATIONS :
- Greater number of subjects would cause more competition - - - 3456-68
- Number of, disadvantages - - - p. 501 II.
- One only, advocated, and particulars *re* 3215-6, 3277-81, 3351-5, 3441-54
- Open system, would be a Premium on those who have most money - - - 3491-8
- Hours, not Long as compared with other services, but long enough - - - 3387-90
- Labour Commission, 1894, extract from report of, *re* low wages paid by Government - - p. 499 II.
- MACHINES :
- for Duplicating, used - - - 3365
- not Duty of any office to call attention to 3423-4
- Mechanical inventions, might be used more generally 3194-6
- PATENT OFFICE :
- Assistant Clerks, duties - 2973-3056, 3484-7
- Conditions of work not complained of 3426-7
- Heads of department, duties - - 3499-500
- Promotion, principles that should govern system of p. 500 II.
- Women typists, much of the work done by boy clerks and abstractors should be handed over to 3199-204
- Writers, abolition of - - - p. 495 II.
- Milner, Lord, Class I. introduced into Somerset House by, *Sir E. Chalmers* - - - 1311
- Mines, inspectors :
- Appointment, method and success, *Sir E. Troup* 5143, 5495-6
- District, allowances for clerical assistance, *Sir E. Troup* - - - 5530-4

Mint:

Boys, messengers, packers and tillers, appointed by nomination by Parliamentary Secretary to Treasury and non-competitive examination, *Sir R. Chalmers*, p. 142 I.; *W. G. Ellison-Macartney*, 8177-80.

BULLION:

for Medals, decrease, *W. G. Ellison-Macartney* 8139-40
Purchase of, *W. G. Ellison-Macartney* 8186-8
Charwoman, wages, *W. G. Ellison-Macartney* 8163

CLERKS:

no Abstractors, *W. G. Ellison-Macartney* - 8043
one Boy and absorption impossible, *W. G. Ellison-Macartney* - - - - 8043-7

Chief:

Duties, *W. G. Ellison-Macartney* - 8048-9
Vacancies now filled from second division, *W. G. Ellison-Macartney* - - - - 8050-1
no Class I., *W. G. Ellison-Macartney* - 8035

Second division:

all Clerks in operative department only, instead of, suggestion not approved, *W. G. Ellison-Macartney* - - - - 8141-3
no Discontent among, *W. G. Ellison-Macartney* 8123

Number, *W. G. Ellison-Macartney* - 8037-8
Promotions:

since 1892, *S. M. Leathes* - - - p. 120 I.
Opportunities, *W. G. Ellison-Macartney* 8050-2

Responsibility of work, *W. G. Ellison-Macartney* 8053-9, 8111-2

Salaries, inadequacy of scale, *W. G. Ellison-Macartney* - 8052-61, 8111-3, 8141-2, 8169

Substitution of intermediate clerks for, would be approved, *W. G. Ellison-Macartney* 8166-70

Vacancies filled by Civil Service Commissioners, *W. G. Ellison-Macartney* - - - 8041
Work of, *W. G. Ellison-Macartney* - 8039-40, 8162

Staff:

Duties, *W. G. Ellison-Macartney* - 8048-9
Vacancies now filled from second division, *W. G. Ellison-Macartney* - - - 8050-1

COINS:

Designing, expenditure, *W. G. Ellison-Macartney* 8127

Design, method of settling, *W. G. Ellison-Macartney* - - - - 8124-5

no Official designer, *W. G. Ellison-Macartney* 8124, 8126

Token coins, *W. G. Ellison-Macartney* 8187-8

Department, *W. G. Ellison-Macartney* - - 8035

DEPUTY MASTER:

Appointed by Order in Council, *Sir R. Chalmers* p. 141 I.

Appointment, use of Clause 7 suggested by Treasury but Sec. 4 by Commissioners, *Sir R. Chalmers* - - - - 973

ex-Army and navy men, employment of, *W. G. Ellison-Macartney* - - - - 8098-100

Kitchen staff, *W. G. Ellison-Macartney* - 8107-10

Laboratory attendants, appointment method, wages, and qualifications, *W. G. Ellison-Macartney* 8101-6

Master and Worker, *W. G. Ellison-Macartney* 8120-2

OPERATING DEPARTMENT:**Artificers:**

Appointment, method, *W. G. Ellison-Macartney* 8088-91

Increase in estimates for, reason, *W. G. Ellison-Macartney* - - - - 8134-6

Number, *W. G. Ellison-Macartney* - - 8086

Pensions in case of men entering between 40 and 50, *W. G. Ellison-Macartney* 8158-61

Probation, *W. G. Ellison-Macartney* 8114-5

Scale of pay, method of fixing and comparison with commercial world, *W. G. Ellison-Macartney* - 8092-7, 8116-9, 8149, 8153, 8157, 8182-5

Boys, not apprenticed, but method of training, *W. G. Ellison-Macartney* - - - 8154-6

Mint—continued.**OPERATING DEPARTMENT—continued.**

Chemist, assayer, assistant surveyors and foremen, method of appointment and nature of examination, *W. G. Ellison-Macartney* 8078-84, 8180

Clerks:

Appointment method, and advantages of, *W. G. Ellison-Macartney* - 8063-74, 8130-4, 8164-5, 8171-6

Division into grades, *W. G. Ellison-Macartney* 8144

Qualifications needed, *W. G. Ellison-Macartney*, 8141

Selection by Committee, would not be an improvement, *W. G. Ellison-Macartney* 8171-4

not Professional men by origin, *W. G. Ellison-Macartney* - - - - 8062-3

Superintendent:

to be Appointed by selection from clerks in future, *W. G. Ellison-Macartney* 8075-6

Assistant to be selected from clerks in future, *W. G. Ellison-Macartney* - - 8075-6

special Gratuity, 1911, *W. G. Ellison-Macartney* 8129

Present, method of appointment and qualifications, *W. G. Ellison-Macartney* - - 8077

Workmen and boys:

Appointment, method, *W. G. Ellison-Macartney* 8086-8

Number, *W. G. Ellison-Macartney* - - 8085

Scale of pay, method of fixing, and comparison with commercial world, *W. G. Ellison-Macartney* - - 8092-7, 8116-9, 8182-5

Subsistence allowance and piece-work allowance, *W. G. Ellison-Macartney* - 8128, 8147-52

Packing and telling, work too heavy for women, *W. G. Ellison-Macartney* - - - - 8181

Printing for, *W. G. Ellison-Macartney* - 8135-6

Professional offices, *Sir R. Chalmers* - p. 138 I.

REGISTRAR:

Duties, *W. G. Ellison-Macartney* - 8048-9

Vacancies now filled from second division, *W. G. Ellison-Macartney* - - - - 8050-1

Temporary mechanics, *W. G. Ellison-Macartney* 8145-6

MONRO, SIR HORACE C., K.C.B., Permanent Secretary of the Local Government Board 6820-7329

APPOINTMENTS:

Addition of years for calculation of pension 7315-7

by Patronage, jobbery, risk of, neutralised by publicity of appointment: - 6951-4, 7256-8, 7267-13

Boy clerks, question of position after discharge 6961

LOCAL GOVERNMENT BOARD:**Auditor staff:**

Appointment:

by Committee not advocated - 7078-81

by Patronage - - - - 6945-6

Assistants:

Probation period - 6945, 7082-6, 7214-24

Qualifications required - - - - 7087

Clerks:

Claim for establishment refused but salaries increased - - - - 7226, 7233

Junior, number - - - - 7022

Position of - - - - 7225-32

Qualification - - - - 7218-24

Calf attendant and assistant, pay and work 7014-7

Census work - - - - 7234

Clerks:**Assistant:**

Increasing relegation of second division work to, and result - - - - 7273-6

Merging of, into second division might be advisable - - - - 7259-70

Number - - - - 6870

Promotion to second division men fitted for, looked out for - - - - 7167

Recruited entirely from boy clerks 6871, 6888

MONRO, SIR HORACE C., K.C.B.—*continued.*LOCAL GOVERNMENT BOARD—*continued.*Clerks—*continued.*

Boy:

Abolition, extra expense would be caused	7185
Annual wastage, question of	6874, 6883-9
Hours worked per week	7074-82
no Interest taken in, except individually	7072-3
Overtime desired by, but not reasonable,	7074-7
Work of	6955-9

Class I.:

Appointment by open competition approved	7191-5
Junior, scale considered fair	7253-5
Position compared with that in other departments	6849-52, 7277-81
Promotion, method	7143-4
Salaries, and lowness of scale	6847-9
Vacancies:	
Annual number	7160-1
Promotion from second division considered before applying to Civil Service Commissioners	7160-6
Work on first starting and comparison with second division	6962-80, 7149-51
Number in different classes	6850
Principal, salaries	6840-8
Reorganisation since Committee of 1897	7247-8, 7266

Salaries and position compared with other departments - 6932-43

Second division:

Higher grade, number remaining on	6853-4
Number	6855
Promotions:	
to Class I	6972-3
Capabilities of promoted men compared with Class I.	7238-41
Method	7145-57
Qualification for	7242-4
Question of	7171-84
Particulars <i>re</i>	6856-60

Salaries:

Increase in minimum and increments	7250-2
Scale	6848

Staff:

Number and salaries	6861-2, 6866-7
Position of	7236-7
Promotion to Class I.	7169
Recruited always from second division	6863-4, 6868-9

Salaries	7170
Transfer between branches and outside Departments	6981-4

Women, employment question 7063-71, 7186-8

Consent to loans, procedure	7098-104
Constitution of Board	7138
Departments	6823

Inspectors:

Ages on appointment - p. 505 II.

Appointment:

by Examination and open competition not advocated and objections 6908-13, 6916-21, 6947-54, 7189-90, 7204-6

by Patronage, method of, and advantages 6895-926

under Sec. 4 by procedure of Clause 7, might be possible - 7309-14

Country, clerks	7020-5
Entrance age	7235

General:

Appointments:	
Age	7291-2, 7286
from Assistant Inspectors	7232-5
by Competition, objections	7293-8
Success of method	7296-8
Clerks provided	7135
Personal interview	7287-8
no Prescribed qualifications	7134

Lady:

Appointment, method and qualifications	6927, 7007-8
--	--------------

MONRO, SIR HORACE C., K.C.B.—*continued.*LOCAL GOVERNMENT BOARD—*continued.*Inspectors—*continued.*Lady—*continued.*

Clerical assistance, arrangement <i>re</i>	7026-36
Salaries and comparison with men	6928-9, 7001-6
Work of	6930, 6999-7000

Medical:

Appointment:

Age	7300
Method successful	7118-22
no Clerks provided	7136-7
Qualifications	7105-10, 7301-2
Salaries, and comparison with medical officers of health in large towns and other inspectors	7303-8, 7111-7, 7123-32
Qualifications needed and class of men obtained	7196-200

no Qualifications prescribed	7088-90
Poor Law, work of	6914-5

Legal advisers:

Entered service by open competition	7325-9
Qualifications	6829-34, 7045-54
Letters, procedure <i>re</i> replies	6963-8
no Meetings held	7139
Parliamentary Agent, abolition of post	6988
Promotion, opportunities	6865-9
Secretariat, staff	6829-38

Staff:

Knowledge of outside work useful, but no arrangements made for obtaining	7055-62
Particulars <i>re</i>	6828
Posts, importance of, for promotion of second division	7269-70
Treasury control, extent of	6985-90
Typing, done occasionally by boy clerks	6892
Women shorthand writers and typists:	
a Distinct Class	6890
Salaries, and comparison with senior calf attendant	7014-9
Work	7009-13
Second division clerks, promotion, Eight years, rule not considered an obstacle and abolition not desired	7037-44
great Municipalities, open competition used by <i>S. M. Leathes</i>	702

MURRAY, RIGHT HONOURABLE SIR GEORGE, G.C.B., Ex-Permanent Secretary to His Majesty's Treasury: - 1844-2016

Admiralty, Accountant-General's department manned by intermediate class clerks - 1865

APPOINTMENTS, OPEN COMPETITION:

Combined with selection desirable, but impossible practically	2002-16
the only Practicable system	1845, 2002-10
Civil Service, constitution, reduction of number of divisions impossible	1952-4

CLERKS:

Class I.:

Change of work from one department to another desirable	1894-7
Few capable heads of departments drawn from, question as to possible causes of inability	1955, 1981-3, 1999-2001
Holidays, liberal	1946-9
Hours short	1945-6
Increase during last five or six years	1849a
Recommendation for promotion given only on certificate from head of department	1957
Strain of overwork occasionally put on, might be injurious to future prospects	1978-9

Boy:

Abolition, and extension of abstractor class, question of cost	1857
Duties	1917-21
Possibility of obtaining other work later	1854-5
Work could be done equally well by abstractors	1856

Intermediate:

Class of man desired and obtained	1863-4
Promotions to 1st division compared with those from 2nd to 1st division	1930
Prospects of superior posts for, question of	1932-7

- MURRAY, RIGHT HONOURABLE SIR GEORGE, G.C.B.—*continued*.
 CLERKS—*continued*.
 Second division:
 Promotions to higher grade:
 Compared with those from intermediate class to First division - - - - 1930
 as Frequent as is justifiable - - - - 1858-61
 Variation of work, especially in cases of exceptional merit, question of - - - - 1898-901
 Comptroller and Auditor General's Department, manned by intermediate clerks - - - - 1866
 Post-graduate studies, time occupied in, not so beneficial to men as if spent in some department of the public service - - - - 1879-93
 PROMOTIONS:
 "Exceptional merit," accepted interpretation of - - - - 1984-7
 from Intermediate or second division only possible when vacancy occurs, and could not be claimed by right of seniority - - - - 1867-8
 Supervision of work in departments of public service, question of responsibility - - - - 1911-4
 TREASURY:
 Improvements in methods of administration of other branches of the public service suggested by - - - - 1902-5
 Method of recruitment, present system of examination satisfactory on the whole - - - - 1844
 System of two-class office for, undesirable - - - - 1972-5
 Two-class office, possibility of, questioned - - - - 1969-71
 WOMEN:
 Certain work of boy clerks could be equally well done by - - - - 1922-28
 Class I. examinations, admission to, and question of appointments afterwards - - - - 1871-2
 Comparison of work and pay with that of men - - - - 1988-97
 Pay, rate, question of, as compared with men - - - - 1875-7, 1938-44
 Murray, Mr., appointment as Commissioner of Customs, *Sir L. N. Guillemard* - - - - 14,412-7
 Nash, Vaughan, reference, *Sir R. Chalmers* - - - - 1155
 NATHAN, SIR MATTHEW, G.C.M.G., Chairman of Board of Inland Revenue: - - - - 14,491-14,990
 Accounting officers of all Departments, question of special recruitment for - - - - 14,703-9
 Appointment as Permanent Secretary to the Post Office under Clause 7, *Sir R. Chalmers* - - - - 971-2
 BOY CLERKS:
 Abolition, and admission as assistant clerks on probation, &c., question of - - - - 14,529-36, 14,983-4
 Entrance age, up to 16, approved - - - - 14,525-7
 Limitation of numbers so as to provide permanent employment for all, advocated - - - - 14,523-4, 14,807, 14,965-6
 Limitation of number and examination at end of four years from promotion to assistant and second-class clerk, suggestion - - - - 14,800-11
 Civil servants, political rights, question of - - - - 14,913-4
 Clerks, second division, system of quinquennial increments suggested after maximum, when work well done, but no promotion - - - - 14,732-8
 Hong Kong, Eastern cadet service, success of system - - - - 14,740-3
 INLAND REVENUE DEPARTMENT:
 Accountant and Controller General's Office:
 Promotion to supervising posts, examination of Institute of Chartered Accountants dispensed with - - - - 14,698-702
 Staff - - - - 14,632-9
 Assessment branch, staff - - - - 14,509-18
 Binders, method of appointment - - - - 14,962-4
 Board:
 Constitution and method of appointment - - - - 14,500-1
 Methods of entering service, &c. - - - - 14,502-6
 Chairmen, frequent changes since 1892, and question as to advantage - - - - 14,760-6
 15170
 NATHAN, SIR MATTHEW, G.C.M.G.—*continued*.
 INLAND REVENUE DEPARTMENT—*continued*.
 Clerks:
 Assistant:
 Capacities, comparison with second division - - - - 14,537-40, 14,815-9
 Promotion to second division - - - - 14,538-9, 14,814
 Class I.:
 Capacity of, and question of work given to, if inefficient - - - - 14,822-9
 Kind of men got by examination satisfactory - - - - 14,989
 Lower division, fair proportions of promotions - - - - 14,982
 Number sufficient - - - - 14,967
 Put first into drafting section - - - - 14,97-23
 Relations between Class I. and second division friendly - - - - 14,876-7
 Second division:
 Movement between different branches - - - - 14,693-7
 Promotion:
 Procedure - - - - 14,812-3
 and Prospects - - - - 14,954-60
 Salaries, proportion with maximum over 500l. - - - - 14,684-5
 Controller of Stamps and Stores Department, staff - - - - 14,640-3
 Director of Securities branch, staff - - - - 14,542-3
 Division of work of - - - - 14,496
 Drafting branch, staff - - - - 14,543-5
 Estates Duty Office:
 Clerks:
 Assistant, retained - - - - 14,871-2
 Class I., abolition of, and reason - - - - 14,830-7
 Intermediate:
 Examination, numbers recruited by, at present, and whole office to be staffed through in future, and reason - - - - 14,602-30, 14,710-6
 Legal work done by, and inducements offered to, to qualify for the bar - - - - 14,846-60
 Consultation of Board - - - - 14,986-7
 Staff - - - - 14,543-6, 14,555-8, 14,592-7
 Work of - - - - 14,590, 14,834-5, 14,873-4
 Increase in estimates, reason - - - - 14,931
 Income tax, particulars *re* assessment and collection - - - - 14,497
 Inspector of stamps office, and commercial department - - - - 14,644-5
 Inhabited house duty particulars *re* assessment and collection - - - - 14,497
 Land tax, particulars *re* collection - - - - 14,497-8
 Land value duties, particulars *re* - - - - 14,498
 Land Valuation Office:
 Lump sums - - - - 14,890-1
 Non-pensionable establishment - - - - 14,668
 Permanent appointments - - - - 14,887-9
 Staff - - - - 14,547-54, 14,667-72, 14,723-5
 Temporary staff will be no longer retained when valuation complete except those selected to fill up permanent establishment - - - - 14,932
 Valuers:
 Appointment:
 Method - - - - 14,894-6, 14,934-9
 Political bias denied - - - - 14,934
 Second class, ages - - - - 14,898-901
 Work of - - - - 14,665-6
 Legal adviser, nominated - - - - 14,599
 Local collectors of taxes:
 Appointed by commissioners - - - - 14,773-4
 Appointments, annual, and reason for - - - - 14,775, 14,786-94
 Nature of work and private knowledge obtained by - - - - 14,777-85
 Salaries - - - - 14,794-9
 Medical officer, work of, and question as to adequacy of salary - - - - 14,944-5
 Office keeper's branch - - - - 14,646
 Secretary's Office:
 Clerks:
 Committees:
 Explanation - - - - 14,981
 Standing of - - - - 14,981

NATHAN, SIE MATTHAW, G.C.M.G.—*continued.*INLAND REVENUE DEPARTMENT—*continued.*Secretary's Office—*continued.*Clerks—*continued.*

Second division, promotion prospects, and comparison with Accountant and Comptroller General's office, &c. - 14,519,
14,677-93, 14,954

Functions - - - - - 14,983
Sections of - - - - - 14,507-8

Solicitors and assistant, method of appointment, and question as to character of examination
14,571-8, 14,988

Solicitor's Department:

Lump summers, unsatisfactory position of, and reconsideration advocated - - 14,579-89
Staff - - - - - 10,579-80

Special Commissioners:

Functions - - - - - 14,565
Methods of entering service - - 14,560-3
Office - - - - - 14,569-70
Pensionable - - - - - 14,566
Proportion usually drawn from outside and proportion from inside - - - 14,769-72
Super-tax work done in office of - 14,875-6
Three, political appointments, particulars *re*
14,563-1, 14,877-86, 14,940

Stamps, deterioration, explanation and improvement anticipated - - - - - 14,943

Stamp duties, particulars *re*, collection, &c. 14,497

Stamps prepared under - - - - - 14,941-2

Super-tax office:

Clerks, work done by different classes of
14,867-70
Staff - - - - - 14,864-6

Tax Surveyor's Branch:

Clerks:

Alteration in condition of service under consideration - - - - - 14,909-13
Appointment from boy clerks - - 14,907-9
Staff, and gradual recruitment by intermediate examination - - - - - 14,648-51
Work, particulars *re*, appeals, &c. - 14,648-64
Working of - - - - - 14,903-6

Temporary transfers to Insurance Office - 14,886

Valuation department, no competition - 14,598

Women typists:

and Assistants, appointed by examination after nomination - - - - - 14,599
Work overtime - - - - - 14,949
Work more difficult than formerly - 14,721-2,
14,726-31

Heads of Government Departments, frequent changes, possible advantage - - - 14,753-66

Method of appointment - - - - - 14,969-71

Personal experience - - - - - 14,744-52

POST OFFICE:

Messenger boys - - - - - 14,520-2

Women:

formerly Employed by Telephone Co., substitution by men for night-work - - 14,951
Indiscipline, &c., from working of, together with men, some instances of - - 14,919-23
Overtime and night-work very rare - 14,949-50
Work in separate room as a general rule except in presence of the public - 14,924-8
University men, practice of commercial firms recruiting staff from - - - - - 14,947-8
Women, increased employment of, arguments against and in favour of - - - 14,916-8

National Debt Office:

Appointments under Clause 7, *S. M. Leathes* p. 104 I.

ASSISTANT COMPTROLLER:

Appointment:

Method, *W. G. Turpin* - 11,889-90, 11,986,
12,005-8
of Sir Ernest Soares, criticism, *F. H. Norman*,
&c. - - - - - 2680

Duties, *W. G. Turpin* - - - - - 11,935-6

Legal qualifications, *W. G. Turpin* - 11,949-50,
12,012-4

Calculating machine used, and use of adding machines under consideration, *W. G. Turpin*
12,002-3

National Debt Office—*continued.*

CLERKS:

Actuarial qualifications among, *W. G. Turpin*
11,942-5

Chief Clerk, post abolished and work done by principal clerk, *W. G. Turpin* - - 11,979-82

Class I. not desired, and reason, *W. G. Turpin*
11,937-41, 191,91-2

Leave allowed for actuarial examination, but no facilities given in connection with preparation, *W. G. Turpin* - - - - - 11,946-7

Principal and Assistant Principal:

all Promoted from second division, *W. G. Turpin* - - - - - 11,891-7

Work formerly done by Chief Clerk done by one of, with extra allowance, *W. G. Turpin*
11,979-82

Second division:

no particular Discontent among, *W. G. Turpin*
12,001

Educational qualifications, *W. G. Turpin* 11,994

Men satisfactory on the whole, but intermediate examination would provide better class, *W. G. Turpin* - 11,898-903, 11,937, 11,961-2, 11,980,
11,989-90

Men selected from successful candidates for mathematical qualifications, *W. G. Turpin*
11,984-5

Promotions:

since 1892, *S. M. Leathes* - - - p. 120 I.
to Principal, qualifications required, *W. G. Turpin* - - - - - 11,963-8

Proportion qualifying for, *W. G. Turpin*
11,973-8

Prospects, *W. G. Turpin* - - - - - 11,987-8

Waiting list longer than formerly and less good men consequently obtained, *W. G. Turpin*
11,989, 11,995-6

Commissioners, *W. G. Turpin* - - - - - 12,006

Commissioners, no meetings now, *W. G. Turpin*
12,007

Comptroller General, appointment, method, *W. G. Turpin* - - - - - 11,986

Legal work, *W. G. Turpin* - - - - - 11,948-50

Office built specially and no complaint of, *W. G. Turpin* - - - - - 11,997-2,000

Patronage of Chancellor of the Exchequer at, referred to, *Sir R. Chalmers* - - - - - 1165

Pensioner messenger only, an army man, *W. G. Turpin* - - - - - 12,015-8

Staff no larger than in 1860, and only just adequate, *W. G. Turpin* - - - - - 11,933-4

Technical officers, appointment under Clause 7 not desired, training in office preferred, *W. G. Turpin*
11,952-3

Work of, and particulars *re* extension, *W. G. Turpin*
11,904-32, 11,954-60, 11,969-72

National Excise Federation, recognised by Treasury, *Sir R. Chalmers* - - - - - 1168, 1173

National Galleries:

Attendants appointed by nomination and non-competitive examination, *Sir R. Chalmers* p. 142 I.

Housekeepers and Housemaids, appointed by nomination, *Sir R. Chalmers* - - - - - p. 142 I.

Keeper, appointed by Order in Council, *Sir R. Chalmers* - - - - - p. 141 I.

Porters appointed by nomination, *Sir R. Chalmers*,
p. 142 I.

National Gallery of British Arts:

Housekeepers and housemaids, appointed by nomination, *Sir R. Chalmers* - - - - - p. 142 I.

Professional offices, *Sir R. Chalmers* - - - p. 138 I.

National Portrait Gallery:

Housekeepers and housemaids, appointed by nomination, *Sir R. Chalmers* - - - - - p. 142 I.

Professional offices, *Sir R. Chalmers* - - - p. 138 I.

National Society of Ex-Naval and Military Men:

Claim for admission of principle of continuity of State service, *W. G. Clifford* 12,118-21, 12,137

Membership, &c., *W. G. Clifford* - - - 12,109-17

National Union of Clerks :

Civil Service membership very low, and reason,
H. H. Elvin - 5954-65, 6022-4
General Secretary, *see Elvin, Herbert H.* 5951-6236
Membership, *H. H. Elvin* 5952-69, 6107-17, 6220-9

Natural History Museum :**ASSISTANTS :**

Appointments, method, *F. G. Kenyon* 6477-8
Hours, *L. Fletcher* - - - - 11,869-70
Numbers, *F. G. Kenyon* - - - - 6433-7
Outside scientific work, provisions *re, L. Fletcher*
11,871-4

Promotion :

by Merit, *L. Fletcher* - - - - 11,810
Prospects, *L. Fletcher* 11,750, 11,796-9, 11,833
Salary and question as to adequacy, *L. Fletcher*
11,800-5

2nd class, on reaching 300l. man himself or some-
body else promoted, *L. Fletcher* - - 11,832
Type of men, *L. Fletcher* - - - - 11,813
Visiting of foreign collection, *L. Fletcher* - 11,787
no Woman ever nominated and question in case
of, *L. Fletcher* - - - - 11,875-8

ATTENDANTS :**Boy :**

Encouraged to do evening work and take other
positions when possible, and good results
from, *L. Fletcher* - - - - 11,672

Temporary nature of work explained to parents
before appointment, *L. Fletcher* 11,672,
11,851

Constitution of one class would be approved,
and question of entrance age, *L. Fletcher*
11,853-9

Promotion to departmental clerk in two cases,
and extension of practice would be advan-
tageous, *L. Fletcher* - - - - 11,679-84

Vacancies are filled from boy attendants during
last three years, *L. Fletcher* - - - - 11,672

Work of *L. Fletcher* - - - - 11,672-5

Cases of men leaving to take up other work, but
tendency is to stay on, *L. Fletcher* : 11,814-7

Communications with Treasury, procedure, *C. E. Fagan*
- - - - 11,760

Department clerks, explanation, *L. Fletcher* 11,839-40

Expeditions, more money needed, *L. Fletcher* 6504
no Interference from Bloomsbury, *L. Fletcher*
11,656-9

Interference by director at Bloomsbury, formerly,
and case of, *C. E. Fagan, L. Fletcher* 11,770-81,
11,791

KEEPERS, ASSISTANT :

Decrease in number and increase desired,
L. Fletcher - - - - 11,684a-91

Floating, *L. Fletcher* - - - - 11,752-4

Number, *F. G. Kenyon* - - - - 6433-7

Qualifications, *F. G. Kenyon* - - - - 6456-8

Question of increasing number of, or raising scale
of assistants' salaries, *L. Fletcher* - 11,806-9

greater Measure of autonomy to, and placing of two
branches on equality under trustees desired, *C. E. Fagan*
- - - - 11,761

Mineral department, best possible men obtained,
L. Fletcher - - - - 11,845

Naming and identification of specimens, difficulty,
L. Fletcher - - - - 11,783-4, 11,847

New methods, or improvements in preservation, left
to individual, *L. Fletcher* - - - - 11,787

no Official residence, and consequent superiority of
positions of Keeper and Director at Bloomsbury,
L. Fletcher - - - - 11,834-8

Persons paid weekly, method of appointment,
L. Fletcher, C. E. Fagan - - - - 11,881-2

Relations with Bloomsbury, *F. G. Kenyon, 6446-55,*
6801-3; L. Fletcher, C. E. Fagan, 11,788-91,
11,793;

Scientific staff, *L. Fletcher* - - - - 11,794-7

Separation from Bloomsbury, *see under* British
Museum.

STAFF :

Division between Bloomsbury and, *L. Fletcher*
11,625-40, 11,748-9

Particulars *re, L. Fletcher* - - - - 11,625-40

Natural History Museum—continued.

Women employed in certain non-pensionable posts,
L. Fletcher - - - - 11,733-5

Zoological department, Keepership and Assistant
Keepership, account of proceedings *re, L. Fletcher*
11,751

see also British Museum.

Naval Cadets :

Appointment by selection, *A. H. Dyke Acland* 4251-5,
4390-2

Selection on school record, *A. H. Dyke Acland* 4120

Naval Medical Service Examination, marks allowed for
Officers' Training Corps certificate, *Prof. M. J. M. Hill*
- - - - 12,022, 12,023

Naval Reserve, duties of General Register Office of
Shipping and Seamen *re, Sir W. J. Howell, H. N. Malan*
- - - - 13,562-72

Navy :

Expenditure, amount of control exercised by Trea-
sury, *H. J. Gibson* - - - - 1370

Retired officers as Board of Agriculture inspectors,
Sir T. H. Elliott - - - - 8328-9

RETIRED MEN :

Employment in Mint, *W. G. Ellison-Macartney*
8098-100

see also Ex-service men.

New Zealand, successful candidate from previously in
Class I. examination, 1906-10, *S. M. Leathes*
p. 127 I.

NORMAN, F. H. : - - - 2017-2723, 12,631-12,648

Administrative and clerical work, impossibility of
laying down hard and fast demarcation p. 487 II.

ADMIRALTY :

Class I. promotion, rapidity, examples of
p. 489 II.

Hired clerks :

Case of patronage *re, a precedent that may be*
followed again - - - - 2520-3

Particulars *re* employment of, and protest
against - - - - 2340-4

Patronage appointments, and examples of
p. 484 II.

Advisory Council, suggestion for, to advise heads
of departments *re* promotion - - - 2610-7

APPOINTMENTS :**under Clause 7 :**

Certificate required for, not a safeguard to
patronage - - - - 2390-1

Objections - - - - 2161

Examining Body, personal interview of all candi-
dates by, not considered practical - 2634-5

Nomination :

Difficulties of obtaining - - - 2163, 2215

in Exceptional cases only, advocated, with proper
safeguard and scheme - 2036-63, 2166-7,
2300-7, 2301-8

by Heads of departments should be done away
with - - - - 2633

Objections - - - - 2640-44

Political questions ought not to be introduced
2197-8

by Open competition, in case of impossibility of,
qualifications should be advertised in usual
manner and appointment made by Civil Service
Commissioners not Head of Department
p. 486 II.

by Open competition and nomination only advo-
cated - - - - 2032-9, 2056-64, 2300-8

Patronage :**Departmental :**

Cases of - - - - 2383-4

Regulations really leave power of patronage
unfettered - - - - 2383-9

Objections - - - - 2159, 2340-4

Particulars *re, in various offices* - 2393-400

Superannuation, preservation requisite 2042-6

by Royal Warrant, very few - - - 2160

under section 4, few - - - - 2160

Association of Civil Servants, claim to recognition
p. 486 II., p. 493 II.

BOARD OF AGRICULTURE, INSPECTORS :

Appointments, by patronage - - - p. 486 II.

Inspectorships could be filled by open competition
2470-4

NORMAN, F. H.—*continued.*BOARD OF AGRICULTURE, INSPECTORS—*continued.*

Introduction into clerical posts, protest against, and if carried on, inspectorate should be open to clerical staff - - - p. 486 II.
should be Open to clerical staff - - - 2579-82

BOARD OF EDUCATION :

Examiners :

Appointments, criticism - - - p. 485 II.
List of, with age on appointment, and separate colleges at which educated - - - p. 485 II.
Second division, promotion to upper division, disadvantage as regards - - - p. 485 II.
Inspectors, appointments, criticism - - - p. 485 II.
Second division clerks do not frequently interview the public - - - 2421

Board of Public Works, Assistant Secretary for light railway work, example of patronage appointment - - - p. 486 II.

British Museum, limited competition for appointments to, not necessary - - - 2162

CAMBRIDGE :

Men, chances for getting appointments - 2169
Number of candidates from, appointed on Home Civil Service compared with number from modern universities - - - 2704-8

CHARITY COMMISSION :

Second division clerks, no promotions to upper division - - - p. 486 II.
Second and first class clerks, insistence of qualifications of practising barrister, protest - - - p. 485-6 II.
Upper division, promotion, rapidity of - p. 486 II.

CIVIL SERVICE :

Classification scheme, complication of and suggestions for simplification - - - 2313-7, 2682
Reorganisation, proposal - 2368-71, p. 490-3 II.

CIVIL SERVICE COMMISSION :

Appointments on :

Criticism of, owing to political associations 12,644-5, 12,645-7
Mr. Herbert Paul as Second Commissioner, reply of, to criticism - - - 12,645, p. 486 II.
Suggestion for division of labour, to solve question of - - - 2586
Best authority for making appointment by nomination - - - 2047-55, 2227, 2304-7
Constitution complained of, and suggestion *re*, p. 486 II.
Evidence obtainable from second division clerks of lack of commendable system in appointment of - - - 2689
Representative Consultative Committee of authorities and education should be appointed to assist - - - p. 486 II.
Two cases of nomination by, not distinguishable from pure patronage - - - 2381-2
Secretary, criticism of Mr. J. L. Le B. Hammond's appointment - - - p. 486 II.
Statements *re*, withdrawn, and apology made 12,631-44

Class prejudice, concrete instances, cases not brought to official attention - - - 2476-81

Clerical work, no line can be drawn between administrative work and - - - 2456-60

CLERKS :

Assistants :

General main grievance hinges on question of salary - - - 2673
Promotion to second division :
Position of - - - p. 492-3 II.
Special ability carried too far - 2366-7
Scheme introduced by Treasury without authority from Parliament or Order in Council p. 493 II.

Boy :

Abolition desirable if possible - 2151-8
Career, opportunities of work - 2149-50
Continuance of education, &c., scheme 2219-20, 2358-65
Entrance age, 14 advocated - 2124-7, 2173-87
Hours - - - 2359-62
Open competition with university men, question of - - - 2108-15

NORMAN, F. H.—*continued.*CLERKS—*continued.*Boy—*continued.*

Probation period suggested - 2128-9, 2216-8
Promotion :
to Assistant clerk, and scheme - 2144-8
Certificates from head of department and from school might be accepted instead of 2363-5
Provision of lodging, &c. by Government for boys (under 17) coming from country, question 2141-3
Question of boy labour - - - 2482-92
Scheme for continuation at school combined with office work - 2134-40, 2019-20, 2356-7
School leaving age should be made entrance age - - - 2354-5
State should accept responsibilities involved in apprenticeship - - - 2238-9
Suggested age for confirmation as civil servants 2130-3
Suggestion for payments by Board of Education to meet expenses of - - - 2171-2
Character given *re* unbusiness-like habits, &c. a tradition remaining from less careful days 2665-7
Class I. :
Administrative work largely supervision 2588-90
Barrier between second division and p. 489 II.
Distinctions between second division clerks and, confusing - - - 2319
Good education, but not necessarily university training, requisite for - - - 2199-214
Method of recruiting, does not always secure broad view of public affairs - - - 2452
Promotion :
Rapidity of, examples - - - p. 489-90 II.
from Staff clerks more frequently than from second division - - - 2289
Small number of posts of really responsible character - - - 2347-50
Grade I. :
Present distinction between Grade II. and might disappear under new scheme - 2651
Proposed, work to be done by - 2351-2
Intermediate :
Promotion by special transfer - 2078-82
Scheme :
Applied in accounting offices, owing to inefficiency of Class I. - - - 2432-41
Introduced with object of bringing public schoolboys into service, and protest against p. 488 II.
Introduced by Treasury without authority from Parliament or Order in Council p. 493 II.
Scheme and objections - - - 2592-8
Reorganisation Scheme, difficulty *re* promotions by heads of departments might be solved by formation of advisory council - - - 2605-17
Requirements, certificates from secondary schools would bar out candidate - - - 2233-4
Saturday half-holiday, variation of practice *re*, and uniform holiday should be established p. 493 II.
Second division :
Ability of, general evidence as to - p. 490-1 II.
Advantages and disadvantages to, as result of suggested new grade scheme - 2661-3
no Attempt made to utilise ability of p. 489 II.
Barrier between Class I. and - - - p. 489 II.
might be Capable of filling highest posts 2455
Cases of high honours outside the service without promotions - - - 2327-34
Cases known of tuition of Class I. men by 2466-7
Class barrier between first division and 2275-81
Class prejudice in relation to Class I. - 2475-6
Considerable number of positions under intermediate examination taken by - 2320-1
Considered competent for dealing with public and taking broad view of administrative questions - - - 2449-51
Considered as good civil servants as first division - - - 2620
Deliberately restricted to lower kinds of work in some offices - - - 2461-3

NORMAN, F. H.—*continued.*CLERKS—*continued.*Second division—*continued.*

Eight years' service necessary for promotion by Treasury - - - - - 2080

Grading of work to prepare for higher grades practicable in some cases - - - 2464-5

Grievances:

Promotion main point - - - - - 2672-4

Saturday half holiday and recognition of association of Civil Servants - - - 2664-7

High qualifications of, examples - p. 489 II.

Infrequency of promotion to higher grade and other causes of discontent - 2442-8, 2461-3

Instances of high positions held by - p. 487 II.

Lack of incentive in work leads to seeking interests outside the Service with detrimental results - - - - - 2373-80

Offices in which all higher work done by men promoted from - - - - - p. 487 II.

Petition to Treasury for privilege of direct communication and refusal submitted, remarks respecting - - - - - 2716-23

Possibility of loss of salary on, a drawback to successful career - - - - - 2409-13

Practically no attempt to utilise ability of, argument - - - - - 2599-604

Promotion:

Ability and merit should be prime factors 2278-81

Changes in salary on, and possibility of loss of pay exemplified - - - - - 2405-8

to Class I.:

Dependent frequently on improper and extraneous circumstances - p. 489 II.

Small number in proportion to total number in office - - - - - 2599-604

Difficulty lessened by new scheme 2188-96

Restriction as result of social preference 2430-1

"Special ability" for carried too far 2366-7

Rule *re* salary, complaint of - p. 492 II.

Question of efficiency for Indian Civil Service 2623-8

Relations with public - - - - - 2418-21

Work, nature of, and duties of more important character feasible for - - 2283-5, 2290-9

Staff, duties and salary of - - - - - 2278

Two grades only, advocated and scheme - 2068, 2123, 2318

Variety of types advantageous - - - 2236-7

COMPETITION, OPEN:

Age of boys for, to fit general scheme of education - - - - - 2065

Certain limitations would be included - 2683

Considered only satisfactory way of entrance to Service - - - - - 2629-46

Keeness a test of character of competitions 2645-6

Question of, for university men and boy clerks 2103-15

County Council Service, heads of departments and sub-departments, method of appointment referred to - - - - - 2251-2

CUSTOMS:

Second division clerks, table of higher posts filled by - - - - - p. 488 II.

Secretary's office, complaint *re* introduction of, Class I. - - - - - p. 487-8 II.

Departments, heads of, slightly over-intellectualised 2713-4

DIPLOMATIC SERVICE:

Minimum income limit required in candidate, protest against - - - - - p. 485 II.

Recruitment by open competition advocated 2578

Salary, objection to minimum income limit, 2574-7

EDUCATION:

Democratisation, not all difficulties could be solved by - - - - - 2355-62

School leaving age ought to be raised, difficulties 2154-7, 2221

University and elementary, figures - - 2709

NORMAN, F. H.—*continued.*EDUCATION—*continued.*

of University standard, opinion *re* efficiency of, made in relation to accounting work 2648-50

Variety of experiences in acquiring, a distinct gain to Civil Service - - - 2654-8, 2660

Estate Duty office, intermediate scheme, injustice involved to second division clerks, particulars *re* p. 488-9

EXAMINATIONS:

Advantages of, over personal interview 2630-9

Bias in favour of Oxford and Cambridge, and removal advocated 2103, 2169-70, 2496-502,

2514-5, 2690-702, p. 491 II.

should be Brought into harmony with views of those possessing actual experience on education

p. 487 II.

Class I.:

Allocation of marks in favour of curriculum of Oxford and Cambridge - - - 2253-4

Disadvantage felt at London university *re* 2516,

2691-2, 2696-7

Scheme should not be lowered in case of modern universities - - - - - 2517-8

Serious limitation of value of - - - 2417

should be more Closely related to national education system - - - - - 2685-6

Entrance scheme, possibilities of cutting out university men, not probable - - - 2708-9

Intermediate:

as Means of filling higher grade of organisation with result alteration - - - 2319-23

Reduction of age extension to persons already in the service - - - - - p. 488 II.

One grade advocated and special examination 2309-12

Open whenever possible, nature of qualifications should be advertised in usual manner - 2584-5

Proposal for changes *re* test of intellectual capacity - - - - - 2168

should be Related to educational system, and certain improvements made - - - 2507

Special, engineering as example - 2037-8, 2165

Syllabus does not attract best talent of all classes 2684

Two grade, advocated with some special examinations of technical character 2067, 2123, 2164-5,

2318

Excise, amalgamation with Customs, Secretary's Office, 1909, first division men re-introduced after 2591

2591

2591

2591

2591

2591

2591

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2591

NORMAN, F. H.—*continued.*LABOUR EXCHANGES—*continued.*

very Rapid promotions through patronage in case of 2554-5

LAW COURTS:

Cases of departmental patronage in amount to pure patronage 2383-4
 Clerical staff, appointment by nomination with subsequent nominal examination . . . p. 484 II.
 L.G.B. patronage appointments p. 486 II.
 London School of Economics, handicap felt *re* examination 2710-2
 London University, teaching at, not considered inferior to that at Oxford and Cambridge 2693, p. 485
 National Debt office, assistant controller, appointment of Sir Ernest Soares, criticism 2680

PATRONAGE:

Departmental bias in favour of university men, case given of preference 2422-9
 Tendency to increase of 2519-20
 Term explained 2468-9

PLAYFAIR COMMISSION:

Division into two classes recommended by, not followed 2661
 Scheme of reorganisation similar to certain points 2605
 Two-fold division introduced by, to be retained 2072-3

Post Office Savings Bank Department, cost under existing and proposed classifications, comparison p. 492 II.

Promotion by patronage, case compared to promotions made after long term of service 2400-4

Public Trustee Office, lack of public control and method of appointing staff criticised p. 484 II.

Registry of Deeds, transcribers and temporary clerks, patronage appointments and salaries p. 486 II.

Retirement, uniformity of practice advocated p. 492 II.

Second Division Clerks' Association, number of members, and length of existence and constitution 2264-7, 2271-3

Supreme Court, pay office, second division clerks employed in 2668-9

Treasury, control over Civil Service, liability to abuse and restriction advocated p. 493 II.

UNIVERSITIES:

Modern, candidates' education should be on same footing with those from Oxford and Cambridge, figures quoted 2704-8
 Old, more opportunities for liberal education do not follow more, than in case of newer universities 2508-12

UNIVERSITY MEN, ADMISSION TO SERVICE:

Public service should be connected with educational institutions 2453-5

Question 2647, 2652-6

Valuation Department, appointment of staff, and method criticised and inefficiency of 2524-35

Women, pay, &c., ought to be equal to that of men 2222-6, 2263, 2687-8

Northcote, Sir Stafford, report referred to 894

Nottingham University College Officers' Training Corps, petition signed by representative of, *M. J. M. Hill* p. 536-7 II.

Officers' Training Corps:

Addition of marks for having passed through, *Col. Sir E. W. D. Ward* 11,164-72

Advantages of training, *Prof. M. J. M. Hill* 12,022, 12,026-8, 12,036-56, 12,072-5, 12,092

Bad effect in some cases, *Prof. M. J. M. Hill* 12,085

CERTIFICATE:

Addition of marks for, or extension of age, question of, *Sir H. T. Smith* 13,313-5

Marks allocated for, in competition for naval medical service and Royal Army Medical Corps *Prof. M. J. M. Hill* 12,022, 12,023

Recognition as part of qualifications of suitability to enter Civil Service advocated, and reasons, *Prof. M. J. M. Hill* 12,022-8, 12,057-61, 12,064-70, 12,081-96, 12,100-6

Officers' Training Corps—*continued.*

Criticism died out, *Prof. M. J. M. Hill* 12,097

Men of all classes in, *Prof. M. J. M. Hill* 12,104

no Obligation for further service incurred, unless special reserve joined, *Prof. M. J. M. Hill* 12,087-91

Particulars *re*, *Prof. M. J. M. Hill* 12,071

Petition addressed to the Prime Minister, February 17, 1911, copy, *M. J. M. Hill* p. 536-7 II.

AS QUALIFICATION FOR CIVIL SERVICE:

Men not having gone to University would be at a disadvantage unless entering Territorials, *Prof. M. J. M. Hill* 12,104

Methods:

Allocation of marks, *Prof. M. J. M. Hill* 12,022, 12,029-35

Concessions *re* seniority, *Prof. M. J. M. Hill* 12,022

Concessions *re* entrance age limit, and universities would all approve, *Prof. M. J. M. Hill* 12,022, 12,030-4, 12,078

Training typical of newer idea of education and need of, for Civil Service candidates, *Prof. M. J. M. Hill* 12,100-3

Weight should be attached to, in appointments to services such as Indian Public Works Department and Egyptian and Soudanese Civil Service, *Prof. M. J. M. Hill* 12,022

Old Age Pensions Act, appointments in connection with, men taken who were already in Civil Service, *Sir B. Chalmers* 1065-8

OWEN, T. S.: 12,995-13,052

Clerks, staff, promotion to Class I., men should take salary into Class I., but remain at it until time they would eventually receive it 13,013-46

WAR OFFICE CLERKS:

Amalgamation of higher division, intermediate class and second division suggested, 12,997, 13,050

Assistant, promotion to second division further opportunities desired 13,051-2

Class I. maximum of second grade, suggestion that promotions above should be by merit alone 13,047-9

Second division:

Promotion, changed view taken by Treasury 13,002-8

Special knowledge of, no attempt made by department to utilise 13,009-12

Oxford University:

Atmosphere, reasons for, but approach of new universities to same spirit, *Lord Haldane* 1816-21

Bias in favour of, in examinations, *see under* Class I. *under* Examinations.

Board of Education Examiners from, *L. A. Selby-Bigge* p. 509 II.

Board of Education Inspectors, *L. A. Selby-Bigge* 9063-6

successful Candidates from, in Class I. examination, 1906-10, *S. M. Leathes*, p. 126, 127 I.; 335, 374-7, 545-6, 579, 715-7

Greats, position of men having passed, compared with others, as regards Civil Service examination, question of, *S. M. Leathes* 557-95

Officers' Training Corps, petition signed by representatives of, *Prof. M. J. M. Hill* p. 536-7 II.

Patent Office examiners from, *T. Franks* 13,940

great Pull in getting appointments by men at, *F. H. Norman* 2169

Privileges to candidates for degrees with military record, *Prof. M. J. M. Hill* 12,022, 12,062-3

Students, number, *L. A. Selby-Bigge* 9717

Training superior to that of new universities for administrative work, *Sir W. B. Anson* 4424

Value of life and training at, for future work, *Lord Haldane* 1668-71

Parliaments, Clerk of, appointed by letters patent, *Sir R. Chalmers* p. 141 I.

Parliamentary Counsel, appointed by Order in Council, *Sir R. Chalmers* p. 141 I.

Patent Office:

Building, inconvenient but new wing to be built
T. Franks - - - - - 13,954-5

CLERKS:

Assistant:

Comparison with second division, *T. Franks*
13,937

Conditions of work not complained of, *D. Milne*
3426-7

Duties, *D. Milne* - - - - - 2973-3056, 3484-7

Examinations, *see that title*.

Jealousy between, and second division, and
question of increased promotion, *T. Franks*
13,934-7, 14,011-3

Boy, usefulness of, and nature of work done by,
T. Franks - - - - - 13,934, 14,033-5

Salaries, lower scale than at Board of Trade,
T. Franks - - - - - 13,932

Second division, promotions since 1892, *S. M.*
Leathes - - - - - p. 120 I.

Chief Clerk, position of, *T. Franks* - - - - - 13,892-4

Chief Examiner, work of, *T. Franks* - - - - - 13,889-91

Communication of useful office inventions to
Stationery Office, *T. Franks* - - - - - 13,952-3

COMPTROLLER-GENERAL OF PATENTS, DESIGNS,
AND TRADE MARKS:

Appointment under sec. 4, and qualifications,
T. Franks - - - - - 13,853-9

Duties:

Administrative, *T. Franks* - - - - - 13,887

Judicial, *T. Franks* - - - - - 13,875-87

Official, *T. Franks* - - - - - 13,887

Particulars *re*, appeal from decisions, &c.

Presentation of report to Parliament, *T. Franks*
13,887

Questions of legislation and practice in foreign
countries, *T. Franks* - - - - - 13,887

no Congestion of cases, *T. Franks* - - - - - 14,037-8

Designs, cataloguing and indexing of, *T. Franks*
13,959

Duties, *T. Franks* - - - - - 13,860-75

EXAMINERS:

Appointment by Class I. examination, certain
scientific subjects being compulsory, question of
advisability, *T. Franks* - 13,913-8, 13,925-9,
13,943-51, 13,972-4, 13,984, 14,009-10

Appointment by special examination and nature of,
Sir H. L. Smith, 13,245-8; *T. Franks*, 13,904-13

Contact with the public, *T. Franks* - 13,999-4,001

Division into groups, *T. Franks* - - - - - 13,997-8

Entrance age, *T. Franks* - - - - - 13,938-9

Honours degrees held by, *T. Franks* - p. 538 II.

Increase of number from older universities
denied, *T. Franks* - - - - - 13,942, 14,018-24

no Nomination required, *T. Franks* - - - - - 13,975

Numbers of appointments in last few years and
possibility of block in promotion, *T. Franks*
14,005-8

Number from different universities, *T. Franks*
13,940-1

Qualifications, *T. Franks* - - - - - p. 537 II.

Recruitment from second division, impossibility,
T. Franks - - - - - 13,927-8

Selection after or before examination would be
desirable, apart from question of public feeling,
T. Franks - - - - - 13,978-83, 14,014-7, 14,025

Source of, *T. Franks* - - - - - 13,965-71

Subjects taken by, in examinations, and no regula-
tion *re*, *T. Franks* - - - - - 13,994-6

University graduates' degrees, *T. Franks* 13,960-3

Vacancies, notices sent to universities, public
institutions, &c., *T. Franks* - - - - - 13,976

Work of, *T. Franks* - - - - - 14,001-2

Heads of departments, duties, *D. Milne* 3499-500

LIBRARY:

Assistants, position of, *T. Franks* - - - - - 13,920

Employment of women in, question of, *T. Franks*
13,984-91

Nature of and special grant for, *T. Franks*
13,865-7

Mechanical methods of work used in, and question of
extension, *T. Franks* - - - - - 14,026-33

Official publications, *T. Franks* - - - - - 13,868

Patent Office—continued.

PATENTS:

Cost, *T. Franks* - - - - - 13,957

Delay in granting due to delay in examination of
specification, *T. Franks* - - - - - 14,036-8

Search for anticipation of, limited to 50 years,
T. Franks - - - - - 13,956

Printing for, large amount of, *R. Bailey* 12,339-40

Receipts and expenditure, 1911, *T. Franks* - 13,869

Registrar of designs and trade marks, work of,
T. Franks - - - - - 13,891

Relations with Board of Trade, *Sir H. L. Smith*
13,082-5

Staff, *T. Franks* - - - - - 13,888-933

Superintendent of sale branch, promoted from second
division, *T. Franks* - - - - - 13,930

Typing done by boy clerks, *T. Franks* 13,986,
13,992-3

Women employed only as charwomen, *T. Franks*
13,985

Paton, Mr., high master of Manchester Grammar
School, quoted *re* classical education, *A. H. Dyke*
Acland - - - - - 4099

Patronage:

Appointments by, *see under* Appointments.

Abuse of, cases of rapid promotion due to, instances
quoted, *F. H. Norman* - - - - - 2400-4

Promotions by, very rapid in case of Labour
Exchanges, *F. H. Norman* - - - - - 2554-5

Tendency of increase of, *F. H. Norman* 2519-20

Term explained, *F. H. Norman* - - - - - 2468

Paul, Herbert, appointment as Second Civil Service
Commissioner:

Criticism, *F. H. Norman* - - - - - 2676-7, p. 486 II.

Reply - - - - - 12,645

Paymaster-General:

Appointed by warrant under Royal Sign Manual,
Sir R. Chalmers - - - - - p. 141 I.

Assistant, appointed by Order in Council, *Sir R.*
Chalmers - - - - - p. 141 I.

Messenger, case of irregular appointment, *H. J. Gib-*
son - - - - - 1446

a National Debt Commissioner, *W. G. Turpin*
12,006

Second division clerks, promotions since 1892, *S. M.*
Leathes - - - - - p. 120 I.

PEDLEY, A. C., I.S.O. (in attendance) 10,834-11,486

WAR OFFICE:

Accountant department, second class accountants,
reply to complaint *re* status - - - - - 11,040

Second division clerks, vacancies, occurrence in
cycles, and question of remedy - 11,398-404

Penny Bank, evening employment of assistant clerks
in, *D. Milne* - - - - - 3307

PHIPPS, EDMUND, Principal Assistant Secretary,
Elementary Education Branch, Board of Educa-
tion, and Hon. Sec. of Boy Clerks' Friendly Society
2724-954, 8526-8947, 9015-9739

BOARD OF EDUCATION:

Appointments, applicants from Scotch universities,
question as to number - - - - - 9474-6

Clerks:

Arrangement in large bodies - - - - - 8691

Assistant:

Appointment to second division through open
competition - - - - - 8655-8

Promoted from copyists or recruited from boy
clerks, comparison between - - - - - 9367-8

Promotions to second division 8647-50, 8651-3

Boy:

no Direction of studies of, and reasons 8368-9

no Instances of manifest insufficient salary
known of - - - - - 8645

Private help from office - - - - - 8645

Raising of entrance age to 16 desired 8932-3

Boy messengers, number - - - - - 8934

Chief, functions - - - - - 8572

Fluidity of system - - - - - 8850

Promotion, difficulties owing to Treasury regula-
tions - - - - - 9203-8, 9211, 9214-7

PHIPPS, EDMUND—*continued.*BOARD OF EDUCATION—*continued.*Clerks—*continued.*

Second division :

Devolving of larger amount of junior examiners' work on consequent larger number of staff posts desired by - - - 9453
Efficiency bar becoming more and more real 9384-5

Promotion :

to Examiners :

Interesting as experiment, but of no practical use to office - - - 9453
Number - - - - - 8659-60
Particulars *re*, since December 1905 9203
Prospects - - - - - 9369-70
not Satisfied with proportion of staff post 8627-8

Staff :

Minor, work of, and comparison of, and salary with superintendent of women clerks 8862-6
Promotion to examiners desired by Board, but prevented by Treasury regulations 9510, 9511-3
Scale of salary - - - - - 9515
Work of - - - - - 8863, 9493-500
Transfer to Insurance Commission, and reason for number of applications - - - 9193-8

Women :

Appointment, method - - - - - 8667-72
Extended employment of, considered, but difficulty of - - - - - 8686-91
High standard of work - - - - - 8680-1
Number - - - - - 9059
Promotion, lack of opportunities and question as to possibility of increase 8850-8, 8861
Salaries, scale - - - - - 8682-5
in Separate room under Lady Superintendent but work in touch with male clerks 8674-9
Superintendent, comparison of work and salary with minor staff clerks - - - 8862-6
Work and salaries and comparison with that of second division clerks 8666-73, 8842-9, 8847-9, 9059-61

Examiners :

Addition of years under sec. 4 - - - 9396-7
Appointment :
under Clause 7 instead of sec. 4, question of starting above minimum of class 9401-11
Personal interviews - - - - - 8710, 8713
under Sec. 4 - - - - - 8717-9, 8724
of Stepson of President as, and resignation during probation - - - - - 9246
Functions - - - - - 8661-3
Non-promotion of staff clerk to, owing to Treasury regulation - - - - - 9216-7
Personal interviews, procedure at - - - 9452
Probation, resignations - - - - - 9355
Promotions and retirements since 1 April 1900 9415
Salaries, scales - - - - - 9401-11
Sons of Secretaries as Assistant Secretaries 9251-3

Inspectors :

Appointment of son-in-law of Cabinet Minister 9247-50
Full :
Age limits - - - - - 8802, 9342
Average age - - - - - 8805
Teaching experience - - - - - 9269-70
Junior :
Age limit - - - - - 9342
Average age - - - - - 8805
Experience of elementary teaching 9267-8
Proportions coming from different universities 8914
System, objections to - - - - - 8928
Personal interviews, procedure at - - - 9452
Secondary, source of - - - - - 8802
Sub- :
Experience of elementary school teaching 9264-6
Promotion - - - - - 9261-2
Reports, particulars *re* - - - - - 8764, 8765

PHIPPS, EDMUND—*continued.*BOARD OF EDUCATION—*continued.*Inspectors—*continued.*

Women :

Appointment, method, qualifications, and age limit - - - - - 8867, 8871-2
Experience of teaching in elementary schools 9279
Salaries, and revision under consideration 8887
Work of - - - - - 8877-9
late and present Secretary, late Chief Clerk and Accountant General, and present Accountant General and legal adviser, all from Winchester, and with one exception from New College, and rapid promotion of - - - 9220-7, 9230
Staff, arrangement of work - - - 9493-501

BOY CLERKS' FRIENDLY SOCIETY :

Applications for relief :

Numbers drawn from different schools 2840-3
Statistics *re* posts found - - - - - 2870
Origin and progress of movement - - - 2728

BOY MESSENGERS :

Abolition difficult - - - - - 2832
Small chance for permanent employment but efforts being made towards education 2825-30, 2953-4

CLERKS :

Amalgamation of boy-assistant and second division clerks, advocated - - - 2817-21, 2915-24

Assistant or abstractor :

Absorption into second division desired 2804-11
Duties more onerous than formerly, and consequent employment of superior men - 2746
Numbers would increase on abolition of boy clerks - - - - - 2896
Small chance of promotion - - - - - 2746-7

Boy :

Abolition question - - - 2755-7, 2780, 2782-7, 2794-7, 2893-6
Applications for help in finding work outside the service, table - - - - - p. 494 II.
Economy effected by temporary boy labour, question of - - - - - 2951

Employment :

sometimes Intermitent - - - - - 2861-2
Openings for employment abroad, but emigration objected to by parents 2773-6, 2949-50
Risk of not obtaining permanent employment not realised by candidates - 2731, 2736

Examinations :

Boys who work hard at office, sometimes less successful in - - - - - 2912

Entrance :

Particulars *re* - - - - - 2731-4
System and age limit disapproved - 2742
Fee - - - - - 2867
High standard of conduct - - - 2798-803
Nature of, and value of test - - - 2863-9
Overtime study, injurious to health - 2738
Period of waiting after passing, question of 2813-4, 2897-8

Permitted to remain in service after age limit until result known - - - - - 2899
Service marks, particulars *re* award 2737, 2800-2

Hours off, for attendance at Continuation Classes, question of - - - 2833, 2888-91
Manner of living, details - 2737, 2778, 2815-6
Proportion between number of annual appointments and probable vacancies not properly maintained - - - - - 2743
Raising of entrance age, and question of kind of schools from which to be drawn - 2844-55
Regulation, 1908, particulars - 2748-52, 2835
Satisfactory work done on leaving service 2871
Second division clerks recruited from - 2737
Secondary school training desirable 9738, 9739
Small chance for study in working hours 2741
Transference to other departments injurious 2758, 2837-8
Wages, insufficient for maintenance 2873-85
Women typists, changes from employment of 2739, 2753, 2765, 2926-47

PHIPPS, EDMUND—*continued.*CLERKS—*continued.*Boy—*continued.*

Work formerly done by temporary men 2657-60,
2828

Year longer at school advocated 2806, 2808

Second division:

Age limit - - - - - 2764

Number promoted from boy clerks - 2799

Separation from assistant clerks unnecessary,
and proposed reform - 2761-3, 2766-70

Pension, date of commencement - - - 2787

Staff, abolition not advocated - - - 2919

Scottish Universities, applicants from, for Board of
Education posts, question as to number 9474-6

SECONDARY SCHOOLS:

Increase - - - - - 2772

Protest made by, against practice of inducing boy
clerks to enter Civil Service at early age 2731

Statistics of boys from elementary schools,
question of - - - - - 2788-93, 2901-8

Women, sharing rooms with men, question of
8859-60, 8888, 8891

Pinsent, Mr., subjects taken by, 1911, *S. M. Leathes*
552-3

Playfair Commission:

Charge of inconsistency against, *R. de M. Rudolf*
12,801-10

Division into two classes recommended by, not
followed, *F. H. Norman* - - - - - 2661

Interpretation of "special ability" for promotion,
more strained than intended in, *F. H. Norman*
2366-7

Objects of, and result, *Rt. Hon. Sir G. Murray,*
D. Milne - - - - - 1962, 1969

Quoted *re* selection from candidates by Heads of
Departments - - - - - 4556-7

Scheme *re* promotion of writers, *C. H. Bond* 3548-53

Scheme of reorganisation similar to certain points in
report, *F. H. Norman*. - - - - - 2605

Two-fold division introduced by, to be retained,
F. H. Norman - - - - - 2072-3

Playne, S. A., complaint of non-appointment in Board
of Agriculture on second vacancy, although second
on list, reply *Sir T. H. Elliott* - - - 9003-13

Post Office:

APPOINTMENTS:

Change in methods, *S. M. Leathes* - p. 103 I.

under Clause 7, *S. M. Leathes* - pp. 104-5 I.

by Limited competition, large number of persons
appointed by, *S. M. Leathes* - - - 68

by Nomination, method, *S. M. Leathes* - 28

Open competition used though not compulsory,
S. M. Leathes - - - - - 74

BOY MESSENGERS:

Appointment by limited competition should be
retained, *S. M. Leathes* - - - - - 740-1

Evening classes established for, *Sir R. Chalmers*
983, 986

Number, &c., *Sir M. Nathan* - - - 14,520-2

Chief medical officer, *see* Wilson, Dr.

CLERKS:

Assistant:

Appointments from unestablished clerkships, &c.,
to Dec. 31, 1911, *S. M. Leathes* - p. 122 I.

Promotions:

to Dec. 31, 1911, *S. M. Leathes* - p. 122 I.

to Second division clerkships to Dec. 1911,
S. M. Leathes - - - - - p. 123 I.

Second division, promotions since 1892, *S. M.*
Leathes - - - - - p. 120 I.

Clerkships grouped under scheme for supplementary

establishment of Secretary's office, proportion

successful of candidates competing after nomina-

tion, 1901-1910, *S. M. Leathes* - - p. 124 I.

Engineers, formerly selected by open competition,

but result not satisfactory, *S. M. Leathes* - 96

Evening employment of assistant clerks in, *D. Milne*
3307-10

Examinations, *see that title.*

Expenditure, amount of control exercised by

Treasury, *H. J. Gibson* - - - - - 1370

Post Office—*continued.*

LEARNERS:

Appointments, method, *S. M. Leathes* 383, 736

Decrease in number, *S. M. Leathes* - - 735

PERMANENT SECRETARY:

Appointments under Clause 7, *Sir R. Chalmers*
976-2

Certificated by Civil Service Commissioners,
S. M. Leathes - - - - - 730

POSTMEN:

Appointment:

Method, *S. M. Leathes* - - - - - 39, 681

by Open competition would not be satisfactory,
S. M. Leathes - - - - - 73, 685

Employment of ex-soldiers, but hardness of work,
W. G. Clifford - - - - - 12,150-64

Majority were previously in Army or Navy, *S. M.*
Leathes - - - - - 683

Professional offices, *Sir R. Chalmers* - - 138

Promotions, number large, *S. M. Leathes* 149, 226

SAVINGS BANK DEPARTMENT:

Cost under existing and proposed classifications,
comparison, *F. H. Norman* - - - p. 492 II.

Second division clerks, transfer, *F. H. Norman*
2548

not in Schedule A, but many situations filled by open

competition, *S. M. Leathes* - - - - - 818

Sorters, female, proportion-rejected on grounds of

health, *S. M. Leathes* - - - - - 185, 220

System of fines for disciplinary offences in force in,
H. J. Gibson - - - - - 1583 *note*

Telephonists, appointment, method, *S. M. Leathes*
735, 736, 800-2

Women and girl candidates, large increase in

number, *S. M. Leathes* - - - - - 300

WOMEN:

Candidates, increase, *A. H. Dyke Acland* - 4220

Efficient work done by, *Sir M. Nathan* - 14,916

formerly Employed by Telephone Co., substitution

by men for night-work, *Sir M. Nathan* 14,951

Examination the same as for men, *S. M. Leathes*
617, 618

Indiscipline, &c., from working of, together with

men, some instances of, *Sir M. Nathan*
14,919-23

Overtime and night-work very rare, *Sir M. Nathan*
14,949-50

Promotion, system, *S. M. Leathes* - 637-40

Typists:

Appointed by open competition, *Miss E. A.*
Charlesworth - - - - - 3935

Numbers, *Miss Charlesworth* - - - p. 503 II.

Undue crowding of, in one department, *Miss E.*
A. Charlesworth - - - - - 3836

Unestablished, clerks, *S. M. Leathes* - - 626

Work in separate room as a general rule, except

in presence of the public, *Sir M. Nathan*
14,924-8

Prime Minister, patronage of, *Sir R. Chalmers* 866-7

Prison Commission:

CLERKS:

Appointed by nomination and limited competition

and reason for, formerly, *B. H. Thomson*
10,212-4

Prison:

Appointment by open competition would be

approved, *B. H. Thomson* - 10,215-29, 10,294,
10,352-3

Class II., increment, increase advocated, *B. H.*
Thomson - - - - - 10,327-32

Non-appointment as Deputy Governors reply to

complaint, and reason, *B. H. Thomson*
10,274-9, 10,457-9, 10,516-7

Explanation, *B. H. Thomson* - - 10,195-205

Open competition:

Second division examination would not be

objected to, *B. H. Thomson* - - 10,452

Staff clerks could be recruited from, *B. H.*
Thomson - - - - - 10,451

Promotion prospects, *B. H. Thomson* - 10,240

Scale of salaries, *B. H. Thomson* - 10,309-14

Prison Commission—continued.

CLERKS—continued.

Staff:

First class, numbers, <i>B. H. Thomson</i>	- 10,181
Class II:	
Position, <i>B. H. Thomson</i>	- 10,184-92
Promotion from prison clerks, method, and question <i>re</i> alteration of system, <i>B. H. Thomson</i>	10,196-205, 10,215-29, 10,239-40, 10,413-5
Scale of salaries, <i>B. H. Thomson</i>	- 10,307
Explanation, <i>B. H. Thomson</i>	- 10,181-94
Three grade scheme would promote efficiency and be very popular, <i>B. H. Thomson</i>	- 10,315-26

COMMISSIONERS:

Appointed by the Crown direct, <i>Sir R. Chalmers</i> , 858; <i>B. H. Thomson</i> ,	10,487-8.
Medical men as, not statutory or customary, <i>B. H. Thomson</i>	10,541
Comptroller of Accounts and Stores and Assistant, promoted from clerks, <i>B. H. Thomson</i>	10,177-8, 10,211-2, 10,234
Constitution, <i>B. H. Thomson</i>	- 10,168-72, 10,482-6
Directors appointed by the Crown, <i>B. H. Thomson</i>	10,487-8
Inspectors, organisation, <i>B. H. Thomson</i>	- 10,333-7

MEDICAL INSPECTOR:

Appointment by selection, <i>B. H. Thomson</i>	10,362-6
Organisation, <i>B. H. Thomson</i>	- 10,235-7
Organisation of office, methods of appointment, &c., <i>B. H. Thomson</i>	- 10,173-239, 10,298-314

SECRETARY:

Appointed under sec. 4, <i>B. H. Thomson</i>	10,207
Assistant:	
Office held under sec. 7, <i>B. H. Thomson</i>	10,208, 10,210
Promoted from staff clerks, <i>B. H. Thomson</i>	10,177

SURVEYORS AND ASSISTANT SURVEYORS:

Appointed under sec. 4 or Clause 7, <i>B. H. Thomson</i>	10,231, 10,304-5
Qualifications, <i>B. H. Thomson</i>	- 10,232-3
Work of, and qualifications, <i>B. H. Thomson</i>	10,446-8

Prisons:

Borstal Institutions, warders, method of appointment, <i>B. H. Thomson</i>	- 10,358
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CHAPLAINS:

Accommodation, <i>B. H. Thomson</i>	- 10,430
Appointment, method, <i>B. H. Thomson</i>	10,295-7
Denominations of, and calling in of outside chaplains, <i>B. H. Thomson</i>	10,394-400, 10,493-5, 10,509-10
Inspector of, work of, <i>B. H. Thomson</i>	10,513-4
Part-time chaplains and medical officers, non-pensionable, <i>B. H. Thomson</i>	- 10,518
Salary, fixed by scale on population, <i>B. H. Thomson</i>	- 10,499-500
Classification, <i>B. H. Thomson</i>	10,423-8, 10,496-7
Classification, <i>B. H. Thomson</i>	10,241-3, 10,267-73
Clerk and schoolmaster, new rank, particulars <i>re</i> , <i>B. H. Thomson</i>	- 10,379-83, 10,438-41
Convict, warders, method of appointment, <i>B. H. Thomson</i>	- 10,356-7
Draughtsman, sometimes advertised for and sometimes apply, <i>B. H. Thomson</i>	- 10,520
Employment of prisoners, discretion allowed to governors, <i>B. H. Thomson</i>	- 10,546-9

FEMALE STAFF:

Matrons:	
Class of women, <i>B. H. Thomson</i>	- 10,367-8
Trained nurses as, question of, <i>B. H. Thomson</i>	10,369-72
Warders:	
Assistant:	
Class of women, <i>B. H. Thomson</i>	- 10,386
Qualifications required, <i>B. H. Thomson</i>	10,387-8
Competition not keen, and reason, <i>B. H. Thomson</i>	- 10,290-2, 10,354-5
Hours, <i>B. H. Thomson</i>	- 10,525-7

Prisons—continued.

FEMALE STAFF—continued.

Warders—continued.

Many not in favour of moving out of prison, <i>B. H. Thomson</i>	- 10,524, 10,528
Pay, and comparison with men, <i>B. H. Thomson</i>	10,280-93, 10,404-12

GOVERNORS:

Age limit, <i>B. H. Thomson</i>	- 10,251
no Appointments direct, <i>B. H. Thomson</i>	10,455-6.
Class of men, <i>B. H. Thomson</i>	- 10,254-6, 10,347
Deputy:	
Many promoted from fifth class governors, governors, <i>B. H. Thomson</i>	- 10,339-45
Non-appointment of prison clerks, reason, <i>B. H. Thomson</i>	- 10,274-9, 10,457-9, 10,516-7

Fifth Class:

Brought into touch with prisoners, <i>B. H. Thomson</i>	- 10,515
Recruited from prison clerks and warders, <i>B. H. Thomson</i>	- 10,265-6
House provided, <i>B. H. Thomson</i>	- 10,431
Promotion, method, <i>B. H. Thomson</i>	- 10,257-64
Selection, method, <i>B. H. Thomson</i>	- 10,244-56, 10,348-9

Hospital nurses, training of, <i>B. H. Thomson</i>	10,373-8
Increased expenditure, reason, <i>B. H. Thomson</i>	10,444-5

Inebriate reformatories, number, staffing, &c., <i>B. H. Thomson</i>	- 10,359-61
Jewish minister, <i>B. H. Thomson</i>	- 10,508
Lectures and concerts, <i>B. H. Thomson</i>	- 10,535-40
Libraries, recommendation of books, practice <i>re</i> , <i>B. H. Thomson</i>	- 10,529-30, 10,542-5
Medical Adviser, special payment to Sir Bryan Donkin, <i>B. H. Thomson</i>	- 10,436-7

MEDICAL OFFICERS:

House or allowance provided, <i>B. H. Thomson</i>	10,432
Personally selected, <i>B. H. Thomson</i>	- 10,350
Minor posts, large competition on male side, not so much on female, <i>B. H. Thomson</i>	- 10,550
Officers, pay on the whole not on an unfavourable scale, <i>B. H. Thomson</i>	- 10,435
Roman Catholic priests' salaries, <i>B. H. Thomson</i>	10,498, 10,501-7
Schoolmasters, type of men, best grade dying out, <i>B. H. Thomson</i>	- 10,378-9
Schoolmistress picked from discipline staff, <i>B. H. Thomson</i>	- 10,385
Scripture readers, work of, &c., <i>B. H. Thomson</i>	10,401-3

STAFF:

Discontent of, <i>B. H. Thomson</i>	- 10,433
Petitions from, procedure, <i>B. H. Thomson</i>	- 10,521
Position <i>re</i> pensions as compared with police, <i>B. H. Thomson</i>	- 10,433-4
Separate for convict and local prisons, but occasionally transferred, <i>B. H. Thomson</i>	- 10,450
Storekeepers, all promoted clerks, <i>B. H. Thomson</i>	10,351
Surveyors and Assistants, technical appointments, <i>B. H. Thomson</i>	- 10,177-8
System of fines for disciplinary offences in force in, <i>H. J. Gibson</i>	- 1583 note.
Temporary officers, <i>B. H. Thomson</i>	- 10,520

WARDERS:

Appointment:	
Method and procedure, <i>S. M. Leathes</i> , 39, 681; <i>B. H. Thomson</i> ,	10,460-3, 10,468.
by Open competition would be unsatisfactory, <i>S. M. Leathes</i>	- 73, 685
Class of men, <i>B. H. Thomson</i>	- 10,442
Entrance age limit, <i>B. H. Thomson</i>	- 10,443
Female, <i>see under</i> Female Staff above.	
Quarters, <i>B. H. Thomson</i>	- 10,489-91
Selection by Committee, would not be objected to, but considered cumbrous, <i>B. H. Thomson</i>	10,464-8
Training, <i>B. H. Thomson</i>	- 10,454, 10,469-71
Training as schoolmasters, present method, and question of attachment to school for certain period, <i>B. H. Thomson</i>	- 10,471-81
Wesleyan minister, <i>B. H. Thomson</i>	- 10,508
Woman Inspectors, work of, <i>B. H. Thomson</i>	10,389-93

Private Secretaries:

- Appointed by First Lord of the Treasury, *Sir R. Chalmers* - 1166-7
 Heads of Departments, method of choice, example of, and of future work, *Sir R. Chalmers* 1156-64
 to Minister, post as, not always an advantage, may be a handicap, *Sir R. Chalmers* - 1152-5, 1191-2
 Taken from Class I., never from second division, *Sir E. Troup* - 5504-7

Privy Council:**CLERK:**

- Appointment by Order in Council and recommendation of Lord President, *Sir A. W. Fitzroy* 12,989-90
 Work of, *Sir A. W. Fitzroy* - 12,878-9

CLERKS:**Assistant:**

- Appointments from unestablished clerkships, &c. to Dec. 31, 1911, *S. M. Leathes* p. 122 I.
 Promotions, to Dec. 31, 1911, *S. M. Leathes* p. 122 I.

- Transfer from Board of Education, *Sir A. W. Fitzroy* - 12,859-60

- Boy, numbers, work of, &c., *Sir A. W. Fitzroy* 12,861-9

- Committees of, instead of Departmental Committees or Royal Commissions, suggested, *Sir A. W. Fitzroy* - 12,979

- Committee on Trade and Foreign Plantations, present Board of Trade, *Sir H. L. Smith* 13,059

- Consultation of Law Officers of the Crown, *Sir A. W. Fitzroy* - 12,927-9

- Consultation of outsiders, question of, *Sir A. W. Fitzroy* - 12,950

- Consultation of Privy Councillors, *Sir A. W. Fitzroy* 12,978-9

- Consultation of Solicitor to the Treasury, *Sir A. W. Fitzroy* - 12,941

- Delay in correspondence on part of large departments, *Sir A. W. Fitzroy* - 12,885-6

- Deputy clerk, office held directly from the Crown, but post now combined with that of chief clerkship, *Sir A. W. Fitzroy* - 12,839

DEPUTY CLERK AND CHIEF CLERK:

- Appointment by Lord President, *Sir A. W. Fitzroy* 12,991-3

- Method of present clerk entering service and qualifications of, *Sir A. W. Fitzroy* - 12,828-37, 12,956-63

- Female typist, salary, and allowance for special work, *Sir A. W. Fitzroy* - 12,890-900

- Functions of, *Sir A. W. Fitzroy* 12,813, 12,814-23

JUDICIAL DEPARTMENT:

- Chief, second, and third clerks, appointed by nomination, and qualifications, *Sir A. W. Fitzroy* 12,875-7

- Registrar, formerly late Lord Chancellor's (Lord Loreburn) private secretary, *Sir A. W. Fitzroy* 12,873-4

- Jurisdiction over Channel Islands and Isle of Man, *Sir A. W. Fitzroy* - 12,813, 12,946-7

- Meetings, *Sir A. W. Fitzroy* - 12,930-7

- Meetings, non-attendance of members unless summoned, *Sir A. W. Fitzroy* - 12,953-5

MESSENGERS:

- Pensioners messengers and petition to Treasury, *Sir A. W. Fitzroy* - 12,904-6

- Service men, *Sir A. W. Fitzroy* - 12,901-2

- Taking of pensions into account, question of, *Sir A. W. Fitzroy* - 12,907-11

OFFICE-KEEPER:

- Lodging allowances, *Sir A. W. Fitzroy* - 12,968

- Salary to be reduced on next vacancy, *Sir A. W. Fitzroy* - 12,979

- Office, scales of pay, no discontent known, *Sir A. W. Fitzroy* - 12,889

- Organisation of office, *Sir A. W. Fitzroy* 12,824-77

- Professional offices, *Sir R. Chalmers* - p. 138

- Registrar, appointment by Lord President, *Sir A. W. Fitzroy* - 12,983-8

- Sale of poisons, functions re, &c., *Sir A. W. Fitzroy* 12,948-50

Privy Council—continued.**SENIOR CLERK:**

- Eligible from appointment as Deputy Clerk, *Sir A. W. Fitzroy* - 12,846-7

- Salary to be reduced on next vacancy, *Sir A. W. Fitzroy* - 12,967

- Transferred from Foreign Office, *Sir A. W. Fitzroy* - 12,839-45

- Special Committees, *Sir A. W. Fitzroy* 12,813, 12,951-2, 12,938-9

- Staff, organisation satisfactory, and advantage of system of transfers from other departments, *Sir A. W. Fitzroy* - 12,859, 12,887-8

- Staff clerk, promoted from writer, *Sir A. W. Fitzroy* 12,854-8

- State meetings, no deliberative business brought forward, *Sir A. W. Fitzroy* - 12,981-2

- further Transfer of functions to other departments not desired, and transfer carried too far already, *Sir A. W. Fitzroy* - 12,883-6, 12,948

WORK OF:

- Administration of Medical Acts, *Sir A. W. Fitzroy* 12,813

- Administration of Midwives Act, *Sir A. W. Fitzroy* - 12,813, 12,912-26

- Appointment of Sheriffs, *Sir A. W. Fitzroy* 12,813

- Granting of Charters, *Sir A. W. Fitzroy* 12,970-7

- Increase, *Sir A. W. Fitzroy* - 12,880-2

- Orders of Council, *Sir A. W. Fitzroy* - 12,813

- Particulars re, *Sir A. W. Fitzroy* - 12,813-23

- Preparation of Clergy returns, *Sir A. W. Fitzroy* 12,813

- Proclamations, *Sir A. W. Fitzroy* - 12,813

- Royal Charters, granting of, *Sir A. W. Fitzroy* 12,813

- University education, *Sir A. W. Fitzroy* - 12,813, 12,886, 12,938-40

- Probate Office, only one woman typist, *Miss E. A. Charlesworth* - 3920

- Promotion: no Appeal to the Treasury on matters of, *Sir R. Chalmers* - 854-5

- from Assistant Clerks, see under Assistant under Clerks.

- from Boy Clerks, see under Boy Clerks.

- Certificates, see under Civil Service Commissioners.

- fresh Certificate issued but Commissioners not consulted, *S. M. Leathes* - 146-8, 199-201

- Check by Audit Department, *H. J. Gibson* - 1379

- requiring Civil Service certificate, *Sir R. Chalmers*, 925

- from Class I., see under Class I. under Clerks.

- one Class should not be largely or habitually recruited from class below, *C. Harris* - 11,488, 11,536-7

- Examinations, see under Examinations.

- "Exceptional merit," accepted interpretation of, *Rt. Hon. Sir G. Murray* - 1984-7

- by Head of Department, check on, not practicable, *S. M. Leathes* - 786-8

- Importance of sufficient avenues for, *Sir H. L. Smith* - 13,114

- by Independent authority, proposal not approved, *Sir H. L. Smith* - 13,122-4, 13,127-30

- Initiative rests with Head of Department, *S. M. Leathes* - 198-9

- from Intermediate Clerk, see under Intermediate under Clerks.

- Loss of salary, question of, *Sir R. Chalmers* 1198-210

- by Merit approved, *Sir W. R. Anson* 4520-5, 4576

- by Office Committee approved and extension desired, *Sir H. L. Smith* - 13,128-31

- should be Open to unlimited extent to able men, *R. Bailey* - 12,408

- by Patronage, case compared to promotions made after long term of service, *F. H. Norman* 2400-4

- Principles that should govern system of, *D. J. Milne* p. 500 II.

- Principle, suggestion, *C. Harris* - 11,488

- no Right to, and question of grievance when higher posts abolished, *Col. Sir E. W. D. Ward* 11,307-11

Promotion—continued.

Restrictions, removal desired, *L. A. Selby-Bigge* 8905-6
 Salary rule, deadlock designedly created, *R. de M. Rudolf* 12,758-61
 from Second division, see under Second division under Clerks.

BY SELECTION:

Approved if honest, *H. H. Elwin* 6063-9
 Necessary, *A. H. Dyke Acland* 4079-80
 Question of, *C. Harris* 11,536-40
 by Seniority, should be taken into consideration, but not as prime factor, *F. H. Norman* 2279-81
 System of consulting assistant secretaries in Treasury and Inland Revenue, *Sir R. Chalmers* 919-20
 Table, explanation, *S. M. Leathes* 149-56
 of Women typists, see under Women typists.

Public Trustee Office:

Cases of departmental patronage exist in, *F. H. Norman* 2383
 Lack of public control and method of appointing staff criticised, *F. H. Norman* p. 484 II.
 Lump sum allowed for staff, but salaries reported to Treasury annually, *H. J. Gibson* 1616
 Women typists employed in, not established Civil Servants, *Miss E. A. Charlesworth* 3624

Public Works Loan Board:

Abstractor Class, promotions to second division clerkships to Dec. 1911, *S. M. Leathes* p. 123 I.
 Professional offices, *Sir R. Chalmers* p. 138 I.
 Second division clerks, promotions since 1892, *S. M. Leathes* p. 120 I.
 Quarries, inspectors, *Sir E. Troup* 5482-5
 Railway Companies, open competition used by, *S. M. Leathes* 701, 703
 Reading University College, Officers' Training Corps, petition signed by representative of, *M. J. M. Hill* p. 536-7 II.

Record Office:

Abstractor class, promotions to second division clerkships to December 1911, *S. M. Leathes* p. 123 I.
 Professional offices, *Sir R. Chalmers* p. 138 I.
 Reformatories Office, abstractor class, promotions to second division clerkships to December 1911, *S. M. Leathes* p. 123 I.

Registrar General:

Appointed by Patent from the Crown, *Sir R. Chalmers*, p. 141 I.; *B. Mallet*, 9748-9.
 Empowered to dismiss, *B. Mallet* 9998
 Powers re appointments, *B. Mallet* 9991-7
 Salary, *B. Mallet* 9986-90

Registry Office:**CENSUS:**

Complicated nature of work, *B. Mallet* 10,070-5
 Difference between calculated population and observed population, *B. Mallet* 10,140-2
 Outside assistance, *B. Mallet* 9796
 Temporary clerks appointed for census, and then appointed permanently in different offices as vacancies occur, *B. Mallet* 9773-91, 10,051-5
 Temporary staff, particulars re salaries, *B. Mallet* 10,009-19

Women:

Educational qualifications, *B. Mallet* p. 535 II.

Employment of:

Advantages of, over employment of boy clerks, *B. Mallet* 9948-9
 Method of recruiting, *B. Mallet* 9919, 9953-62, 10,145-6
 Particulars re, and comparison of work, &c. with that of men, *B. Mallet* 9906-22, 10,020-7, 10,078-83

• Women's and men's quarters separate, *B. Mallet* 10,100

CLERKS:**Assistant:**

Capacities as a whole inferior to second division clerks, *B. Mallet* 9832, 10,040-2
 not much Discontent, but increased number may cause difficulty, *B. Mallet* 9831, 10,066-7

Registry Office—continued.**CLERKS—continued.****Assistant—continued.**

Increase in number, difficulties of greater increase and question of increasing second division instead, *B. Mallet* 10,087-93
 Position of, *B. Mallet* 10,066
 Promotion, *B. Mallet* 9833-4, 10,043-6
 Promotions to second division clerkships to December 1911, *S. M. Leathes* p. 123 I.
 sometimes Recruited from boy clerks and recruitment direct would be advantageous, *B. Mallet* 10,147-51
 Salaries and question of adequacy, *B. Mallet* 10,058-9

Boy:

Difficulty of providing permanent employment for, in office, *B. Mallet* 9923-30
 Number, *B. Mallet* 9923
 gradual Reduction in number, *B. Mallet* 9811
 Reduction, increased number of Assistant Clerks would have to be employed, *B. Mallet* 10,039
 Subsequent careers, *B. Mallet* 9812-7
 Work of, and value, *B. Mallet* 9810, 9818-20

Chief Clerk:

Method of appointment, *B. Mallet* 9991-2
 Salary, *B. Mallet* 9751-2
 formerly Second division clerk, *B. Mallet* 9753-5, 9765-7

Second division:

Encouragement of acquisition of special knowledge by, as far as possible, *B. Mallet* 9794-7
 Increase in number, objections to, but too small a number must be avoided from point of view of recruiting for higher work, *B. Mallet* 10,152-5
 Promotions since 1892, *S. M. Leathes* p. 121 I.
 Recruited largely from temporary census clerks and advantage of, *B. Mallet* 10,051-4
 Reduction of numbers, *B. Mallet* 9833, 10,088-9
 Salary, *B. Mallet* 9806-7
 Type, *B. Mallet* 9835-6
 Work well done, and Class I. Clerks not needed, *B. Mallet* 9773, 9792, 9854, 9978-80, 10,062-3

Staff:

Increase in number, *B. Mallet* 9804
 Promotion to, by merit, *B. Mallet* 10,156-8
 Supplementary, explanation, &c., *B. Mallet* 9808-9, 9981, 10,163-6

Women:

Position inferior to that in Post Office, *B. Mallet* 9842-6
 Salaries, *B. Mallet* 9845-6, 9901-4
 Unsuitability of part of work for, *B. Mallet* 9892-900

Work of, and comparison with that of second division clerks, *B. Mallet* 9838-41, 9892-900, 9905-6

Copying done by boy clerks, *B. Mallet* 10,105-8
 Divisions of, *B. Mallet* 9742-7
 Duties, *B. Mallet* 9742-6
 Inconveniences of building, *B. Mallet* 10,096, 10,160-2

Indexing, question of employing women considered formerly and scheme drawn up, *B. Mallet* 10,096

Inspectors of registration, work of, *B. Mallet* 9847
 Insurance Act, work in connection with certificates under, *B. Mallet* 10,094-5
 Legal adviser, need for, *B. Mallet* 9742, 9792, 9856-7, 9965-7, 10,121-33

Legal work, *B. Mallet* 10,121-33, 10,047-9

Machine boys, nature of employment, wages, &c., *B. Mallet* 9858-63, 9883-8

Machine girls, nature of employment, wages, &c., *B. Mallet* 9858-83, 9963-4

Machines, particulars re use of, and effect on employment, *B. Mallet* 9858, 9863, 9866, 9931-45, 10,031-8, 10,060-1

Old age pensions work and staff for, *B. Mallet* 10,004-8, 10,776-7

Organisation, satisfactory, *B. Mallet* 10,068-9
 Professional offices, *Sir R. Chalmers* p. 138

Registry Office—continued.

PROMOTION :

- Prospects good, *B. Mallet* 9855
 by Registrar General subject to Treasury approval,
 and no objection made by Treasury, *B. Mallet*
 9982-5

REGISTRARS :

- Inspection of work of, *B. Mallet* 9999
 Local and sub, appointment by Boards of Guar-
 dians, *B. Mallet* 9996-10,003
 Scientific work done by second division clerk,
B. Mallet 10,050
 certain Special knowledge required, and annual
 grant for outside assistance suggested, *B. Mallet*
 9792-6, 10,138-9

STAFF :

- little Complaint and men fairly satisfied, *B. Mallet*
 9855
 Particulars re salaries and methods of appoint-
 ment 9748-853
 Reorganisation, *B. Mallet* 9761-4, 9802-4
 Statistical branch, employment of women never
 considered, *B. Mallet* 9971-2
 Statistics, question of need for expert, *B. Mallet*
 10,134-44
 Superintendent of Records, a promoted second
 division clerk, *F. H. Norman, &c.* p. 487 II.
 SUPERINTENDENT OF STATISTICS:
 Appointed under Sec. 4, *B. Mallet* 9759
 Appointed by Order in Council, *Sir R. Chalmers*
 p. 141
 Appointment by open competition, impossibility,
B. Mallet 10,117-20
 Employment of medical men, *B. Mallet* 9757-8,
 9969-70
 Method of appointment, *B. Mallet* 9993-5
 Qualifications of, *B. Mallet* 10,110-7

SUPERINTENDENTS :

- Assistant:
 Change of name to Senior Clerks, *B. Mallet*
 9802
 Work of, and comparison with work of staff
 clerks 9798-801
 now called Principal Clerks, and salary, *B. Mallet*
 9760-3

WOMEN, EMPLOYMENT OF :

- Clerks, *see under Clerks above.*
 Difficulty owing to limited accommodation, &c.,
B. Mallet 10,096-100
 Superintendents, particulars re work, salary, &c.,
B. Mallet 9878, 9889-91
 Typists:
 Increase of staff, *B. Mallet* 10,108-9
 Numbers, *Miss Charlesworth* p. 504 II.
 Reason for employment of, *B. Mallet* 10,056-7

Retirement :

- BETWEEN 50 AND 60:
 Advantages, *Col. Sir E. W. D. Ward* 11,154-64
 possible Disadvantage, *R. H. Brade* 11,161
 Compulsory, justified, when men inefficient, *R. de M.*
Rudolf 12,797-9
 at Earlier age on smaller pension, might be useful,
Sir H. L. Smith 13,318-9
 Fixed age, disadvantage and advantages, promotion
 would be interfered with by longer retention,
Lord Haldane 1804
 Option should be given of retiring at age earlier
 than at present allowed, *E. R. Forbes* 7586-7,
 7515-6
 after Ten years' service should be permitted, with
 proportion of pension, *R. de M. Rudolf* 12,739-42,
 12,788-96
 Uniformity of practice advocated, *F. H. Norman*
 p. 492 II.

Revenue and taxing departments, change in character
 of work in direction of becoming more judicial
 and legislative, *Sir L. N. Guillemard* 14,099-101

Revenue Office :

- Porters appointed by nomination, *Sir R. Chalmers*
 p. 142 I.
 Office keeper and established messengers, method of
 appointment, *Sir R. Chalmers* p. 142 I.
 Women typists, method of appointment, *Sir R.*
Chalmers p. 142 I.

Ridley Commission :

- Division into two classes recommended by, not
 followed, *F. H. Norman* 2661
 Objects and result, *D. Milne* p. 495 II.
 Principle of grading the service followed by, *Rt. Hon.*
Sir G. Murray 1964-6
 Proposal that there should be no addition of years
 referred to, *Sir R. Chalmers* 874
 Qualifications required for posts not simply clerical,
F. H. Norman p. 487 II.
 Recommendation re devolution of work to lower
 grades, *A. J. A. Ball* 7384
 Recommendations re scale of salaries not adopted,
Sir R. Chalmers 1315-21
 Reduction of numbers of Class I. recommended by,
Sir R. Chalmers 895
 Royal Agricultural College, Cirencester, Officers' Train-
 ing Corps, petition signed by representative of,
Prof. M. J. M. Hill p. 536-7 II.
 Royal Army Medical Corps examination, marks
 allowed for Officers' Training Corps certificate,
Prof. M. J. M. Hill 12,022, 12,023
 Royal College of Art, relation to Board of Education,
L. A. Selby-Biggs 8578
 Royal College of Science, Associates, Patent Office
 examiners, *T. Franks* 13,965
 Royal College of Surgeons, Dublin, Officers' Training
 Corps, petition signed by representative of, *Prof.*
M. J. M. Hill p. 536-7 II.
 Royal Commissions, Committees of Privy Council
 instead of, suggested, *Sir A. W. Fitroy* 12,973

Royal University of Ireland :

BOARD OF EDUCATION :

- Examiners from, *L. A. Selby-Biggs* p. 509
 Inspector from, *L. A. Selby-Biggs* p. 531
 successful Candidates from, in Class I. examination,
 1906-1910, *S. M. Leathes* 337, 575, p. 127 I.

RUDOLF, B. DE M., I.S.O., War Office 12,649-12,810

CLERKS :

Boy :

- Objection to employment of 12,687
 if Retained, should be encouraged to continue
 education, and might be given bonus on
 passing examination 12,691-4

One class only :

- Improvement in promotion prospects to be
 gained 12,785-7
 Recruited by intermediate examination and
 reservation on proportion of posts for univer-
 sity men 12,664-86, 12,726-39, 12,764-7,
 12,780-8

Class I. :

- Average capacity higher than that of second
 division 12,697, 12,728-9
 Dovetailing of work of second division into
 12,702-8

Second division :

- Capacity of filling higher posts 12,764
 may be Employed on work superior to that of
 junior Class I. 12,751
 Lack of opportunity to show capacity 12,745-6,
 12,786

Promotion to Class I., present constitution a
 cause of standstill, rather than Treasury rule
 12,662-3

Ex Service men, substitution of, for boy and assist-
 ant clerks advocated 12,688-90, 12,717-24,
 12,768-79

Playfair Commission, charge of inconsistency against
 12,801-16

Promotion, salary rule, deadlock designedly created
 12,759-61

RETIREMENT :

- Compulsory, justified when men inefficient
 12,797-9
 after Ten years' service should be permitted with
 proportion of pension 12,739-42, 12,788-96

UNIVERSITY MEN :

- Importance of certain proportion of, in service
 12,697-701

RUDOLF, B. DE M., I.S.O.—*continued.*UNIVERSITY MEN—*continued.*

Reservation of certain number of posts to be filled by clerks by head of department, with rest of service recruited by intermediate examination only, scheme - 12,675-85, 12,726-39, 12,764-7

WAR OFFICE:

Clerks:

Class I., many too highly educated for work, and some could be done as efficiently by second division men - 12,734, 12,753-7

Divisions of - - - - - 12,709

Second division:

Account of work of - - - - - 12,751-2

Cases of deterioration owing to lack of opportunity for advancement - 12,747-8

Opportunity of showing powers : 12,710-2

Promotion to Class I.:

very few - - - - - 12,713

Promises not carried out - 12,650-63

Salary difficulty - - - - - 12,714-6

Social treatment, difference in, owing to two divisions - - - - - 12,762-3

Work done by second division and authorised by Class I. - - - - - 12,749-50, 12,800

Compulsory retirement for inefficiency case known - - - - - 12,798

Employment of ex-service men - - - - - 12,776-7

Women, substitution for boys and abstractors, difficulty owing to necessity for mixing up with men - - - - - 12,725

St. Andrews University:

successful Candidates from, in Class I. examination, 1906-1910, *S. M. Leathes* - - - - - p. 127 I.

Officers' Training Corps, petition signed by representative of, *M. J. M. Hill* - - - - - p. 536-7 II.

Sasse, Mr., Exchequer and Audit Department, reference, *H. J. Gibson* - - - - - 1605

Savings Bank Department, *see under* Post Office.

Science Museum:

Higher Staff, examination before admission, *L. A. Selby-Bigge* - - - - - 9023-4

Relation to Board of Education, *L. A. Selby-Bigge* 8578-99, 8944-7

Scotland:

Accountant's Office, women typists, numbers, *Miss Charlesworth* - - - - - p. 504 II.

Court of Session, professional offices, *Sir R. Chalmers* p. 137 I.

Crown Receiver for, appointed by Order in Council, *Sir R. Chambers* - - - - - p. 141 I.

Education Department, *L. A. Selby-Bigge* 9478-9

EDUCATION OFFICE:

Clerks:

Assistant:

Appointments from unestablished clerkships, &c., to Dec. 31, 1911, *S. M. Leathes* p. 122 I.

Promotions:

to Dec. 31, 1911, *S. M. Leathes* - p. 122 I.

to Second division clerkships to Dec. 1911, *S. M. Leathes* - - - - - p. 123 I.

Second division, promotions since 1892, *S. M. Leathes* - - - - - p. 121 I.

Transfer to Customs and Excise Department, *Sir L. N. Guillemard* - - - - - 14,076

Professional offices, *Sir R. Chalmers* - - - - - p. 138 I.

Women typists, numbers, *Miss Charlesworth* p. 504 II.

Exchequer Office, second division clerks, promotions since 1892, *S. M. Leathes* - - - - - p. 119 I.

Fishery Board:

Professional offices, *Sir R. Chalmers* - p. 137 I.

Second division clerks, promotions since 1892, *S. M. Leathes* - - - - - p. 119 I.

General Register Office, women typists, numbers, *Miss Charlesworth* - - - - - p. 504 II.

Inland Revenue Offices, housekeepers and housemaids, appointed by nomination, *Sir R. Chalmers* p. 142 I.

no Larger proportion of Scotch than of English admitted to Civil Service, *Lord Haldane* - 1739

Law agents, appointed by Order in Council, *Sir R. Chalmers* - - - - - p. 141 I.

Scotland—*continued.*

LOCAL GOVERNMENT BOARD:

Abstractor class, promotions to second division clerkships to Dec. 1911, *S. M. Leathes* p. 122 I.

Professional offices, *Sir R. Chalmers* - p. 138 I.

Women typists, numbers, *Miss Charlesworth* p. 504 II.

LUNACY COMMISSION:

Abstractor class, promotions to second division clerkships to Dec. 1911, *S. M. Leathes* p. 123 I.

Professional offices, *Sir R. Chalmers* - p. 138 I.

Women typists, numbers, *Miss Charlesworth* p. 504 II.

National Insurance, women typists, numbers, *Miss Charlesworth* - - - - - p. 504 II.

Office of Secretary for, second division clerks, promotions since 1892, *S. M. Leathes* - p. 121 I.

PRISON COMMISSION:

Abstractor class, promotions to second division clerkships to Dec. 1911, *S. M. Leathes* p. 123 I.

Second division clerks, promotions since 1892, *S. M. Leathes* - - - - - p. 120 I.

Women typists, numbers, *Miss Charlesworth* p. 504 II.

Profession, democratic nature of recruiting, *Lord Haldane* - - - - - 1739

REGISTER OFFICE:

Professional offices, *Sir R. Chalmers* p. 138 I.

Second division clerks, promotions since 1892, *S. M. Leathes* - - - - - p. 121 I.

Revenue Offices and National Galleries, appointed by nomination - - - - - p. 142 I.

Secretary, professional offices, *Sir R. Chalmers* p. 138 I.

UNIVERSITIES:

Applicants from, for Board of Education posts, question as to number, *L. A. Selby-Bigge*, 9474-6; *E. B. Phipps*, 9474-6.

Class I. in Colonial Office partly recruited from, *Sir J. Anderson* - - - - - 5629-36, 5786

Men go with definite purpose in view, *Lord Haldane* - - - - - 1833

no Objection raised as to examination for Class I. clerkships, *S. M. Leathes* - - - - - 579-81

Ordinances, special Committee of Privy Council for, *Sir A. W. Fitzroy* - - - - - 12,938-9

Philosophy papers in Class I. examination well suited to candidates from, *S. M. Leathes* 595

System, considered the ideal, *Lord Haldane* 1660

Second division clerks, *see under* Clerks.

Second Division Clerks' Association:

Number of members, length of existence, and constitution, *F. H. Norman* 2264-7, 2271-3

Petition to Treasury for privilege of direct communication, and refusal, submitted, remarks respecting, *F. H. Norman* - - - - - 2716-23

Recognised by Treasury, *Sir R. Chalmers* 1169-72

Representative, *see* Norman, Frederick Harwood 2017-2723, 2264

SELBY BIGGE, L. A., C.B., Permanent Secretary of the Board of Education 8526-8947, 9015-9739

Appointments by selection, advantages of, as compared to open competition - - - - - 8725-35

BOARD OF EDUCATION:

Accountant General:

Department, formation - - - - - 8537-8, 8543

Post not filled from clerical staff - 9165-6

Work of - - - - - 9166-7

Appointments:

Applicants from Scotch universities, question as to number - - - - - 9472-9

Committee of selection would be approved 9326, 9328

Making possibility of application more widely known would be a possible improvement 9414

Nomination, total number of posts in higher establishments filled by - - - - - 9322-3

Periodical notice that application can be made, would be agreed to - - - - - 9132

Personal interviews, value of - - - - - 9329-30

Risk of jobbery reduced to a minimum and would be removed entirely - - - - - 9110

SELBY-BIGGE, L. A., C.B.—*continued.*BOARD OF EDUCATION—*continued.*Appointments—*continued.*

under Section 4:

List of offices placed under, with number of years, if any, added for professional qualifications - - - - - p. 534 II.

Particulars - - - - - 9324-7

by Selection, reasons and success - 9025-36,

9099-120

on Trial advocated in addition to probation

9356-66, 9429-30

Vacancies:

not Advertised - - - - - 9123-5

Knowledge of, by general public, question of

9123-37

Boy messengers, system not defended but difficulty of avoiding - - - - - 8937-9

Clerks:

Assistant:

Number - - - - - 8621, 8629

Useful class, and efficiency of work 8646, 8650

Boy:

no Instances of manifest efficiency known of

8644

Raising of entrance age to 16 desired 8929-31

Recruitment should be adjusted to permit subsequent permanent employment 8634-6

Salary, scale too low - - - - - 8640

Chief:

Functions - - - - - 8568-71

Post not filled from clerical staff - 9165

Classification - - - - - 8600-7

Common to English and Welsh departments

8550-1

Important work in connection with Act of

1902, satisfactorily discharged by 9178-88

Professional qualifications - - - - - 9189-90

Promotion:

Difficulties, owing to Treasury regulations

9177, 9183-6, 9212-3, 9218-9

to Junior examiner - - - - - 9177, 9183

Second division, promotion:

to Examiners and difficulty of finding clerks

fit for - - - - - 8902-4, 9373-5

Prospects - - - - - 9196-217, 9370-2

Staff:

Number and proportion to second division

8620-3

Promotion to examiners desired by Board,

but prevented by Treasury regulations

9502-15

Recruited from second division and old lower

division - - - - - 8608-16

Salaries, comparison with other offices 8624

Value of appointments and increase by special

allowance - - - - - 8617-9

Work of - - - - - 9191

Transfer to Insurance Committee, and reason

for number of applications - - - - - 9198

Women:

Number - - - - - 8664

a Special grade - - - - - 8665

Conferences with educational associations frequent

9442-3

no Confidential reports *re* teachers made to 9336-9

Constitution of - - - - - 8594

Elementary Schools Branch, works for Wales 8544

Examiners:

Academic distinctions - - - - - p. 509 II.

Addition of years under Sec. 4 - - - - - 9395

Analysis of sources from which drawn p. 510 II.

Appointments:

by Class I. examination, probation principle

would have to be more severely applied, but

would be more difficult - - - - - 9427-8

under Clause 7 instead of Section 4, question

of starting above minimum of class

9395-412

Clerks' claims considered - - - - - 9187

Committee of Selection would be an improve-

ment - - - - - 8894-900, 9412-4

by Open competition, reasons against, and in

favour of selection - - - - - 8696-8, 8725-38

Personal interviews - - - - - 8710-3

SELBY-BIGGE, L. A., C.B.—*continued.*BOARD OF EDUCATION—*continued.*Examiners—*continued.*Appointments—*continued.*

Religious opinions not considered 8830-3

under Section 4:

Particulars - - - - - 8716-23

Question of contravention of intention of

Act by - - - - - 9138-58, 9465

by Selection:

Advantages - 8725-38, 8819-24, 9516-22

Particulars *re* procedure - 8692-715, 8734

of Stepson of President as, and resignation

during probation - - - - - 9234-45

Substitution of Clause 7 for Section 4,

question of - - - - - 8893

Temporary, to carry out work under Educa-

tion Act of 1902 - - - - - 9357-64

Assistant Director of Special Inquiries and

Reports, appointment direct from service with

Transvaal Government - - - - - 9346-7

Average age, and ages on appointment p. 508 II.

Class I., personal interview in addition would be

valuable if practicable - - - - - 9331-2

Closer association of second division with, in

work considered - - - - - 9382

Consultation between - - - - - 9441

Experience of work of local education authorities

valuable for - - - - - 9094

Experts as to methods of instruction not

required, but experts as regards organisation

9437

History of - - - - - p. 533 II.

Intellectual qualifications required - 8837-41

Junior:

Appointment of certain members by open

competition, not advocated - - - - - 9048

Average age - - - - - 9142

List of candidates - - - - - 9126-7, 9135

Proportion from Public schools - - - - - 9062

Salaries compared with those of corresponding

grade in other offices - - - - - 9029-30

Work of - - - - - 9046-7

Late age of entrance, advantages - 8735, 9113,

9115-6

Limited competition in special subjects would

not be objected to - - - - - 9119-20

List of, appointed since April 1900 p. 512-21 II.

former Ministerial officials - - - - - 9037

Moving down of work - - - - - 9173-7, 9382

Municipal experience - - - - - 9418

Non-promotion of Staff clerk to, owing to

Treasury regulation - - - - - 9219

early Pensioning of, for inefficiency, one case of

9159-64

Position in Class I. examination - - 9041-5

Probation:

Rejection on - - - - - 8899-900

Resignation during - - - - - 9049-50, 9354-5

from other Professions:

not Men who have failed in those professions

9352

Particulars - - - - - 9351

Promotions and retirements since 1 April 1900

9415

Proportion that would be got by open com-

petition - - - - - 9522-3

Qualifications - - - - - 8823-4, 9466

Reliance on clerical staff for precedents 9168-70

Schools at which educated - - - - - p. 508 II.

Sent round with Inspectors when possible and

extension of practice desired - - - - - 9431-6

Title more or less a misnomer - - - - - 8814-6

Transfer between branch offices - - - - - 9243-4,

9438-40

Transfers between inspector and - - - - - 8817-8

Type of men - - - - - 9422-4

Vacancies not advertised and difficulty 8700-6

Women, employment never considered - 9069

Work of - - - - - 8814-6, 9419-21

Work could not be equally well performed by

clerks - - - - - 9171-2

Normal acts of the Board - - - - - 9019-22

Formation of - - - - - 8530

Inspection of secondary schools, method 8799-801

SELBY-BIGGE, L. A., C.B.—*continued.*BOARD OF EDUCATION—*continued.*

Inspectors:

Administrative work	9444
Age, academic, &c. qualifications and teaching experience	p. 522-30 II.
Analysis of ages at first appointment of, appointed from outside since 1st April 1900	p. 530 II.

Appointments:

without Passing through junior grade	9343-5
by Selection	8739-40, 9387

Assistant, scheme:

Age limits	8751-2
to be Appointed by selection	8747-50
Appointment by open competition, reasons against, and in favour of selection	8773-5, 8789-94

Class of men to be appointed, question of	8772-88
---	---------

Improvements on present system	8920-2
Particulars	9285-8
Practical examination might be practicable	8791-3

to be Recruited to considerable extent from elementary teachers	9333
Work of	8753, 9348

Attendance at meetings of full committees and sub-committees of local education authorities	9098
---	------

Competitive examination with extra teaching experience as qualification, objection to	9280-2
---	--------

Educational experts	9444
---------------------	------

Educational knowledge essential	9388
---------------------------------	------

Elementary school teaching experience, question as to extent to which desirable	9275-8, 9293-4, 9445-51, 9454, p. 531 II.
---	---

Experience of work of local education authorities valuable for	9094
--	------

Full:

Administrative work of	9083, 9093
to be Appointed largely from Assistant Inspectors, but power to appoint from outside to be retained	9349-50
Appointment by nomination and promotion, reasons against promotion alone	8795-9, 8806-13

History of appointment	p. 533 II.
------------------------	------------

Importance of work of	9083, 9093
-----------------------	------------

Intellectual qualifications required	8835-41
--------------------------------------	---------

Junior:

Analysis of academic distinctions	p. 531 II.
gain Experience of office work	8817
not Limited to elementary school teachers	8771-2, 9390-1

List of candidates	9126-7, 9135
--------------------	--------------

Proportions coming from different universities and schools	8910-8, 9062
--	--------------

Schools at which educated	p. 531 II.
---------------------------	------------

System, objections to	8923-7
-----------------------	--------

Women to be appointed, work of, &c.	8879-84
-------------------------------------	---------

Work of	9046-7
---------	--------

Medical, women, comparison of work, position, and salary with men	9076-82
---	---------

Municipal experience	9418
----------------------	------

Number having started education in elementary schools	9084-92
---	---------

early Pensioning of, for inefficiency, two cases of	9159-64
---	---------

non-Preference given to men from greater public schools	9284
---	------

Probation:

Rejection on	8899
--------------	------

Resignations during	9049-50, 9354-5
---------------------	-----------------

Proportion from different universities	9063-6, 9095-7
--	----------------

Provisional appointment, and experience in elementary school during probation, scheme advocated	9454-64
---	---------

Qualifications, relative value of elementary school teaching experience and other intellectual qualities	9465-72
--	---------

SELBY-BIGGE, L. A., C.B.—*continued.*BOARD OF EDUCATION—*continued.*Inspectors—*continued.*

Sub:

Class dying out	8744-5
all Certificated teachers	8768
Experience of elementary school teaching	9263

Number	8748
--------	------

Payment by results formerly and result	8759-60
--	---------

Promotion:

Dissatisfaction <i>re</i> , not heard	9298
to Full inspectors	8922

Reports, particulars <i>re</i>	8761-7
--------------------------------	--------

Work of, nature	8754-9, 9289-97
-----------------	-----------------

Teaching, experience of	9067-8, 9458-9
-------------------------	----------------

Technical knowledge, question of importance	9083
---	------

Transfers carried out between examiners and	8817-8
---	--------

Varied outlook got by promotion to	8841
------------------------------------	------

Women:

Ages at first appointment	p. 530 II.
---------------------------	------------

Appointment, method, qualifications and age limit	8870-4, 8879
---	--------------

Number	9054
--------	------

Salaries, and revision under consideration	8885-7
--	--------

Temporary appointments	9056
------------------------	------

Work in office	9484-5
----------------	--------

Work of, and comparison with that of men	8869, 8879
--	------------

Legal Branch, formation and work of	8534-5, 8543
-------------------------------------	--------------

Medical Branch, formation and work	8536, 8543
------------------------------------	------------

no Meetings	9016-7
-------------	--------

Office of Special Inquiries and Reports, work of	8555-68
--	---------

Organisation and branches	8532-76
---------------------------	---------

President, minutes sent direct to, in certain cases	8585-99
---	---------

Relations with local education authorities	9038-40, 9093-4
--	-----------------

Relations with Royal College of Art, Museums, &c.	8576-99, 8944-7
---	-----------------

late and present Secretary, late Chief Clerk and Accountant General, and present Accountant General and legal adviser, all from Winchester, and with one exception from New College, and rapid promotion of	9222-6, 9228-33
---	-----------------

Staff:	
--------	--

Authorised establishment	p. 534 II.
--------------------------	------------

Municipal and political work, restriction on	9254-8
--	--------

Transfer to other departments	9415-7
-------------------------------	--------

Welsh Department:	
-------------------	--

Appointments, method	9051-2
----------------------	--------

Relations to Permanent Secretary	9052-3
----------------------------------	--------

Work of, &c.	8540-54
--------------	---------

CLERKS:	
---------	--

Boy:	
------	--

Recruitment should be adjusted to permit of subsequent permanent employment	8631, 8634-6
---	--------------

should Remain longer at school	8631-3
--------------------------------	--------

Secondary school training desirable	9738-9
-------------------------------------	--------

Second division, promotion, difficulty of giving evidence of capacity for, and question of alteration of system	9379-83
---	---------

EDUCATION:	
------------	--

Elementary:	
-------------	--

Fees charged in some schools	9560-1
------------------------------	--------

Pupil-teacher system, and question of advantage or disadvantage	9614-5, 9671-5
---	----------------

Schools:	
----------	--

Classes, size, and division of top classes into sections	9676-81
--	---------

Examinations:	
---------------	--

Labour	9622
--------	------

Preparation for external examinations not encouraged by Board	9622
---	------

Higher elementary, explanation	9703
--------------------------------	------

Proportion going on to secondary schools	9705-12
--	---------

SELBY-BIGGE, L. A., C.B.—*continued.*EDUCATION—*continued.*Elementary—*continued.*Schools—*continued.*

- Scholarships, and continuation payments, but little advantage taken of - - - 9568
- Scholarships to secondary schools:
 - Method of awarding, and nature of examination - - - 9689-92
 - Particulars *re* - - - 9562-5
 - Technical teaching in - - - 9682-8

Staffing:

- Control of, and raising of standard aimed for 9536-8, 9543
- in Rural and urban schools compared, and difficulty of problem in rural districts 9539

Standard of education:

- Minimum fixed by Board - - - 9554-6
- Variation in different schools - - - 9557-9

Teachers:

- Certificated, explanation - - - 9533-4
- Classification of schools and regulation of salaries on prescribed scale, question of 9553

Competition between local authorities for

- Head, Board's requirements - - - 9531-2
- Number - - - 9273-4
- Salaries, fixed by local authority - - - 9545-52
- Trained, employment encouraged by Board 9669-70

Transfers between schools - - - 9540-3

- Relations between Board and local authorities 9529-30

- School Inspectors not selected except by nomination in any country in the world - - - 9389

Secondary:

Schools:

- Boys taken from, too soon for Civil Service examination, and 16 advocated as earliest age - - - 9638-40
- Continuation - - - 9576-8, 9583-4
- Number, and number of pupils 9572-82, 9697-9
- Preparatory, for boys - - - 9574, 9580-2

Pupils:

- Average leaving age - - - 9636, 9637
- from Elementary schools, numbers, and numbers admitted free, 1910-1911, 9572-3

- Scholarships, &c. to universities, information to be supplied - - - 9585-92

Training:

- Accommodation - - - 9670, 9736-7
- Particulars *re* - - - 9614-21

Technical and Art Schools:

- Number of schools and pupils - - - 9593-602
- Scholarships from elementary schools 9596-8

- Geological Museum, higher staff, examination before admission - - - 9023-4

- Examinations, no systematic consultation between Commissioners and Board of Education, but would be desirable - - - 8940-3

- Personal experience - - - 8527

- Promotion, removal of restrictions desired 8905-6

- Science Museum, higher staff, examination before admission - - - 9023-4

- Scotland, Universities, applicants from, for Board of Education posts, question as to number 9474-9

UNIVERSITIES:

- Proportion of students taking art degrees, information to be obtained - - - 9718-9
- Students, numbers - - - 9603-13, 9713-7

VICTORIA AND ALBERT MUSEUM:

- Assistants and Assistant Keepers, appointed by limited competition - - - 9057

- Higher staff, examination before admission 9023-4

WOMEN:

- Admission to Civil Service on equal footing with men, question of - - - 8890-2, 9299-317

- Mixed staffs in schools, no difficulties known 9070-5

- Sharing rooms with men, question of - - - 8888-92

- Shanghai, Consular Court, assistant clerk, case of irregular appointment, *H. J. Gibson* - - - 1446

- Sheffield, Outlers' Company, special rights of jurisdiction in connection with Patent Office, *T. Franks* - - - 13,869

SMITH, SIR HUBERT LLEWELLYN, K.C.B.,

Permanent Secretary of the Board of Trade

13,053-13,505

APPOINTMENTS:

Clause 7:

- Preferred to Sec. 4 whenever possible 13,118-22
- Retention desired - - - 13,111-3
- Transfer of several posts to, from Sec. 4 desired 13,277

- Combination of Clause 7 and Sec. 4 suggested 13,249-54

- for new Departments, question of method 13,126

- Patronage, extended Board with departmental representation, not considered necessary 13,338-43

Sec. 4:

- Clause 7 preferred whenever possible 13,119-22
- Retention desired - - - 13,111-3
- Transfer of several posts from, to Clause 7 desired 13,277

BOARD OF TRADE:

Appointments:

- by Committee, question of extension 13,203-6
- Clause 7 would be preferred to Section 4 in future 13,485-6

- Consideration in choice of candidates 13,138-41

- to Technical and semi-technical offices, amalgamation of Sec. 4 and Clause 7 desired 13,200-2

- Assistant General, appointed by promotion 13,366

- Bankruptcy Department, functions, &c., and relations with Board of Trade 13,079-81, 13,470-80

Census of production branch:

- Assistant director, promoted from second division clerks in Exchequer and Audit Department - - - 13,456-7

- Staff and qualifications - - - 13,455-61

- Temporary appointments on - - -

- Chief gas examiners - - - 13,490-2, 13,502-5

- Chief Industrial Commissioner - - - 13,361

- Chief Investigator of Women's Industries, and assistants, functions - - - 13,422-3

- Chief Labour Correspondent, appointed under sec. 4, and should be promoted from labour correspondent - - - 13,407-8

- Clerks:

- Assistant:

- First class, appointed by open competition 13,411

- Initial salary, question as to adequacy 13,427-32

- Promotion to second division, six years limit, reduction advocated - - - 13,150-3

- Class I.:

- old Class II. not merged into - - - 13,369-70

- Constitution of, and scale of salaries, and question of, in case of circulation between departments - - - 13,371-9

- Promotion by seniority subject to efficiency 13,264-7

- Relations with second division friendly 13,268-71

- Satisfactory men obtained - - - 13,224

- Systematic circulation of, as far as possible 13,351, 13,354

- Personal:

- Circumstances in which appointment advisable 13,217-8

- Introduction - - - 13,497

- Principal, promotion made from Class I., and if made from second division re-adjusting of numbers in higher and lower divisions would be necessary - - - 13,241-4

- Second division:

- no Discontent known - - - 13,325-6

- Initial salaries, question of adequacy 13,425-6

- Promotion:

- to Class I. cases of escape from, to staff posts - - - 13,126-9

- to Staff posts and Class I. together, sufficient flow provided - - - 13,115-7

- to Staff posts, most suitable on the whole 13,145-50

SMITH, SIR HUBERT LLEWELLYN, K.C.B.—
—continued.

BOARD OF TRADE—continued.

Clerks—continued.

Second Division—continued.

Work varied as far as possible, but no systematic rotation - - - 13,352-3

Staff:

Appointed by open competition - 13,413-4
Particulars *re* - - - - 13,415-21

Commercial Intelligence branch, staff - 13,383-7

Controller of Labour, Commercial, &c. Department,
"Lump summers" under 13,399, 13,415-6,
13,461

Constitution of Board - - - - 13,308-11

Copyists, promotions after Treasury inquiry of
1888 - - - - - 13,424

Creation of new departments of State out of,
question of - - - - 13,358-60, 13,493-7

Departments of - - - - - 13,061-86

Deputy Warden of the Standards, duties p. 539 II.

Director of Commercial Intelligence, origin, &c.,
and reason for appointment under Clause 7
13,380-2

Director of Statistics:

Appointed under Clause 7 - - - 13,412-3

a Staff post but graded as Class I., and eligible
for post of assistant secretary - 13,356-86

Duties - - - - - 13,060, 13,065-7

Establishment Department, duties - 13,075-7

Exhibitions Branch, clerk in charge, nature of
appointment - - - - - 13,397-406

Finance Department, duties - - - 13,074

Harbour Department, duties - - - 13,071-2

Harbour and Marine Department, professional
officers, naval men and chosen for professional
reasons - - - - - 13,451-2

not properly Housed, but new site obtained
13,320-4

Industrial Commissioner, assistant:

Appointed under section 4 - - - - 13,389

Qualifications - - - - - 13,388-94

Industrial Council, Registrar appointed by pro-
motion - - - - - 13,395-6

Legal Branch:

larger Establishment and reduction of lump
sum, question of - - - - - 13,450

Second division clerks, impossibility of employ-
ment - - - - - 13,449-50

Librarians - - - - - 13,414

Lighthouse keepers under, at certain places,
explanation - - - - - 13,327, 13,487-8

London traffic branch:

Duties - - - - - 13,066

supposed to be Temporary and appointments
allowed by nomination - - - 13,467-9

"Lump summers" - - - - - 13,261

New departments and sub-departments, staffed
largely by nomination, but examination to be
used when departments in regular order
13,481-6, 13,497-501

Origin and history of - - - - - 13,058-60

Register of Shipping and Seamen, work of, Staff
13,462-4, 13,465-6

Reorganisation by splitting, might become advisable
13,329-30

Secretaries:

Assistant, methods of entering service 13,362-5

Permanent, appointed under Sec. 4 - 13,360

Senior investigator for women's industries
13,409-16

Specialised appointments:

Position of, and promotion difficulty 13,282-5

Vacancies, question as to method of making
known - - - - - 13,288-90

Staff:

Organisation and question of simplifying
13,201-306

Particulars *re*, methods of appointment, &c.
13,360-469

Standards Department, staff - - - 13,443-7

Translator, qualifications - - - - 13,454

SMITH, SIR HUBERT LLEWELLYN, K.C.B.—
continued.

BOARD OF TRADE—continued.

Typists, Women:

Employment in existing head building impossible
at present, but anticipated in new offices
13,331-2

Method of appointment, question of 13,335-7

Women, employment:

Extension:

Accommodation difficulty - 13,212, 13,216,
13,260

Method of appointment, question of 13,213-5

Preferred by marking off certain branches of
work for - - - - - 13,209-11

in Labour Department in special investigation
13,208

CIVIL SERVICE COMMISSION:

Advantages of system of appointment by 13,089-92,
13,110, 13,199

Certificates, no refusal known, but need for, not a
formality - - - - - 13,278-9

Personnel approved - - - - - 13,280-1

CLERKS:

Assistant, doing of work of, by junior second
division, suggestion not approved - - 13,198

Boy, abolition, lowering of age admission of
assistant clerks and use of boys having passed
examinations and not definitely appointed to do
work formerly done by, suggestion - - 13,104,
13,132-7

Class I.:

Awarding of certain proportion of posts to post-
graduate men, appointment by Clause 7
preferred - - - - - 13,142-4

Circulation between different departments would
be difficult, but advantages of - 13,354-5,
13,373-9

Narrow door to, importance of - - - 13,113

Existence of both assistant and second division
classes does not lead to prolongation of business
13,272

Staff:

Artificial multiplication of posts, question of
13,231-2

Higher posts, question of grading, as Class I.
13,157-86

Second division, promotion to Class I., eight years
rule, reduction advocated - - - 13,150-3

Staff, position of - - - - - 13,227-30

Three divisions necessary for 13,093-105, 13,199

EXAMINATIONS:

Class I.:

Satisfactory men obtained through - 13,224-5

not Sufficient alone to produce adequate number
of right type of men - - - - - 13,108-10

One, only, promotion would be absolutely in hands
of department and evils of - 13,199, 13,233-5,
13,258

Three classes, reasons for necessity - 13,095-105,
13,199

Labour Exchange Department, appointments, greatest
possible precautions taken against political pressure
13,316

Labour Exchanges and Unemployment Insurance,
appointments by Committee, system satisfactory
as yet, and extension to other offices might be
useful - - - - - 13,343-9

Officers' Training Corps certificate, addition of marks
for, or extension of age, question of - 13,313-5

PATENT OFFICE:

Examiners, appointed by special examination
13,245-8

Relations with Board of Trade - - - 13,082-5

Personal experience - - - - - 13,055-7, 13,276

PROMOTION:

by Independent Authority, proposal not approved
13,122-4, 13,127-30

by Office Committee approved and extension
desired - - - - - 13,128-31

Retirement at earlier age on smaller pension might
be useful - - - - - 13,318-9

- SMITH, SIR HUBERT LLEWELLYN, K.C.B.—**
continued.
Specialised posts, not technically classed as second division - 13,286-7
Women, appointment by open competition, question 13,215, 13,259
- Soares, Sir Ernest, Government Whip, appointment as Assistant Controller of National Debt Office, criticised, F. H. Norman** - 2680
- Somerset House, see Inland Revenue Department.**
- Stationery Office:**
no Alteration suggested beyond establishment of printing office, *R. Bailey* - 12,341-2
Appointments, by limited competition, *S. M. Leathes* 88-90
- BOY PORTERS:**
Attendance at classes insisted on, *R. Bailey* 12,293-4
after Discharge, employment obtained quickly by all, *R. Bailey* - 12,289-91
One, retained as man porter, *R. Bailey* - 12,290
Chauffeur for Stationery Office van, and second applied for, *R. Bailey* - 12,365-6
- CLERKS:**
Amalgamation of Boy Assistant and second division, question of, *R. Bailey* - 12,360, 12,374-8, 12,400-1
- Assistant:**
Appointments from unestablished clerkships, &c., to Dec. 31, 1911, *S. M. Leathes* p. 122 I.
Increased proportion of second division clerkships available for, would be remedy for hard cases, *R. Bailey* - 12,273-8
- Promotions:**
to Dec. 31, 1911, *S. M. Leathes* - p. 122 I.
Difficulty, *R. Bailey* - 12,398-9
to Second division, *R. Bailey* - 12,212-4, 12,270-2
to Dec. 1911, *S. M. Leathes* - p. 123 I.
- Women could do some work of, *R. Bailey* 12,303
- Work of similar nature to that of second division done by certain number of, *R. Bailey* 12,266-9, 12,273
- Boy:**
Abolition desired, *R. Bailey* - 12,215-6
Limitation of number and automatic promotion to assistant clerks, question of, *R. Bailey* 12,225-9
Proportion having passed into second division, *R. Bailey* - 12,217-8
Substitution of abstractors for, desired, *R. Bailey* 12,219-21, 12,230-1
Technical character of work, *R. Bailey* - 12,215
no Class I., and work not suitable for, *R. Bailey* 12,346-8
150l. too low a maximum, *R. Bailey* - 12,403-5
- Second division:**
Competent to fulfil all duties of higher posts, *R. Bailey* - 12,371-3
Large number of old writer class in, and consequent need for care in promotion from, *R. Bailey* - 12,277-8
- Promotion:**
since 1892, *S. M. Leathes* - p. 121 I.
Prospects, *R. Bailey* - 12,203-7, 12,210-1
Women could do some work of, *R. Bailey* 12,303
- CONTROLLER:**
Appointed direct by the Crown, *Sir R. Chalmers* 867, p. 141 I.
Appointed by Prime Minister, *R. Bailey* - 12,343
Assistant, appointed by Treasury, *R. Bailey* 12,343
- Duplicating encouraged by, instead of printing, *R. Bailey* - 12,402
Extra accommodation obtained, *R. Bailey* 12,261-4
Group told off to examine labour-saving devices, work of, &c., *R. Bailey* 12,367-8, 12,382-91, 12,394-5
Nature of things supplied by, to Government offices, *R. Bailey* - 12,312-9
Organisation overhauled four or five years ago, *R. Bailey* - 12,350
- Stationery Office—continued.**
no Paper-making or binding, *R. Bailey* - 12,318, 12,320
Porters, majority Service men, but pensions not taken into account, *R. Bailey* - 12,296-9
- PORTERS AND WAREHOUSEMEN:**
Appointed by nomination and qualifying examination, *R. Bailey* - 12,198-9
Increase of hours with increase of pay, *R. Bailey* 12,412
Printing for Patent Office, reason for great amount of, *R. Bailey* - 12,339-40
Postage, decreased charge for, owing to increased use of telephone, *R. Bailey* - 12,413
Printing and binding, increase in estimates, and cause, *R. Bailey* - 12,328-38
- PRINTING OR BINDING CLERKS:**
Employment of women not possible, *R. Bailey* 12,300-2
Promotion to examiners or superintendents, *R. Bailey* - 12,247, 12,282-5
Printing and binding office, advocated, *R. Bailey* 12,248-64, 12,324, 12,392-3
Requisitions on, not always complied with, *R. Bailey* 12,325-7, 12,379-81
- STAFF:**
fairly Contented, *R. Bailey* - 12,263
Numbers, 1891, 1904, 1912 - 12,412
Particulars *re, R. Bailey* - 12,200-10
Staff posts, filled so far from within, *R. Bailey* 12,355-6
Superintendent of Demands, functions, *R. Bailey* 12,351-4
Technical officers, appointment by technical examination, particulars *re, and success, R. Bailey* 12,232-46, 12,279, 12,280-8, 12,323, 12,409-10
under the Treasury, *R. Bailey* - 12,311
- WOMEN:**
could be Employed if printing office established, but would be kept separate from men, *R. Bailey* 12,369-70
Employment of typists and paginator, *R. Bailey* 12,305-8
Question as to possibility of further employment of, *R. Bailey* - 12,300-10
Typists, numbers, *Miss Charlesworth* - p. 504 II.
Work, increase, *R. Bailey* - 12,411, 12,413-4
- Stationery and Printing, Select Committee, R. Bailey** 12,357-9
- Straits Settlements, Civil Service, Sir J. Anderson** 5900-4
- Sturgis, M. R. R., appointment as Special Commissioner, Inland Revenue, F. H. Norman** p. 490 II.; *Sir M. Nathan* - 14,878-83
- Suez Canal, directors of, appointed, by Order in Council, Sir R. Chalmers** - p. 141 I.
- Superannuation, Civil Service certificate necessary for purposes of, with certain exceptions, S. M. Leathes** - 4
- Supreme Court of Judicature:**
Appointments under Clause 7, *S. M. Leathes* p. 104 I.
Assistant Paymaster-General, appointed by Order in Council, *Sir R. Chalmers* - p. 141 I.
Clerks, number of candidates certificated or rejected, 1885-1911, *S. M. Leathes* - p. 106 I.
Offices in which superannuation claims regulated by Acts 29 & 30 Vict. c. 68 and 42 & 43 Vict. c. 78 - p. 141 I.
- PAY OFFICE, SECOND DIVISION CLERKS:**
Employment, *F. H. Norman* - 2668-9
Promotions since 1892, *S. M. Leathes* p. 121 I.
- Surveyors of Taxes, see under Inland Revenue Department.**
- Tate Gallery, keeper, appointment:**
Method, *Sir R. Chalmers* - p. 141 I.
Use of clause 7, but sec. 4 by Commissioners, *Sir R. Chalmers* - 973
- Tedder, Sir Arthur:**
Appointment as Commissioner of Customs, *Sir L. N. Guillemond* - 14,410-4
References, *Sir R. Chalmers* - 1049, 1185

Telephone Service:

no Difficulty experienced from men and women employed together in the same department, Miss E. A. Charlesworth - - - - -	3998-9
Typists and shorthand typists, overtime, regulations re payment for, Miss E. A. Charlesworth - - - - -	3785
Women typists, employed overtime without payment, Miss E. A. Charlesworth - - - - -	4032
Telephonists, appointed by nomination at discretion of head of department, S. M. Leathes - - - - -	39
Tengely, Mr., Exchequer and Audit Department, reference, H. J. Gibson - - - - -	1605

THOMSON, BASIL HOME, Secretary to Prison Commission - - - - - 10,167-10,550

PRISON COMMISSION:

Clerks:

Appointment:

by Nomination and limited competition and reason for, formerly - - - - -	10,212-4
by Open competition would be approved 10,215-29, 10,294, 10,352-3, 10,452	
Complaint re non-appointment as deputy governors, reply to, and reason - - - - -	10,274-9, 10,457-9, 10,516-7

Class II. increment, increase advocated 10,327-32

Explanation - - - - - 10,195-205

Open competition, staff clerks would be recruited from - - - - - 10,451

Promotion prospects - - - - - 10,240

Scale of salaries - - - - - 10,309-14

Staff:

Class II.:

Position - - - - - 10,184-92

Promotion from prison clerks, question re alteration of system 10,215-29, 10,239-40

Scale of salaries - - - - - 10,307

Selection from prison clerks, method 10,413-5

Explanation - - - - - 10,181-94

First class, number - - - - - 10,181

Promoted from prison clerks - 10,196-205

Three grade scheme would promote efficiency and be very popular - - - - - 10,315-26

Commissioners:

Appointed by the Crown - - - - - 10,487-8

Medical man as, 'not statutory nor customary 10,541

Comptroller of Accounts and Stores and Assistant,

promoted from clerks - 10,177-80, 10,211-2, 10,234

Constitution - - - - - 10,168-72, 10,482-6

Directors, appointed by the Crown - 10,487-8

Inspector organisation - - - - - 10,333-7

Medical inspectors - - - - - 10,235-7

Organisation - - - - - 10,173-239, 10,298-314

Secretary:

Appointed under Section 4 - - - - - 10,207

Assistant:

Office held under Section 7 - 10,208, 10,210

Promoted from staff clerks - - - - - 10,177

Surveyors and assistants:

Appointed under Section 4 or Clause 7, 10,231, 10,304-5

Qualifications - - - - - 10,232-3, 10,446-8

PRISONS:

Borstal Institutions, warders, method of appointment - - - - - 10,358

Chaplains:

Accommodation - - - - - 10,430

Appointment, method - - - - - 10,295-7

Classification - - - - - 10,423-8, 10,496-7

Denominations of, and calling in of outside chaplains - 10,394-400, 10,493-5, 10,509-10

Inspector of, work - - - - - 10,513-4

Salary, fixed by scale on population 10,499-500

Classification - - - - - 10,241-3, 10,267-73

Clerk and schoolmaster, new rank, particulars re 10,379-83, 10,438-41

Convict warders, method of appointment 10,356-7

Draughtsman, sometimes advertised for and sometimes apply - - - - - 10,520

THOMSON, BASIL HOME—continued.

PRISONS—continued.

Employment of prisoners, discretion allowed to governors - - - - - 10,546-9

Female Staff:

Matrons:

Class of women - - - - - 10,367-8

Trained nurses as, question of - 10,369-72

Warders:

Assistant:

Class of women - - - - - 10,386

Qualifications required - - - - - 10,387-8

Competition not keen, and reason 10,290, 10,354-5

Hours - - - - - 10,525-7

Many not in favour of moving out of prison 10,524, 10,528

Pay, and comparison with men - 10,280-93, 10,404-12

Governors:

Age limit - - - - - 10,251

no Appointments direct - - - - - 10,455-6

Class of men - - - - - 10,254-6, 10,347

Deputy, many promoted from fifth-class governors - - - - - 10,339-45

Fifth-class:

Brought into touch with prisoners - 10,515

Recruited from prison clerks or warders 10,265-6

House provided - - - - - 10,431

Promotion, method - - - - - 10,257-64

Selection, method - - - - - 10,244-56, 10,348-9

Hospitals, nurses, training of - - - - - 10,373-8

Increased expenditure, reason - - - - - 10,444-5

Inebriate Reformatories, number, staffing, &c. 10,359-61

Jewish minister - - - - - 10,508

Lectures and concerts - - - - - 10,535-40

Libraries, recommendations of books, practice re 10,529-34, 10,542-5

Medical Adviser, special payment to - 10,436-7

Medical Inspector, appointment by selection 10,362-6

Medical officer:

House or allowance provided - - - - - 10,432

Personally selected - - - - - 10,350

Minor posts, large competition on male side, not so much on female' - - - - - 10,550

Officers, pay on the whole not on an unfavourable scale - - - - - 10,435

Part-time Chaplain and Medical Officers non-pensionable - - - - - 10,518

Roman Catholic priests, salaries 10,498, 10,501-7

Schoolmasters, type of men, but grade dying out 19,378-9

Schoolmistress picked from discipline staffs 10,385

Scripture readers, work of, &c. - - - - - 10,401-3

Storekeepers, all promoted clerks - - - - - 10,351

Staff:

Discontent of - - - - - 10,433

Petitions from, procedure - - - - - 10,521

Position re pensions as compared with police 10,433-4

Separate for convict and local prisons, but occasionally transferred - - - - - 10,449-50

Surveyor and Assistant Surveyor, technical appointments - - - - - 10,177-8

Temporary officers - - - - - 10,520

Warders:

Appointment, procedure - 10,460-3, 10,468

Class of men - - - - - 10,442

Entrance age limit - - - - - 10,443

Quarters - - - - - 10,489-91

Selection by Committee, would not be objected to, but considered cumbrous - 10,464-8

Training - - - - - 10,454, 10,469-71

Training as schoolmasters, present method, and question of attachment to school for certain period - - - - - 10,471-81

Wesleyan minister - - - - - 10,508

Woman inspector, work of - - - - - 10,389-93

Transfer between Departments:

by Agreement between departments, *S. M. Leathes* 689-92

Central department:

might be Advantageous, *Col. Sir E. W. D. Ward* 11,464-7

Advocated, *A. J. A. Ball* 7499, 7510, 7562-7
when new Department created, *S. M. Leathes* 190, 331

systematic Facilitation of:

Advantages to be derived, *Sir L. N. Guillemard* 14,362-6

would be Cure for absence of promotion, *E. R. Forbes* 7580-5, 7619-26

Standardisation of pay, question of, *Sir L. N. Guillemard* 14,367-70

Free transfer between departments, difficulties, *S. M. Leathes* 191-2, 258

more Frequent, would be beneficial, *A. J. A. Ball*, 7560-1; *Sir T. H. Elliott*, 8355-8.

only Occasional and at discretion of Heads of Departments, *S. M. Leathes* 187-9

same Scales of pay in all offices would facilitate, *A. J. A. Ball* 7558-9

no Technical objections, *S. M. Leathes* 195-7, 258

Treasury:

Approval necessary to promotion from assistant class to second division, *Sir R. Chalmers* 920

Approval necessary to transfer of Class I. clerk from one department to another, *Sir R. Chalmers* 947

Approval necessary to promotion from second division to Class I. and no case known of refusal except once where afterwards conceded, *Sir R. Chalmers* 953-4

Attitude *re* open and limited competition, *Sir R. Chalmers* 888

Cases where use of Clause 7 was suggested by, but Sec. 4 suggested by Commissioners, *Sir R. Chalmers* 973

Civil Service Commission responsible to, *S. M. Leathes* 273

CLERKS:

Assistant, incorporation of second division work with that of, would necessitate higher wages, *Sir G. Murray* 1975

successful Candidates choosing employment as could not be refused, *Sir R. Chalmers* 1122-4

Class I:

Case of vacancy being filled by transfer and not thrown open, *Sir L. N. Guillemard* 14,418-22

Junior, transfers from nominated posts in Foreign Office, *B. Mallet* 9741, 9973-7

Moved about regularly, *Sir R. Chalmers* 1280

Promotion, rapidity of, examples, *F. H. Norman* p. 489 I.

Transfers from Colonial Office, *Sir R. Chalmers*, 944-6; *Sir J. Anderson*, 5667-9.

Work of second division men should not be incorporated with that of, *Sir G. Murray* 1972-5

native Indian would not be debarred 660-1

Second division, promotion:

since 1892, *S. M. Leathes* p. 121 I.

into Pay Office (as examiners, as reward of merit), *Sir R. Chalmers* 1119

to Class I. division, *Sir R. Chalmers* 1111-9, 1189-90

Transfer to, of man never having been at old university, *Sir R. Chalmers* 1120-1

Transfer from other offices would be advantageous method of recruitment, *Sir L. N. Guillemard* 14,364

Work given to, on first entering service, examples of, *Sir R. Chalmers* 1090-2, 1231

Commissioners, appointed by Letters Patent, *Sir R. Chalmers* p. 141 I.

Control over Civil Service, liability to abuse and restriction advocated, *F. H. Norman* p. 493 II.

Control exercised by, over expenditure of department, extent, *H. J. Gibson* 1367-71

Co-operation of Civil Service Commission with, *S. M. Leathes* 20

Treasury—continued.

County Court Examiners, appointed by nomination and limited competitive examination, *Sir R. Chalmers* p. 142 I.

Discipline in other Departments not controlled by, *Sir R. Chalmers* 853-5

First Lord of the, private secretaries appointed by, *Sir R. Chalmers* 1166-7

FUNCTIONS:

Co-ordination of departments by control and suggestion, *Sir R. Chalmers* 960, 1027-30

General particulars, *Sir R. Chalmers* 852-7 1027-30

Organisation of public offices, particulars *re* 958-60

Improvements in methods of administration of other branches of the public service suggested by, *Sir E. Murray* 1902-5

Insurance Commission posts must be approved by, *S. M. Leathes* 274-5

and Irregularities, *H. J. Gibson* 1523-30

Lords Commissioners, *Sir R. Chalmers* 852

Messengers approved by nomination alone, *S. M. Leathes* 719

Method of recruitment, present system of examination satisfactory on the whole, *Rt. Hon. Sir G. Murray* 1844

Officer of accounts, promoted from second division, *S. M. Leathes*, 156; *H. J. Gibson* 1541, 1552-3

Office-keeper and established messengers, appointed by nomination and non-competitive examination, *Sir R. Chalmers* p. 142 I.

Offices under Sec. 4 decided on by, and functions end there, *Sir R. Chalmers* 868-9

Patronage Secretary, position, work of, &c., *Sir R. Chalmers* 975-81

Permanent Secretary, appointed under Sec. 4, *Sir R. Chalmers* 867, p. 141 I.

Petition of ex-second division clerks in Exchequer and Audit Department refused by, *H. J. Gibson* 1424-8, 1537-9, 1625-6

Petition from second division clerks for privilege of direct communication with, and refusal, submitted, with remarks respecting, *F. H. Norman* 2716-23

Placing of situations under Clause 4, Superannuation Act, entirely in hands of, *S. M. Leathes* 259-61

Powers *re* other departments sufficient, *Sir R. Chalmers* 961-2

no Pressure brought to bear on departments to come into Schedule A., *Sir R. Chalmers* 1304-7

Professional offices, *Sir R. Chalmers* p. 139 I.

Promotion, method, *Sir R. Chalmers* 919

no Questions asked by, *re* candidates wishing to be appointed to, *S. M. Leathes* 421-2

Recognition of associations of clerks not objected to by, *Sir R. Chalmers* 1168-73

Remembrancer appointed by Order in Council, *Sir R. Chalmers* p. 141 I.

Rules *re* situations made by Civil Service Commissioners, Heads of Departments and, *S. M. Leathes* 26, 82, 676

Sanction necessary to scheme of examinations, *S. M. Leathes* 370-1

Scale of salaries for Class I. not adopted by, *Sir R. Chalmers* 1315-21

Situations removed from, or added to, Schedule A. by department with consent of, *S. M. Leathes* 83

Situations placed under Sec. 4 by, and Commissioners not consulted or told, *S. M. Leathes* 700

Secretary, assistant, appointed by Order in Council, *Sir R. Chalmers* p. 141 I.

Solicitor and Assistant Solicitor, appointed by Order in Council, *Sir R. Chalmers* p. 141 I.

Subordination of Customs to, *S. M. Leathes* 275-6

Supervision of work, question of responsibility, *Rt. Hon. Sir G. Murray* 1911-4

Treasury—*continued.*

Valuer, appointed by Order in Council, <i>Sir R. Chalmers</i>	p. 141 I.
Woman typists, appointed by nomination and limited competitive examination, <i>Sir R. Chalmers</i>	p. 142 I.
Trevelyan, <i>Sir Charles</i> , reference	894, 919
Trinity House, women typists, number, <i>Miss Charlesworth</i>	p. 504 II., 3920

TROUP, SIR EDWARD, K.C.B., Permanent Under-Secretary of State for the Home Department

Aberdeen University, Class I. examination not unfavourable to	5046-53, 5447-9
---	-----------------

APPOINTMENTS :

Competition :	
Limited, necessary for some posts	5110
Open :	
if Applied separately to each office, objection to	5135
Best method, except for special posts	5108-14
Clerks, second division, promotion to Class I., eight years' service necessary, and shortening not considered necessary	5324-32
Common Government Office in provincial towns, question of	5469-72
Established List, putting of persons on, rightly a matter for the Treasury	5489-94

FACTORY INSPECTORS :

Appointment :	
by Joint Committee with final competition would be approved	5349-54
Method	5142-3, 5213-8, 5347-8, 5495-6
Assistants :	
Knowledge of factory law required	5235-8, 5242-3
Work of	5239-43
Character of man required	5252-6
Chief inspector, private secretary, appointment of man from Class I. waiting list	5294-312
Clerks :	
Country :	
Application for establishment refused, and reason	4983-5, 5143, 5171-97, 5404-28, 5539-40
Class of men	4941-4
Modern institution	5170
Numbers	4986
Personal clerks, but appointment subject to approval of superintending inspector	5462-6
Salaries, scale	4982, 5170
Scale of emoluments fixed four or five years ago	5541-3
Supplying of, from permanent staff in London not practicable	5467-8
Work of	5083-7, 5178-9, 5408-20
Country, offices provided by Home Department, and not allowed in their own houses	5535-8
Districts, allowances for clerical assistance	5530-4
Examination, nature of, and question of value	5219-26, 5248-52, 5259-85, 5497-501
Knowledge of factory law obtained after appointment and advantages of system	5227-34, 5338-40, 5245-6, 5285-93
Notice warning candidates against political recommendations	5289-93
Senior lady inspectors, position and work and salary	5066-76, 5082
Ten years taken to get from Class II. to Class I.	5257-8
Women :	
Clerks :	
Establishment of, question of	5440-6
Salaries and question as to adequacy	5429-39
Principal, position	5062-5
Salaries compared with men inspectors'	5313-22, 5387-401

HOME DEPARTMENT :

Accounts, subdivision, work of, and staff	4917-22
Appointments, method in different departments	4823-976
Calculating machines, introduction	5381-4
Card index system introduced	5377-9, 5385-7

TROUP, SIR EDWARD, K.C.B.—*continued.*HOME DEPARTMENT—*continued.*

Clerks :	
Assistant :	
Class of men	5001-5
Distinction of work from that of second division	5136-7
Merging of, into second division, objection to	5006-11
Two grades for promotion purposes would be necessary	5138-41, 5519-23
Promotion to second division might be increased	5139
Work of	5010-1
Boy :	
Abolition, difficulty	5012-6, 5154-6, 5523-4
Class of	4998
Discharge, no steps taken by Department to provide work for	5486-8
Retention of larger number in higher class desirable	5355-61
Supervision of health and question of overtime in cases of evening work	5362-5
Work of	4999-5000, 5162-9
Class I. :	
Nature of work on first starting	5094-5, 5199-200
no Overtime pay	5106
Proportion to second division	5091
Recruitment from second division not advocated	5144-7
Superiority to second division	5201-2
Transferred from one division to another during early years of service	5117-21
Intermediate class, introduction not advocated	5153
Legal knowledge	5341-3
Scientific knowledge, question as to value of	5344-6
Second division :	
no Amount of discontent	5088-90
Promotion :	
to Class I.	5036-7
Elsewhere than to Class I.	5324-36
Method	5104-5
Opportunities	5035-7, 5101-3
Particulars of	5099-100
Small proportion to Class I., and reason	5204-8
Qualifications, look-out kept on	5210-2
Work of, a comparison with work of Class I.	5017-31, 5149-53, 5337, 5092, 5122-9, 5209
Work of, not seen by permanent Under Secretary, but inquiries made	5038-42
Transfers from other offices	5096-8
Copying, sending out of, would not much relieve work	5525-9
Criminal division staff	4886-90
Divisions and subdivisions staff, and work of	4882-923
Domestic Department, staff	4896-9
Industrial Department, staff	4891-5
Inspectors :	
Appointment, method	4941-57, 4960-9, 5143, 5347, 5495-6
Clerks, at Head Quarters, generally established	4978-9
Mines, district, allowances for clerical assistance	5530-4
Number	4933-40
Quarries, particulars	5482-5
Legal work done by Class I. men	5130-2
Medical Superintendent of Broadmoor Asylum, appointment, method	4974-5
Messengers :	
Boy :	
Appointment, method	5159
Difficulty of, as blind alley employment, and suggestions	5366-9
Maximum age	5157-61
not Recruited from boy messengers	5160-1
Overtime pay	5106-7
Permanent Under-Secretary of State, a professional office, but no professional requirements exacted	5450-8

TROUP, SIR EDWARD, K.C.B.—*continued.*HOME DEPARTMENT—*continued.*

- Police, Commissioners and Assistant Commissioners, appointment method - - - 4976
 Prison inspectors and commissioners, appointment method - - - 4971-2
 Private secretaries:
 never appointed from second division, but invariably from first division - 5477-8, 5504-5
 Previous position - - - 5502-9
 Professional offices, professional requirements not always wanted - - - 5457
 Registry, work of, and staff 4904-16, 4918-22, 5133-4
 Reports on prospective Acts of Parliament, persons dealing with, work of - 5459-61
 Shorthand writers, position and salary 5059-61
 Special division staff - - - 4900-1
 Staff, particulars *re*, and method of appointment 4882-976
 Statistics subdivision, staff - - - 4920-2
 Typing done by boy clerks or assistant clerks 4913-6
 Typists, reasons for not employing women 5058, 5165, 5169, 5370-6
 Variation in amount of work, arrangements 5077-81
 Improvements, mechanical, or of method, small expert body to advise on, not considered necessary 5380-1
 Metropolitan Police, clerkships, formerly given to second division clerks in Home Office, now filled by limited competition among second division clerks - - - 5101-2
 Private secretaries taken from Class I., never from second division - - - 5504-7
 Women, salaries, difficulty of question - 5479-81

TURPIN, W. G., Comptroller-General of the National Debt Office - - - 11,883-12,018

- Comptroller-General, appointment, method 11,986
 Legal work - - - 11,948-50
 Messengers, pensioner messenger only an army man 12,015-8

NATIONAL DEBT OFFICE:

- Appointment of Technical Officers under Clause 7 not desired, training in office preferred 11,952-3
 Assistant Comptroller:
 Appointment, method - 11,889-90, 11,986, 12,005-8
 Duties - - - 11,935-6
 Legal qualifications - 11,939-50, 12,012-4
 Calculating machine used, and use of adding machines under consideration - 12,002-3
 Clerks:
 Actuarial qualifications - - - 11,942-5
 Class I. not desired, and reason - 11,937-41, 11,991-2
 Chief, post abolished and work done by principal clerk - - - 11,979-82
 Leave allowed for actuarial examination, but no facilities given in connection with preparation - - - 11,946-7
 Principal, work formerly done by Chief Clerk done by one of, with extra allowance 11,979-82
 Principal and Assistant Principal, all promoted from second division - - - 11,891-7
 Second division:
 no particular Discontent among - - 12,001
 Educational qualifications - - - 11,994
 Men satisfactory on the whole, but intermediate examination would provide better class 11,898-903, 11,937, 11,961-2, 11,988, 11,989-90
 Men selected from successful candidates for mathematical qualifications - 11,984-5
 Promotion:
 to Principal, qualifications required 11,963-8
 Proportion qualifying for - 11,973-8
 Prospects - - - 11,987-8
 Tendency to draw upon lower social stratum 11,961-2
 Waiting list longer than formerly, and less good men constantly obtained - 11,989, 11,995-6

TURPIN, W. G.—*continued.*NATIONAL DEBT OFFICE—*continued.*

- Commissioners:
 no Meetings now - - - 12,007-9
 Names - - - 12,006
 Office built specially and no complaint of 11,997-2,000
 Staff, no larger than in 1860 and only just adequate - - - 11,933-4
 Work of, and particulars *re* extension 11,904-32, 11,954-60, 11,969-72
 Tweedmouth Commission, reference - - p. 503 II.
- Typists:
 Limited competition might limit area of selection, *Sir R. Chalmers* - - - 1081
 Women, *see that title.*
- Unemployment Insurance, *see* Part II., under Insurance Act.
- Unestablished Staff:
 Appointment, method, *G. M. Bell* - 6782-93, 6802
 Claim to establishment in certain cases, *G. M. Bell* 6758, 6779, 6807-13
 Continuous employment, *G. M. Bell* - 6708-9
 Dismissal at short notice, *G. M. Bell* - 6763
- ESTABLISHMENT:
 Cases frequent, *G. M. Bell* - - - 6768-76
 would involve change in method of appointing, *G. M. Bell* - - - 6773-6
 Objections to, *Sir R. Chalmers* - - 967, 1141-6
 Gratuities, system, *G. M. Bell* - 6727-31, 6764-7, 6814-6
 Grievance, *G. M. Bell* - 6745-9, 6756-7, 6771-2
 Holiday, *G. M. Bell* - - - 6805-6, 6814-6
 Increase, *G. M. Bell* - - - 6710
 Length of service, *G. M. Bell* - 6710-1, 6715
 Medical attendance received, *G. M. Bell* - 6800, 6814-6
 Men liable to dismissal on any changes, and length of notice, *G. M. Bell* - - - 6722-5
 Men prefer to remain in Government service owing to difficulty in finding other work, *G. M. Bell* 6732-6
 Method approved for certain situations, *Sir R. Chalmers* - - - 1147-8
 Numbers, *G. M. Bell* - - - 6714
- PAY:
 Market rates, and comparison with commercial rates, *G. M. Bell* - - - 6720-1
 Rates of pay reckoned weekly, *G. M. Bell* - 6716
 Permanent work should not be done by, *G. M. Bell* 6750-6
 Re-employment within three years of discharge, previous service reckoned towards gratuity, *G. M. Bell* - - - 6726-7
 Sick pay, *G. M. Bell* - - - 6804, 6814-6
 Sunday work when required, *G. M. Bell* - 6716-9
 Transfer to established, *G. M. Bell* - 6797-801
- Universities:
 Bursaries from secondary schools, *A. H. Dyke Acland*, 4046-50; *R. H. Carr*, 4625, 4628, 4634, 4641-2, 4729-32
- EDUCATION:
 Essential to best work to be done by Civil servants, *Sir G. Murray* - - - 1846-7
 not Essential for highest class of civil servants, *F. H. Norman* - 2199-214, 2324, 2337-9
 Opinion *re* efficiency of, made in relation to accounting work, *F. H. Norman* - 2648-50
 Men go to new universities with definite purpose in view, but not to Oxford and Cambridge, *Lord Haldane* - - - 1833
- MEN FROM:
 Admission to service, question, *F. H. Norman* 2647, 2652-6
 Better public servants than those entering service at 18, *Lord Haldane*, 1792-3; *A. H. Dyke Acland*, 4069-77, 4081-4, 4177-80; *Sir W. B. Anson* 4425, 4428, 4559-67
 Importance of certain proportion of, in service, *R. de M. Rudolf* - - - 12,697-701

Universities—continued.

MEN FROM—continued.

- Practice of commercial firms recruiting staff from, *Sir M. Nathan* - - - 14,947-8
 Reservation of certain number of posts for, to be filled by selection by head of department, with rest of service recruited by intermediate examination only, scheme, *E. de M. Rudolf* 12,675-85, 12,726-39, 12,764-7

NEW:

- Alteration of examination to suit, not desirable, *Sir W. R. Anson* 4424, 4462-5, 4508-19, 4545-51, 4528-30
 Bias in favour of, in Class I. examination, see under Class I. under Examinations.
 Candidates' education should be on same footing with those from Oxford and Cambridge, *F. H. Norman* - - - 2704-8
 Men should be drawn from, by nomination, not by alteration of examination, *Sir W. R. Anson* 4508-19, 4545
 Opportunities for liberal education do not follow more in old, than in case of, *F. H. Norman* 2508-12
 Placed in unfavourable position in relation to Oxford and Cambridge as regards Civil Service examinations, *F. H. Norman* - - 2496-502
 Students, quality would improve with reform of secondary education, *A. H. Dyke Acland* 4205-8
 Proportion of students taking art degrees, information to be obtained, *L. A. Selby-Bigge* - 9718-9

STUDENTS:

- Numbers, *L. A. Selby-Bigge* - 9603-13, 9713-7 from Secondary schools, question of, statistics 4929-33, 4720
 System giving equal opportunities to all classes of rising to top desired, *Lord Haldane* 1660-1, 1679, 1737, 1761-3
 Value of university training, *Lord Haldane* 1759-60, 1780-1, 1790-1, 1814
 Work of old and new, comparison, *Sir W. R. Anson* 4423-4, 4546-51

Valuation Department, see under Inland Revenue Department.

Victoria and Albert Museum:

- Assistants and Assistant Keepers, appointed by limited competition, *L. A. Selby-Bigge* - 9057
 Higher staff, examination before admission, *L. A. Selby-Bigge* - - - 9023-4
 Relation to Board of Education, *L. A. Selby-Bigge* 8577-8

Wales:

- Intermediate Education Act, working of, *A. H. Dyke Acland* - - - 4036
 National Insurance, women typists, numbers, *Miss Charlesworth* - - - p. 504 II.

UNIVERSITIES:

- Board of Education Inspectors from, *L. A. Selby-Bigge* - - - p. 531 II.
 successful Candidates from, in Class I. examination, 1906-1910, *S. M. Leathes* - - - p. 127 I.
 Officers' Training Corps petition signed by representatives of, *M. J. M. Hill* - - - p. 536-7 II.
 Patent Office, examiners from, *T. Franks* - 13,940
 Wall, A. J. (in attendance) - 10,167-10,550

Wallace Collection:

- Housekeepers and housemaids, appointed by nomination, *Sir R. Chalmers* - - - p. 142 I.

KEEPER OF, APPOINTMENT:

- Method, *Sir R. Chalmers* - - - p. 141 I.
 Use of Clause 7 suggested by Treasury, but Sec. 4 by Commissioners, *Sir R. Chalmers* 973
 Professional offices, *Sir R. Chalmers* - p. 139 I.

War Office: ..

ACCOUNTS BRANCH:

Accountants:

- Number, *Col. Sir E. W. D. Ward* - - 10,958
 Promoted from lower classes, *Col. Sir E. W. D. Ward* - - - 10,958

War Office—continued.

ACCOUNTS BRANCH—continued.

Assistant Accountants:

- Increased pay retained after reorganisation, *C. A. Matley* - 12,435, 12,444-7, 12,460-2
 special Liabilities, *C. A. Matley* - 12,445-7, 12,487-9, 12,507-9
 Positions of men before becoming, and examinations by which service entered, *C. A. Matley* 12,468-71
 Position of men better for 1905 change, *C. A. Matley* - - - 12,472-4
 Promotion:
 Posts practically reserved for, before reorganisation, *C. A. Matley* - - 12,494-6
 Reduction of prospects, *C. A. Matley* 12,435-43, 12,452-9, 12,467, 12,480-6, 12,489, 12,497-502
 Reply to complaints re, *Col. Sir E. W. D. Ward* 11,046-53
 Refusal to reserve vacancies in higher posts for, *C. A. Matley* - - - 12,442-3, 12,463
 Removals, financial loss to men, *C. A. Matley* 12,507
 Second class, account of formation of, *C. Harris*, 11,506, 11,570-1
 Status:
 Reduced and made interchangeable with other second division clerks, *C. A. Matley* 12,430-6
 Reply to complaint re, *Col. Sir E. W. D. Ward*, 11,034-6, 11,042-4; *T. H. Brade*, 11,036-41, 11,045; *A. C. Pedley*, 11,040.
 Work of, *C. A. Matley* - - - 12,503
 Audit, work of, *Col. Sir E. W. D. Ward* 11,330-7, 11,452-7
 Change of policy re, and detrimental effect on staff, *C. A. Matley* - - - 12,418-511
 Chief writers, position of and promotion prospects, *C. Harris* - - - 11,506-8, 11,564
 Clerks:
 Intermediate, disposal of, on division of department, *Col. E. W. D. Ward*, 11,019-33; *C. Harris*, 11,579.
 Second division, complaint of position, and possibility of relief, *Col. Sir E. W. D. Ward* 10,954-7
 Establishment and grading, *C. A. Matley* 12,452-7, 12,475-9
 Higher division and second division posts, barrier between, in future, *C. A. Matley* - 12,484-6
 Promotion:
 Barrier, considered a social grievance by some, *C. A. Matley* - - - 12,504-7
 no Legal claim, *C. A. Matley* - - 12,464-5
 Reconsideration of organisation question desired, *C. A. Matley* - - - 12,449-52
 Reorganisation, financial result, *C. A. Matley*, 12,490-3
 System compared with that in Admiralty and India, *C. A. Matley* - - - 12,510-1
 Writers:
 Non-pensionable, *Col. Sir E. W. D. Ward* 10,959-60
 Promotion to second-class assistant accountants re exceptional cases possible, *C. Harris* 11,506-7, 11,570-1

ADMINISTRATIVE DEPARTMENT:

- Chief Examiners, explanation, *Col. Sir E. W. D. Ward* - - - 10,858-62

Clerks:

Assistant:

- Character, and comparison with second division, *Col. Sir E. W. D. Ward* - - - 10,939
 Work of, *Col. Sir E. W. D. Ward* 10,944-5
 Boy, number, *Col. Sir E. W. D. Ward* - 10,915
 Class I.:
 Classification, *Col. Sir E. W. D. Ward* - 10,848
 Group 2, transfers from other departments
Col. Sir E. W. D. Ward - 10,851-4
 Lowest grade, disadvantage of 150l. minimum, *Col. Sir E. W. D. Ward* - - 10,847-50
 Number inadequate, *Col. Sir E. W. D. Ward* 10,855
 Private secretaryships restricted to, with one exception, *Col. Sir E. W. D. Ward* 10,855-7

War Office—continued.

ADMINISTRATIVE DEPARTMENT—continued.

Clerks—continued.

Class I.—continued.

Salaries, scales and comparison with Home Office, *Col. Sir E. W. D. Ward* 10,844-50
 no Promotions from examiners, staff clerks, or second division, *Col. Sir E. W. D. Ward* 10,868

Second division :

Advisory Promotion Board, *Col. Sir E. W. D. Ward* 10,884-7

Annual classification according to merits, *Col. Sir E. W. D. Ward* 10,869-70

Class of men, *Col. Sir E. W. D. Ward* 10,908-13

Confidential reports, system, *Col. Sir E. W. D. Ward* 10,869-82

more Difficult work given to promising clerks, *Col. Sir E. W. D. Ward* 10,882-4

Staff :

Annual classification according to merits, *Col. Sir E. W. D. Ward* 10,869-70

Confidential reports, system, *Col. Sir E. W. D. Ward* 10,869-82

Number, reason for, *Col. Sir E. W. D. Ward* 10,864-7

Promotion to Class I. prevented by rule *re* pay, *Col. Sir E. W. D. Ward* 10,888-907

Promotions to, by merit, *Col. Sir E. W. D. Ward* 10,863, 10,867

Officials and staff, methods of appointment, salaries, &c., *Col. Sir E. W. D. Ward* 10,842

Typists employed in separate room, &c., *Col. Sir E. W. D. Ward* 10,946-50

APPOINTMENTS :

under Clause 7, *S. Leathes* pp. 104-105 I.

Certain, must be filled by nomination, *Lord Haldane* 1797

Filled largely with intermediate clerks, *S. M. Leathes* 157

Army Chaplains, nominated by Chaplain-General, *Col. Sir E. W. D. Ward* 11,275-8

AUDIT :

Combination of departments, reasons against, *C. Harris* 11,547-50

Department, system of recruitment from intermediate class dependent on appointment of comptroller and deputy controller from outside, *C. Harris* 11,493-5

Particulars *re*, *C. Harris* 11,541-6

BOY MESSENGERS :

Classes for, *Sir R. Chalmers*, 983; *Col. Sir E. W. D. Ward*, 11,355.

Number, *Col. Sir E. W. D. Ward* 11,256

all, Sons of soldiers, *Col. Sir E. W. D. Ward* 11,422

Subsequent career, *Col. Sir E. W. D. Ward* 11,421-3

Building, satisfactory but too small, *Col. Sir E. W. D. Ward* 11,263-6

CHAPLAIN GENERAL :

Private Secretary taken from second division, *Col. Sir E. W. D. Ward* 10,857

Salary, *Col. Sir E. W. D. Ward* 11,273

Charwomen, pay and hours, *Col. Sir E. W. D. Ward* 11,235-7

Civil Branch, department of, *Col. Sir E. W. D. Ward* 10,839-41

Civil Organisation, requirements of public service met by, *Col. Sir E. W. D. Ward* 11,268-9

CLERKS :

Amalgamation of higher division intermediate class and second division suggested, *T. S. Owen* 12,997, 13,050

Assistant :

Originated in, *D. Milne* 2962

Promotion to second division :
 to December 1911, *S. M. Leathes* p. 123 F.
 further Opportunities desired, *T. S. Owen* 13,051-2

Selected by competition from boy clerks, *D. Milne* 3229-31

Substitution of, for boy clerks to limited extent, *Col. Sir E. W. D. Ward* 11,324

War Office—continued.

CLERKS—continued.

Boy :

Case of boy rising from to higher division, *Lord Haldane* 1676-7⁷

outside Classes attended by, *Col. Sir E. W. D. Ward* 11,355

Finance out station departments, enlistment in army and subsequent return to army pay corps, and success of scheme, *C. Harris* 11,498-501

Interest taken in private lives of, *S. M. Leathes* 468

Class I. :

Examination produces right type but not necessarily right man, *C. Harris* 11,601-6

Failure in, and forced retirement, *C. Harris* 11,585-6

Inefficient men, difficulty of getting rid of, question of remedy, *C. Harris* 11,587-8

Intellectual qualifications, question of relative value, *Col. Sir E. W. D. Ward* 11,446-51, 11,485-6

Many, too highly educated for work, and some work could be done as efficiently by second division, *R. de M. Rudolf* 12,734, 12,753-7

Men promoted from lower grade, comparison of work with that of men coming direct into Class I., *Lord Haldane* 1656-9

Moved about between departments, but not enough owing to small number of, *Col. Sir E. W. D. Ward* 11,279-82

Numbers insufficient, *Col. Sir E. W. D. Ward*, 11,279-84; *C. Harris*, 11,582-4, 11,589.

Promotion of all, unlikely, *C. Harris* 11,608-13

Recruitment chiefly by separate examination, necessity for, *C. Harris* 11,492, 11,496, 11,522, 11,562-3

Seconding :

Advisability and advantage doubted, *Col. Sir E. W. D. Ward* 11,439-45

Practice of, *Lord Haldane* 1710-2, 1714

high Value of work done by, *Lord Haldane* 1655, 1720, 1722, 1781

Work of, nature of, and promotion question, *C. Harris* 11,613-24

Comparison of cost of intermediate scheme, and first and second division scheme, *C. Harris* 11,489-90, 11,578

Compulsory retirement for inefficiency, case known of, *R. de M. Rudolf* 12,798

Confidential reports, system, *Col. Sir E. W. D. Ward* 11,348-54

Divisions of, *R. de M. Rudolf* 12,709

Ex-soldiers :

Employment of, *Lord Haldane* 1740-9

Employment of women instead of, difficulty, *C. Harris* 11,600

Establishment, reasons against, *C. Harris* 11,515-8, 11,556-9

Promotion, petition, *C. Harris* 11,569

given Experience at out-stations, *Lord Haldane* 1727

Gradation reports, system, *Col. Sir E. W. D. Ward* 11,351-3

Higher division :

Recruited by Class I. examination but few staff appointments made by nomination, *Lord Haldane* 1788

University qualifications, *Lord Haldane* 1671

Intermediate, originated in certain appointments in, *S. M. Leathes* 166

"Lump-summers," *Col. Sir E. W. D. Ward* 11,230-3

Office hours, *Lord Haldane* 1803

Principal :

and Assistant-Principal, difference, *C. Harris* 11,590

Assistant not always promoted to Principal, *C. Harris* 11,591

Promotions :

in Higher division, informal committee of heads of departments consulted, *Lord Haldane* 1800

War Office—continued.

CLERKS—continued.

Promotions—continued.

- Number large, *S. M. Leathes* - 149-226
in Lower divisions, largely by seniority, *Lord Haldane* - 1800
- Routine work, question as to possibility of diminishing, *Col. Sir E. W. D. Ward* 11,405-11
- Second division:
Account of work of, *R. de M. Rudolf* 12,751-2
Cases of deterioration owing to lack of opportunity for advancement, *R. de M. Rudolf* 12,747-8
no great Discontent among, *Col. Sir E. W. D. Ward* - 11,267
may be Employed on work superior to that of junior Class I., *R. de M. Rudolf* - 12,751
Opportunities of showing powers, *R. de M. Rudolf* - 12,710-2
- Promotion:
since 1892, *S. M. Leathes* - p. 121 I.
Changed view taken by Treasury, *T. S. Owen* 13,002-8
- Class I:
very few, *R. de M. Rudolf* - 12,713
Promises not carried out, *R. de M. Rudolf* 12,650-63
Restriction, bad for working of office, *Col. E. W. D. Ward* - 11,325-9
Salary difficulty, *R. de M. Rudolf* 12,714-6
Secretary of State responsible for, *Col. Sir E. W. D. Ward* - 11,304-6
by Selection approved, *Col. Sir E. W. D. Ward* - 10,998-1,000
Special knowledge of, no attempt made by department to utilise, *T. S. Owen* 13,009-12
Superior qualifications required by Class I, *Col. Sir E. W. D. Ward* - 10,999
- Vacancies:
Filling of, by promotion from assistant clerks must be sanctioned by Treasury, *Col. Sir E. W. D. Ward* - 11,294-303, 11,345-7
Occurrence in cycles, and question of remedy, *R. H. Brade*, 11,397; *A. C. Pedley* 11,398-404; *Col. Sir E. W. D. Ward*, 11,458-67.
- Sending of, to work in commands, done in Audit branch only, but would be advantageous if possible, *Col. Sir E. W. D. Ward* - 11,433-7
- Signing in and out, system of, *Col. Sir E. W. D. Ward* - 11,259-62
- Social treatment, difference in, owing to two divisions, *R. de M. Rudolf* - 12,762-3
- Three classes, desirability of, *C. Harris* 11,488, 11,503-4, 11,572-7
- Work done by second division and authorised by Class I., *R. de M. Rudolf* 12,749-50, 12,800
- Controller of War lands, appointed under Schedule B, *Col. Sir E. W. D. Ward* - 10,961-5

DIRECTOR OF BARRACK CONSTRUCTION :

- Department, difference between department of director of fortifications and works and, *Col. Sir E. W. D. Ward* - 11,356-7
- Draughtsmen under:
Establishment after 15 years would be approved, *Col. Sir E. W. D. Ward* - 11,012-6
Pay and chances of promotion, *Col. Sir E. W. D. Ward* - 11,005-9
Unestablished, reason, *Col. Sir E. W. D. Ward* 11,010-1
Work of, *Col. Sir E. W. D. Ward* - 11,001-4
Staff, *Col. Sir E. W. D. Ward* - 10,970

DIRECTOR OF FORTIFICATIONS AND WORKS :

- Department, difference between department of Director of Barrack Construction and, *Col. Sir E. W. D. Ward* - 11,356-7
- Draughtsmen under:
Applicants, large number, *Col. Sir E. W. D. Ward* - 10,979
not Established, and reason, *Col. Sir E. W. D. Ward* - 10,971-81
Increments, system, *Col. Sir E. W. D. Ward* 11,359-64

War Office—continued.

DIRECTOR OF FORTIFICATIONS AND WORKS—continued.

Draughtsmen under—continued.

- Pay and chances of promotion, *Col. Sir E. W. D. Ward* - 11,005-9
Work of, *Col. Sir E. W. D. Ward* - 11,001-4
- Employment of ex-service men, *R. de M. Rudolf* 12,776-7
- Engineer service, establishment for, no established civil clerks, *G. M. Bell* - 6742, 6753-5
- Expenditure up to amount of vote, question of, *C. Harris* - 11,534-5, 11,560-1
- Finance Department, clerks, recruitment of higher division from second division to great extent, *C. Harris* - 11,492, 11,497
- Geographical draftsmen, established after 15 years' service, *Col. Sir E. W. D. Ward* - 11,251-2

HIRED WRITERS :

- Age limits, *C. Harris* - 11,551-2
Class to become extinct, *C. Harris* - 11,514
Position of, *C. Harris* - 11,509-14
Reason for establishment and objection to, *C. Harris* - 11,583-5
- Inspector of Medical Supplies, salary, *Col. Sir E. W. D. Ward* - 10,969
- Lands Branch, appointment of barrister to, and success of, *Lord Haldane* - 1787
- Land valuer, appointed under Clause 7, *Col. Sir E. W. D. Ward* - 10,963-4
- Librarian, transferred from British Museum, *Col. Sir E. W. D. Ward* - 10,968
- Machines used as far as possible, *C. Harris* - 11,525
- Messengers, all Army pensioners, and question of taking pension into account, &c., *Col. Sir E. W. D. Ward* - 11,173, 11,475-7, 11,479-84
- Military Branch, *Col. Sir E. W. D. Ward* - 10,837
- Oral discussion, substituted for written minutes as far as possible, and results, *Lord Haldane* 1719-22, 1729-32
- Parliamentary and Legal; Printing and Stationery Department, grades of officers in, and difference between work, *Col. Sir E. W. D. Ward* 11,109-14
- Permanent Under-Secretary of State, appointed under sec. 4, *Col. Sir E. W. D. Ward* - 10,835
- Professional offices, *Sir R. Chalmers* - p. 139 I.
- Reorganisations, *Col. Sir E. W. D. Ward* 11,338-44
- Sanitary engineer, appointed from outside, *Col. Sir E. W. D. Ward* - 10,966-7
- Secretary, appointed under sec. 4, *Col. Sir E. W. D. Ward* - 10,835
- Travelling expenses, complaint agreed with, *Col. Sir E. W. D. Ward* - 11,017-8
- Typists, ex-soldier pensioners employed as, duties and salaries of, *Miss E. A. Charlesworth* - 3800

UNESTABLISHED STAFF :

- Establishment only on reaching foreman class, *C. Harris* - 11,511-2
- Establishment of proportion of, question, *Col. Sir E. W. D. Ward* - 11,366-9
- Interchangeability with military clerks, and grievance, *G. M. Bell* - 6722
- Principle of fixing, question of, *Col. Sir E. W. D. Ward* - 11,242-52
- Reasons for, *C. Harris* - 11,565
- Referred to, *Sir R. Chalmers* - 967
- Useless returns, abandonment of, *C. Harris* 11,532-3
- Volunteers, transformation of, procedure and great value of Class I. of civilian staff in connection with, *Lord Haldane* - 1655

WOMEN :

- Field for employment not large, *C. Harris* 11,600
- Question as to possibility of further employment of, *Col. Sir E. W. D. Ward* - 11,201-9
- Typists:
Admitted by nomination and subsequent examination, advantages, *Col. Sir E. W. D. Ward* 11,197-8
no Dissatisfaction among, since change of superintendent, *Col. Sir E. W. D. Ward* - 11,200
Employed temporarily in, allowed increment as permanent staff, *Miss E. A. Charlesworth* 3879-81

War Office—continued.

WOMEN—continued.

Typists—continued.

- Increase of number, to provide for routine work, question of, *Col. Sir E. W. D. Ward* 11,407-9
 Numbers, *Miss Charlesworth* - - - p. 503 II.
 Posts kept for daughters of men having served in army and civil service, *Col. Sir E. W. D. Ward* 11,199
 Promotion question, *Col. Sir E. W. D. Ward* 11,201-9

WRITERS:

- Departments in which employed - - - 11,060
 Establishment claimed by, but reasons against, *Col. Sir E. W. D. Ward*, 11,055-63; *C. Harris*, 11,515-8, 11,556-9
 Explanation, *C. Harris* - - - 11,566-8
 Promotion to other grades of the service, claim and opinion *re*, *Col. Sir E. W. D. Ward*, 11,064-6; *C. Harris* - - - 11,569
 Recruited mostly from boys in offices, shops, &c., *Col. Sir E. W. D. Ward* - - - 11,064-5

WARD, COLONEL SIR E. W. D., K.C.B., K.C.V.O.; Secretary to the War Office, Secretary to the Army Council, and Permanent Under Secretary of State - - - 10,834-11,486

Appointments, by open competition except for technical and professional posts, the best system 11,316-20

Army Council, Secretary, appointed under section 4 10,835

Army Medical Corps, addition of marks for having passed through - - - 11,169

CHELSEA HOSPITAL:

Nurses:

- Change of name to "attendants," would be advisable - - - 11,472-4
 Selection - - - 11,210, 11,222
 Training of, in Poor Law Infirmary before admission would be advantageous 11,468-71
 Work - - - 11,211-2, 11,218-24
 Trained nurses, particulars *re* - - - 11,212-27

CLERKS:

Boy:

just Able to live on pay - - - 10,934

Abolition:

Abolition of Assistant Clerks desired instead 10,916, 10,925-6
 and Admission of boys to lower grade of second at minimum age of 17, question of 10,917-34
 Outside market might become overstocked 11,253-5

after Discharge, possibility of obtaining employment, question of - - - 11,312-4

Scheme for weeding out examination after one year, and examination for year's probation in second division at end of another year 10,917-34, 10,937-8, 11,098-108, 11,118-53, 11,238, 11,321-3, 11,370-96, 11,424-8,

Special boarding arrangements made by Society 10,935

Temporary nature of employment not realised by - - - 10,915

Graduation reports, system - - - 11,351-3

Second Division, promotion:

to Class I, difficulty *re* pay, and suggested method of getting over, approved 11,257-8, 11,288-93

Eight years' service rule, abolition not desired 11,430-2

Improvements, mechanical, &c., no central office for, but scheme of pooling would be advantageous 11,411-20

Officers' Training Corps, addition of marks for having passed through - - - 11,164-72

Promotion, no right to, and question of grievance when higher posts abolished - - - 11,307-11

Retirement between 50 and 60, question of advantages and disadvantages - - - 11,154-64

EX-SOLDIERS:

Employment of, in commands and military offices 11,173-8

WARD, COLONEL SIR E. W. D., K.C.B., K.C.V.O.—continued.

EX-SOLDIERS—continued.

Messengers:

- Raising of salaries of proportion only 11,192-6
 Variation of pay in different offices and consequent dissatisfaction - - - 11,179-91
 Transfers, central department might be advantageous 11,464-7

WAR OFFICE:

Accounts department:

Audit work - - - 11,320-7, 11,452-7

Accountants:

Number - - - 10,958

Promoted from lower classes - - - 10,958

Second class, assistants:

Promotion, reply to complaints *re*

11,846-53

Status, reply to complaint *re* - - - 11,034-6,

11,042-4

Clerks:

Intermediate, disposal of, on division of department - - - 11,019-33

Second division, complaint of position, and possibility of relief - - - 10,954-7

Writers, non-pensionable - - - 10,959-60

Administrative department:

Chief examiners, explanation - - - 10,858-62

Clerks:

Assistant, work of - - - 10,944-5

Boy, number - - - 10,915

Class I.:

Classification - - - 10,843

Group 2, transfer from other departments 10,851-4

Lowest grade, disadvantage of 150l. minimum - - - 10,847-50

Number inadequate - - - 10,855

Private Secretaryships restricted to, with one exception - - - 10,855-7

no Promotions from examiners, staff clerks, or second division - - - 10,868

Salaries, scales and comparison with Home Office - - - 10,844-50

Second division:

Advisory Promotion Board - - - 10,884-7

Annual classification according to merits 10,869-70

Class of men - - - 10,908-13

Confidential reports, system - - - 10,869-82

more Difficult work given to promising clerks - - - 10,882-4

Staff:

Annual classification according to merits 10,869-70

Confidential reports system - - - 10,869-82

Number, reason for - - - 10,864-7

Promotion:

to Class I., prevented by rule *re* pay 10,888-907

to, by Merit - - - 10,863, 10,867

Officials and staff, methods of appointment, salaries, &c. - - - 10,842

Typists, women employed, separate room, &c. 10,946-50

Army Chaplains, nominated by Chaplain-General

11,275-8

Building, satisfactory but too small - - - 11,263-6

Chaplain-General, salary - - - 11,275

Charwomen, pay and hours - - - 11,235-7

Clerks:

Assistant:

Character, and comparison with second division - - - 10,939

Substitution of, for boy clerks to limited extent - - - 11,324

Boy, outside classes attended by - - - 11,355

Class I.:

Intellectual qualifications, question of relative value - - - 11,446-51, 11,485-6

Moved about between departments, but not enough owing to small numbers of 11,279-82

WARD, COLONEL SIR E. W. D., K.C.B., K.C.V.O.—
continued.

WAR OFFICE—*continued.*
Clerks—*continued.*

Class I.—
Number insufficient 11,279-84
Seconding, advisability and advantage doubted
11,439-45

Confidential reports, system 11,348-54
"Lump Summers" 11,230-3
Routine work, question of possibility of diminish-
ing 11,405-11

Second division:
no great Discontent among 11,267

Promotion:
to Class I.:
Restriction, bad for working office
11,325-9
by Selection approved 10,998-1,000
Secretary of State responsible for 11,304-6

Vacancies:
Filling of, by promotion from assistant
clerks must be sanctioned by Treasury
11,294-303, 11,345-7
Occurrence in cycles, and question of remedy
11,458-67

Sending of, to work in commands, done in Audit
branch only, but would be advantageous if
possible 11,433-7
Signing in and out, system of 11,259-62

Civil branch departments of 10,839-41

Civil Organisation, requirements of public service
met by 11,268-9

Controller of War lands, appointed under
Schedule B. 10,961-33

Department of the directorate of barrack con-
struction, staff 10,970

Ex-soldier clerks 11,228-9

Fortifications department:
Difference between Barrack Construction
Department and 11,356-7

Draughtsmen:
Applicants, large number 10,979
Establishment after 15 years would be
approved 11,012-6
Increments, system 11,359-64
Pay and chances of promotion 11,005-9
Unestablished, reason 10,971-81, 11,010-1
Work 11,001-4

Geographical draughtsmen, established after 15
years' service 11,251-2

Inspector of Medical Supplies, salary 10,969

Land valuer, appointed under Clause 7 10,963-4

Librarian, transferred from British Museum
10,968

Messengers:
all Army pensioners 11,173

Boy:
Classes for, at War Office 11,355
Number 11,256
all Sons of soldiers 11,422
Subsequent career 11,421-3

Pensioners 11,173, 11,475-7, 11,479-84

Parliamentary and legal, Printing and Stationery
department, grade of offices in, and difference
between work 11,109-14

Permanent Under Secretary of State appointed
under section 4 10,835

Professors employed by, salaries of, and comparisons
11,270-4

Reorganisation 11,338-44

Sanitary engineer, appointed from outside 10,966-7

Secretary, appointed under Section 4 10,835

Storemen, acting storemen, skilled labourers
clerical and labourers on extra duty of Army
and Naval Ordnance Departments, Woolwich:
Claim to establishment, &c., reply 11,067-78
Proportion of foremen pensionable 11,071-6

Travelling expenses, complaint agreed with
11,017-8

Unpensionable staff:
Establishment of proportion of, question of
11,366-9

WARD, COLONEL SIR E. W. D., K.C.B., K.C.V.O.—
continued.

WAR OFFICE—*continued.*
Unpensionable staff—
Principle of fixing, question of 11,248-52
Question as to possibility of further employment
of 11,201-9

Women typists:
Admission by nomination and subsequent
advantages 11,197-8
no Dissatisfaction among, since change of
superintendent 11,200
Posts kept for daughters of men having served
in army and Civil Service 11,199
Promotion question 11,201-9

Writers:
Establishment claimed by, but money difficulty
11,055-63
Promotion to other grades of the service, claim
inadmissible 11,064-6

WOOLWICH, ROYAL MILITARY ACADEMY:
Chief Inspector Chemical Staff, established civil
servants of, representation *re* diminution of scale
of pay and loss of prospects of promotion,
explanation 11,079-97

Mathematical department:
Civilian staff, system of appointments for periods
of seven years, reason 10,982-95
Military officers in, appointments only 10,991-4

Waterfield, Mr., subjects taken by, 1911, *S. M. Leathes*
545-51

Waters, Mr., Exchequer and Audit Department,
reference, *H. J. Gibson* 1605

Webb, P. G. L., Chief Clerk, Patent Office (in atten-
dance) 13,852-14,038

West, Sir Algenon, staffing of Somerset House entirely
by second division clerks favoured by 1309-10

Whitworth Scholars and exhibitors, Patent Office
examiners, *T. Franks* 13,965, 13,969-72

Wilson, Dr., Chief Medical Officer, Post Office, reason for
difference between percentages of rejections of male
and female candidates, *S. M. Leathes* 223

Women:
ADMISSION TO ALL CIVIL SERVICE POSTS ON SAME
FOOTING AS MEN:
Advocated, *Lord Haldane*, 1840; *Miss E. A.*
Charlesworth, 3882-7.
not Approved, *S. M. Leathes*, 181-5; *Sir R. Chal-*
mers, 963-5.
Desire justifiable, and possible in some cases, *A. H.*
Dyke Acland 4212-4
Question of, *Rt. Hon. Sir G. Murray*, 1871-2; *F. H.*
Norman, 2263; *L. A. Selby-Bigge*, 8890-2,
9299-317.
Advantages of employment of, instead of boys,
B. Mallet 9948-9
Appointment by open competition, question, *Sir H. L.*
Smith 13,215, 13,259

EMPLOYMENT OF:
on Census work, particulars *re*, and comparison of
work with that of men, *B. Mallet* 9906-22,
10,020-7, 10,078-83
in Class I., public opinion not ripe for, *Sir E.*
Chalmers 965
Increase:
Arguments against, *Sir M. Nathan* 14,918
Arguments in favour of, *Sir M. Nathan* 14,916-8
Desired as far as possible, *Lord Haldane* 1783-4
Examination, character altered lately as too hard,
and now most keenly contested of competitive
examinations, *S. M. Leathes* 469-71
Membership of National Union of Clerks, *H. H. Elvin*
6220
Mixed staffs in schools, no difficulties known, *L. A.*
Selby-Bigge 9070-5
Open competitions bad for, *S. M. Leathes*, 184-5,
223-4
Opportunity to rise in profession desirable, *Lord*
Haldane 1836-9
many Positions in Civil Service could be filled by,
Lord Haldane 1684
Proportion registered on grounds of health larger
than that of men, *S. M. Leathes* 185, 220

Women—continued.

SALARIES:

- Difficulty of question, *Lord Haldane*, 1842; *Sir E. P. Troup*, 5479-81.
 in Higher posts should be same as men, *Lord Haldane* - - - - - 1842-3
 should be Equal to that of men for equal service, *F. H. Norman*, 2222-6, 2687-8; *Miss E. A. Charlesworth*, 3766-7.
 Lower than to men, question of, *Lord Haldane* 1685-6
 Rate compared with that of men a question of principle, *Sir G. Murray* - 1875-7, 1938-44, 1988-97
 more than Subsistence or not, question, *Lord Haldane* - - - - - 1785-6

SHARING ROOM WITH MEN:

- Difficulty, *E. B. Phipps* - - - - - 8859-60
 Objected to, *S. M. Leathes*, 186, 472-4; *Sir L. N. Guillemard*, 14,387.
 would be an Objection, *Sir H. L. Smith* - 13,260
 Question of, *E. B. Phipps*, 8888, 8891; *L. A. Selby-Bigge*, 8888-92.
 Question, not important, *Sir T. H. Elliott* - 8920

SHORTHAND TYPISTS:

- Combination of typist grade with, question of, *Miss E. A. Charlesworth* - - - - - 3993-6
 Ill-health, noise of typing machines in same room when reporting, a strain on the nerves, *Miss E. A. Charlesworth* - - - - - 3967-70
 Knowledge of shorthand essential, *Miss E. A. Charlesworth* - - 3717, 3720, 3724, 3745
 Minimum salary on appointment, question of, *Miss E. A. Charlesworth* - - - 3719-23, 3747
 Overtime, regulations re pay, &c., *Miss E. A. Charlesworth* - - - - - 3779-85
 Promotion to, recognition of, *Miss E. A. Charlesworth* - - - - - 3703-16
 must Rise through typist class, *Miss E. A. Charlesworth* - - - - - 3661-66
 Salary, *Miss E. A. Charlesworth* - - - - - 3659-60
 Scheme of reorganisation to ensure prospects of promotion for, *Miss E. A. Charlesworth* 3730-7, 3748-9
 Speed, time taken to acquire, *Miss E. A. Charlesworth* - - - - - 3831-2
 Superintendents and chief superintendents should be promoted from, *Miss E. A. Charlesworth* 3725-9
 Value of, as estimated by Treasury, *Miss E. A. Charlesworth* - - - - - 3723
 Sick leave, failures and retirements greater than among men, *S. M. Leathes* - - - 185, 221-2
 Special classes, *S. M. Leathes* - - - - - 616-21
 Staff appointments, provision of, would not meet claims of women typists to promotion, *Miss E. A. Charlesworth* - - - - - 3759-63

SUBSTITUTION FOR BOYS AND ABSTRACTORS:

- Difficulty owing to necessity for mixing up with men, *R. de M. Rudolf* - - - - - 12,725
 Possibility, *Sir G. Murray* - - - - - 1922-8

TYPISTS:

- Abolition of grade considered desirable, *Miss E. A. Charlesworth* - - - - - 3717-9, 3724, 3745
 Adoption in Government offices, and work consequently taken from boy clerks, *E. Phipps* 2739, 2753
 Age limits for examinations, *Miss E. A. Charlesworth* - - - - - 3693
 All positions in Civil Service should be open to those capable to fill them, *Miss E. A. Charlesworth* - - - - - 3882-7
 Appointment:
 from Among daughters of old servants of department desirable, *Sir E. Chalmers* 911-2
 by Examination, *Miss E. A. Charlesworth* 3667-71
 Higher standard by examination desirable to secure better class candidates, *Miss E. A. Charlesworth* - - - - - 3888-93

Women—continued.

TYPISTS—continued.

Appointment—continued.

- by Nomination and comparison with that by open competition, *Miss E. A. Charlesworth* 3935-7
 Open competition, question of, *Miss E. A. Charlesworth* - 3675-87, 3805-7, 3820-3
 Checking of work should be in the hands of the women themselves, as present methods unsatisfactory, *Miss E. A. Charlesworth* - 3730-44
 Chief superintendent, salary, *Miss E. A. Charlesworth* - - - - - 3628-50
 Classes divided according to grade, *Miss E. A. Charlesworth* - - - - - 3622
 Combination of grade with shorthand typists, question of, *Miss E. A. Charlesworth* - 3993-6
 Competition for appointment, *Miss E. A. Charlesworth* - - - - - 3853-4
 Copying work should be done by, *D. J. Milne* p. 502 II.
 Disciplinary powers of superintendents over, *Miss E. A. Charlesworth* - - - - - 3797-9
 Distribution in public departments, *Miss E. A. Charlesworth*. - - - - - p. 503-4 II.
 Examination for appointment:
 fixed Standard for competition necessary, *Miss E. A. Charlesworth* - - - - - 3947-57
 Suggestions re, *Miss E. A. Charlesworth* 3690-2, 3786-9
 Gratuities:
 Amount given, and question of abolition in favour of higher scale of salary, *Miss E. A. Charlesworth* - - - - - 3810-2
 Typists employed temporarily dependent upon Treasury sanction for, *Miss E. A. Charlesworth* 3878-81
 Higher qualifications with proportionate increase in pay and better status, desirable, *Miss E. A. Charlesworth* - - - - - 3946
 Higher standard of education desirable, *Miss E. A. Charlesworth* - - - - - 3846-51
 Holidays:
 Insufficient, *Miss E. A. Charlesworth* 3768-72
 Compared with that of men, *Miss E. A. Charlesworth* - - - - - 3813-19
 should be Extended after certain period of service, *Miss E. A. Charlesworth* - 4017-22
 Extension of, and question of willingness of women to do additional work caused by, *Miss E. A. Charlesworth* - - - 4023-31
 Regulations for limit, *Miss E. A. Charlesworth* 3773-7
 the Same as those of similar clerks in commercial houses, *Miss E. A. Charlesworth* 3829
 Hours:
 Length of, *Miss E. A. Charlesworth* - 3778
 Longer than those of similar clerks in commercial houses, *Miss E. A. Charlesworth* 3828
 Ill-health, cases of, *Miss E. A. Charlesworth* 3943-4
 Intelligence and reasoning powers called for in work, *Miss E. A. Charlesworth* - 3695-707, 3977-85
 Liable to nervous breakdown, *Miss E. A. Charlesworth* - - - - - 3838
 Many duties belonging to boy clerks might be transferred to, *E. Phipps* - - - - - 2765
 Mechanical improvements generally secured for, *Miss E. A. Charlesworth* - - - - - 3927-8
 Minimum living wage for, question of, *Miss E. A. Charlesworth* - - - - - 3858-62
 Number employed in Government offices vary in different offices, *Miss E. A. Charlesworth* 3919-21
 Objection to employment of, *A. H. Dyke Acland* 4209-10
 One uniform class would be quite practicable, *Miss E. A. Charlesworth* - - - - - 3840-3
 Overtime:
 Employment in London Telephone Service without payment for, *Miss E. A. Charlesworth* 4032

Women—continued.

TYPISTS—continued.

Overtime—continued.	
a Means of supplementing the inadequate pay, <i>Miss E. A. Charlesworth</i>	4013-6
without Payment:	
Question of limit, <i>Miss E. A. Charlesworth</i>	3870-4
Unjust, <i>Miss E. A. Charlesworth</i>	3824-6
Rate of pay, <i>Miss E. A. Charlesworth</i>	3844-5, 4000-1
Regulations re pay, &c., <i>Miss E. A. Charlesworth</i>	3779-85
Percentage who leave the Service to get better paid work outside, <i>Miss E. A. Charlesworth</i>	3904-7
Pension, <i>Miss E. A. Charlesworth</i>	3908-9
Performing higher grade duties without increase of pay, statistics, <i>Miss E. A. Charlesworth</i>	3900-3
Preference given for appointment of relatives of old Civil servants, <i>Miss E. A. Charlesworth</i>	3898-9
Promotion:	
More fluidity in the Service would be beneficial to chances of, <i>Miss E. A. Charlesworth</i>	3795-6
Present system unsatisfactory, <i>Miss E. A. Charlesworth</i>	3724
Prospects of, advocated, <i>Miss E. A. Charlesworth</i>	3986-92
Prospects of advancement better than those of similar clerks in commercial houses, <i>Miss E. A. Charlesworth</i>	3827
Resignation, statistics showing number and causes of, <i>Miss E. A. Charlesworth</i>	3839
Salary:	
Compared with that of assistant clerk, <i>Miss E. A. Charlesworth</i>	3708, 3855-7
Compared with that in commercial houses, <i>Miss E. A. Charlesworth</i>	3961-6
Inadequate without some home support, <i>Miss E. A. Charlesworth</i>	3852, 4012-6
should be Readjusted in proportion to increased cost of living, <i>Miss E. A. Charlesworth</i>	3910-13
should have Same right of entrance into and promotion in the Public Service as men, <i>Miss E. A. Charlesworth</i>	3751-7
Self-supporting, or living at home, statistics, <i>Miss E. A. Charlesworth</i>	3894-5
Sickness, statistics, <i>Miss E. A. Charlesworth</i>	3802-4
Speed, time necessary to acquire, <i>Miss E. A. Charlesworth</i>	3830
Staff appointments, provision of, would not meet claims to promotion, <i>Miss E. A. Charlesworth</i>	3759-63
Statistics of resignations, 1894-1906, <i>Miss E. A. Charlesworth</i>	p. 504 II.
Superintendent:	
Posts falling vacant should be filled and not allowed to become obsolete, <i>Miss E. A. Charlesworth</i>	4009-11
Salary, <i>Miss E. A. Charlesworth</i>	3651-8
Substitution of, for boy clerks, question of, <i>Miss E. A. Charlesworth</i>	3863-9
System of unattached service should prove satisfactory, <i>Miss E. A. Charlesworth</i>	3930-4
Typewriting given over to women typists in some cases, and extension of practice advocated, <i>E. Phipps</i>	2926-47
Temporary:	
Dependent upon Treasury sanction for increment, <i>Miss E. A. Charlesworth</i>	3878-81
Employment of, should be minimised, <i>Miss E. A. Charlesworth</i>	3929
Occasional employment without examination with sanction from the Treasury and complaints re, <i>Miss E. A. Charlesworth</i>	3791-4
Period of employment sometimes lengthy, <i>Miss E. A. Charlesworth</i>	3875-6
Regulation for notice of termination of work, <i>Miss E. A. Charlesworth</i>	3877

Women—continued.

TYPISTS—continued.

Transfer to work in various branches of department would be beneficial, <i>Miss E. A. Charlesworth</i>	3971-5
Work:	
of Boy clerks would not be suitable for, <i>Miss E. A. Charlesworth</i>	4002-8
of Confidential clerks sometimes done by, <i>Miss E. A. Charlesworth</i>	3914-9
could be Efficiently done by, with less expenditure of effort in certain cases, <i>Miss E. A. Charlesworth</i>	3922-8
more Varied in Civil Service than in commercial houses, <i>Miss E. A. Charlesworth</i>	3958-60
much Work done by boy clerks and abstractors should be handed over to, <i>D. Milne</i>	3199-4
Working in same department with men, no difficulty, <i>Miss E. A. Charlesworth</i>	3997-9
Unestablished, establishment would be competent, <i>S. M. Leathes</i>	626-36
Work, character of, as compared with that of men, <i>Miss E. A. Charlesworth</i>	3767
Woods and Forests, Office of:	
CLERKS:	
Assistant, promotions to second division clerkships to December 1911, <i>S. M. Leathes</i>	p. 123 I.
Second division, promotions since 1892, <i>S. M. Leathes</i>	p. 121 I.
Commissioners appointed by Warrant under Royal Sign Manual, <i>Sir R. Chalmers</i>	p. 141 I.
Woolwich:	
ARSENAL:	
Artisans, system of contributory pensions desired by, <i>G. M. Bell</i>	6778
Established civil employee, probably has already been in service, <i>S. M. Leathes</i>	681
Intermediate clerks, retention of, <i>C. Harris</i>	11,579-81
Storemen, acting storemen, skilled labourers clerical and labourer:	
Claim to establishment, &c., reply to, <i>Col. Sir E. W. D. Ward</i>	11,067-78
Position of, <i>C. Harris</i>	11,519-21
Proportion of foremen pensionable, <i>Col. Sir E. W. D. Ward</i>	11,071-6
Writers, in Schedule B. <i>H. J. Gibson</i>	1620
ROYAL MILITARY ACADEMY:	
Board of Education inspection, <i>Prof. W. Foord-Kelsey</i>	12,560, 12,591-4
Chief Inspector, Chemical staff, established civil servants of, representation re diminution of scale of pay and loss of prospects of promotion, explanation, <i>Col. Sir E. W. D. Ward</i>	11,079-97
Head, a temporary appointment, <i>Prof. W. Foord-Kelsey</i>	12,515-8
Mathematical Department:	
Board of Education inspection and favourable report, <i>Prof. W. Foord-Kelsey</i>	12,560, 12,591-4
Professors and instructors:	
Attempt to appoint soldiers instead of civilians, but failure, <i>Prof. W. Foord-Kelsey</i>	12,543-8, 12,599
Extension of term of appointment, <i>Prof. W. Foord-Kelsey</i>	12,526, 12,549-56
no Military officers as, for at least 20 years, <i>Prof. W. Foord-Kelsey</i>	12,601-6
Military officers in, two appointments only, <i>Col. Sir E. W. D. Ward</i>	10,991-4
Permanent appointments not approved, <i>C. Harris</i>	11,597-8
not Regularly army men, <i>C. Harris</i>	11,599
Short appointments only, disadvantage, <i>Prof. W. Foord-Kelsey</i>	12,580
System of appointments for periods of seven years, reason	10,932-95
Professors and Instructors:	
Appointment of outside Committees to consider terms of service desired, <i>Prof. W. Foord-Kelsey</i>	12,615

Woolwich—continued.

ROYAL MILITARY ACADEMY—continued.

Professors and Instructors—continued.

Appointments:

- Permanent as long as men satisfactory, *Prof. W. Foord-Kelsey* - - - 12,561-3
 no Permanent appointments, *Prof. W. Foord-Kelsey* - - - 12,515-8
 Temporary, reason, *Prof. W. Foord-Kelsey* 12,542, 12,595-8
 Claim to pensions, *Prof. W. Foord-Kelsey*, 12,539-42, 12,557-60, 12,570-8, 12,607-14
 Conditions of service, change in, *Prof. W. Foord-Kelsey* - - - 12,539-42, 12,557-60
 might Leave at three months' notice, *Prof. W. Foord-Kelsey* - - - 12,566-7
 Salaries, *Prof. W. Foord-Kelsey*, 12,583-90;
Col. Sir E. W. D. Ward - - - 11,270-4

Woolwich—continued.

ROYAL MILITARY ACADEMY—continued.

- Professors and Instructors—continued. -
 chiefly Soldiers, *Prof. W. Foord-Kelsey* - 12,519
 Special character of work, and difficulty of obtaining other work afterwards, *Prof. W. Foord-Kelsey* 12,540-2, 12,563-9, 12,609-10
 Tenure of office, *Prof. W. Foord-Kelsey* 12,520-38

Writers:

- Abolition of, *D. J. Milne* - - - p. 495 II.
 Absorbed into assistant clerks, *C. H. Bond* - 3518, 3546-7
 in Schedule B., *H. J. Gibson* - - - 1620
 Yorkshire, West Riding, education rate, and expenditure on higher education, *A. H. Dyke Acland* 4070
 Young, Adam, reference, *Sir E. Chalmers* - 1049