

New Zealand.



ANALYSIS.

<p>Title.                  1. Short Title.                  2. Interpretation.</p> <p style="text-align: center;">CLASSIFICATION.</p> <p>3. Department to be divided into two divisions.                  4. Rates of pay. Provisoes.                  5. All members to be classified as specified in Schedule.                  6. Annual list to be laid before Parliament.                  7. Permanent head to certify as to increases.                  8. Appeal therefrom.                  9. Moneys to be appropriated. Governor may recommend rateable reduction or increase of pay.                  10. Leave of absence.                  11. Penalties for breach of regulations or rules.                  12. Powers of head of each branch to suspend, &amp;c.</p> <p style="text-align: center;">APPEAL.</p> <p>13. Appeal Boards for North and Middle Islands</p>	<p>14. Appeal Boards under Act of 1896 continued in office.                  15. Temporary provisions for election of members.                  16. Provisions as to elections, resignations, and ballots.                  17. Right to appeal from decisions.                  18. When and where appeal to be lodged.                  19. Minister to hear appeals against fines. Other appeals to Board.                  20. Procedure as to appeals.                  21. Powers of Minister and Board as to appeals.                  22. Cost of appeals.                  23. Decision of Board.</p> <p style="text-align: center;">GENERAL.</p> <p>24. Purposes for which regulations may be made.                  25. Rights of officers transferred from Civil Service to Railways Department preserved.                  26. Transfers.                  27. Repeal.                  Schedule.</p>
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1901, No. 45.

AN ACT to provide for the Classification and Regulation of the Government Railways Department. Title. [7th November, 1901.

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

1. The Short Title of this Act is “The Government Railways Department Classification Act, 1901”; and it shall come into operation on the first day of April, one thousand nine hundred and two. Short Title.

2. In this Act, if not inconsistent with the context,— Interpretation.

“Department” means that branch of the public service employed in connection with the Government railways open for traffic:

“Minister” means the Minister for Railways, and includes any member of the Executive Council, being a responsible Minister of the Crown, who for the time being is acting for him:

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

## CLASSIFICATION.

Department to be divided into two divisions.

3. The department shall be classified into two divisions—namely, First Division and Second Division—with their respective subdivisions, classes, subclasses, and grades, as set forth in the Schedule hereto.

Rates of pay.

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

Provisoes.

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

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

All members to be classified as specified in Schedule.

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

Annual list to be laid before Parliament.

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

Permanent head to certify as to increases.

7. It shall be the duty of the permanent head of the department to annually certify respecting each member to whose pay an increase is attached, whether he is or is not entitled thereto ; and he shall also furnish, without comment thereon, a copy of all entries in the conduct-book relating to such member.

Appeal therefrom.

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

Moneys to be appropriated.

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

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

Governor may recommend rateable reduction or increase of pay.

(2.) Before transmission of the message accompanying the estimates in any financial year in respect of the department, the Governor may recommend, by message to the

House of Representatives, a rateable reduction or increase, according to a specified rate, in the pay of each member.

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

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

Leave of absence.

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

Penalties for breach of regulations or rules.

- (1.) Suspension ; or
- (2.) A fine, not exceeding five pounds ; or
- (3.) Reduction in status and pay ; or
- (4.) Dismissal.

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

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

#### APPEAL.

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

Appeal Boards for North and Middle Islands.

- (1.) A Judge of the District Court, or a Stipendiary Magistrate, to be appointed from time to time by the Governor, and to be the Chairman of the Board ;
- (2.) One person to be elected by the members of the First Division in the North Island and Middle Island respectively from among their number ; and
- (3.) One person to be elected from among their number by the members of each of the following branches of the department in each of the aforesaid Islands : that is to say, the Workshops Branch, the Locomotive Running Branch, the Traffic Branch, and the Maintenance Branch ; but only the person elected by the branch in which the appellant is employed shall act on the Board.

14. The Appeal Boards constituted under "The Government Railways Department Classification Act, 1896," shall be deemed to be constituted under this Act, and the members thereof in office at the time of the coming into operation of this Act shall be deemed to be elected and appointed under this Act, and shall continue in office until the first Monday in April, one thousand nine hundred and

Appeal Boards under Act of 1896 continued in office.

five, on which day, and triennially thereafter, the members of the respective Boards who are then in office shall retire, and their successors shall come into office.

Temporary provisions for election of members.

15. With respect to the members of the Board elected by the members of the Second Division, the following provisions shall apply:—

- (1.) The member representing that division in the North Island on the passing of this Act shall continue in office until the first election under this Act as the representative of the Locomotive Running Branch in that Island.
- (2.) The member representing that division in the Middle Island on the passing of this Act shall continue in office for a like period as the representative of the Traffic Branch in the last-mentioned Island.
- (3.) Subject to the foregoing provisions of this section, the department shall take all necessary steps to secure the due election of the members of the Board to represent the Second Division on the date hereinbefore mentioned, notwithstanding that this Act does not come into operation until the first day of April, one thousand nine hundred and two.

Provisions as to elections, resignations, and ballots.

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

- (1.) For the purpose of the ordinary election of the elective members of the Board a ballot shall be taken on the first Monday in March, one thousand nine hundred and five, and on the same Monday in every third year thereafter.
- (2.) If any member of the Board dies, or, by notice in writing addressed to the Minister, resigns his office, or, being an elective member of the Board, ceases to be a member of the department, then and in any such case his seat shall become vacant, and a successor shall be appointed or elected, as the case may require, who shall hold office for the residue of the period during which his predecessor would have held the same if he had remained a member of the Board:

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

- (3.) The ballot shall be taken in manner prescribed by regulations, and if any question or dispute arises as to the regularity or validity of any ballot, or the voting thereat, such question or dispute shall be determined by the Minister in such manner as he thinks fit, and his decision shall be final.
- (4.) Notice of every appointment or election of a member of the Board shall be gazetted.
- (5.) Each elective member of the Board shall be paid a travelling-allowance of not less than twelve shillings and sixpence per diem when absent from headquarters on the service of the Board.

17. Every member who is aggrieved with any decision of his superior officer may appeal therefrom in manner hereinafter provided. Right to appeal from decisions.

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

19. (1.) Appeals against fines imposed on members by their superior officers under the provisions in that behalf hereinbefore contained shall be made to the Minister when the fine does not exceed two pounds, who shall determine the same in such manner in all respects as he thinks fit. Minister to hear appeals against fines.

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

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

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

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

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

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

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

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

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

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

(2.) Provided further that in no case shall any person who has been dismissed for peculation or drunkenness be again appointed on the permanent staff of the department.

Cost of appeals.

22. With respect to the costs of appeal the following provisions shall apply:—

- (1.) In disposing of an appeal the Board may fix the costs thereof and direct by whom and in what proportions they shall be payable; and they shall be payable accordingly:
  - (a.) Provided that costs shall not be given against the appellant unless the Board is of opinion that the appeal is frivolous and should not have been brought:
  - (b.) Provided further that in no case shall the Board award any further or other costs than in respect of the expenses of witnesses.
- (2.) Such expenses shall be regulated according to the scale for the time being in force under "The Magistrates' Courts Act, 1893," in the case of witnesses who are not members of the department; and in the case of witnesses who are members, reasonable expenses will be allowed.
- (3.) For the purposes of this section, the agent appearing for either of the parties to the appeal shall be deemed to be a witness, and shall be entitled to expenses accordingly.
- (4.) Costs awarded to the appellant shall be payable out of moneys to be appropriated by Parliament.
- (5.) Costs awarded against the appellant shall be recoverable as a debt due to the Crown.

Decision of Board.

23. The decision of any two members of the Board shall be the decision of the Board.

## GENERAL.

Purposes for which regulations may be made.

24. The Governor in Council may from time to time make, alter, or revoke regulations not inconsistent with this Act for all or any of the following purposes:—

- (1.) Determining the mode, terms, and conditions on which candidates for employment in the department may enter the service thereof:
- (2.) Prescribing the times and places at which examination of candidates shall be held, the subjects of examination upon entrance or on promotion, the conduct of such examinations, the appointment and remuneration of examiners, and the granting of certificates as to the result of examinations:
- (3.) Prescribing fees to be paid by candidates prior to any such examination:
- (4.) Prescribing the respective duties to be performed by members, and the discipline to be generally observed in the performance of such duties:
- (5.) Determining the grounds upon which and the mode in which members may be promoted in the same class or to a higher class in the same division or subdivision, or may be transferred from one division or subdivision to another: Provided that in no case shall any member be promoted except with the previous approval of the Minister:
- (6.) Determining the nature or character and extent of qualifica-

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

Provided that nothing in this Act shall control or restrict any powers conferred upon the Governor in Council to make regulations under "The Government Railways Act, 1900."

25. (1.) The Governor may from time to time appoint any person now or hereafter holding any office in the Civil Service of the colony to any office in the Department of Government Railways open for traffic ; and may transfer any such person to the said department, and direct what salary shall be paid to him, and in which division and class thereof he shall be placed under the provisions of this Act, and shall also name a date, past, present, or future, upon which such transfer shall take effect.

Rights of officers transferred from Civil Service to Railways Department preserved.

(2.) On such appointment and transfer taking effect all the provisions of this Act and every other Act, and all regulations then or that may thereafter be in force relating to the said department, shall extend and apply to the person so appointed and transferred as aforesaid, who shall cease to have any rights in respect of his previous employment in the Civil Service, except as hereinafter expressly provided, that is to say,—

(a.) The rights of every Civil servant, whether absolute or contingent, who shall be transferred to the said department shall, as regards claims for compensation for loss of office or for superannuation allowance, be and the same are hereby preserved up to the date when such transfer takes effect.

(b.) If the services of any such person are dispensed with through any fault of his own he shall not be entitled to any such compensation; but if, without having committed any such fault, his services are dispensed with by the department, or he desires to retire from the service of the department, he shall then receive such compensation for loss of office, calculated up to the date when his appointment and transfer to the Railway Department took effect, as he would have been legally entitled to had he ceased to have been in the Civil Service on such date: Provided that no such person shall be allowed to retire voluntarily from the service unless he gives three months' previous notice to the Minister for Railways of his intention so to do.

(c.) If any such person has a claim to superannuation allowance which he would have been legally entitled to had he remained in the Civil Service, he shall be entitled to retire from the service of the Railway Department upon such allowance, calculated up to the date when his appointment and transfer to the Railway Department took effect.

(3.) All moneys to be applied in payment of any such compensation or superannuation allowance shall be paid out of the Consolidated Fund, and, subject as aforesaid, shall be paid and allowed on the same terms and conditions as if the person affected had remained in the Civil Service of the colony.

Transfers.

26. Nothing in this Act shall operate or be construed to prevent any person employed in any position in the service of the department from attaining to any other position therein.

Repeal.

27. "The Government Railways Department Classification Act, 1896," and "The Government Railways Department Classification Act Amendment Act, 1897," are hereby repealed:

Provided that all regulations made under the said repealed Acts and now in force shall continue in force until revoked under this Act.



## SCHEDULE.

Schedule

## FIRST DIVISION.

Designation.	Pay per Annum.		Annual Increments
	Mini- mum.	Maxi- mum.	

## SUBDIVISION I.

## CLASS 1: GENERAL MANAGEMENT.

General Manager	£ 1,000	£ 1,250	Five of £50.
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## CLASS 2: BRANCH MANAGEMENT.

Chief Engineer (in charge of Maintenance Branch)	700	900	Four of £50.
Chief Mechanical Engineer (in charge of Locomotive, Carriage, and Wagon Branch)	700	900	Four of £50.
Chief Traffic Manager	700	900	Four of £50.

## SUBDIVISION II.: SALARIED STAFF NOT OTHERWISE SPECIFIED.

1st grade	600	650	Two of £25.
2nd grade	520	575	One of £15 and two of £20.
3rd grade	425	500	One of £15 and three of £20.
4th grade	370	400	Two of £15.
5th grade	315	355	Two of £15 and one of £10.
6th grade	260	300	Two of £15 and one of £10.
7th grade	235	250	One of £15.
8th grade	190	220	Three of £10.
9th grade	110	180	Seven of £10.

Cadets, 6th year	£ 100
Cadets, 5th year	85
Cadets, 4th year	70
Cadets, 3rd year	60
Cadets, 2nd year	50
Cadets, 1st year	40

Engineering (civil and mechanical) and drafting cadets, £10 per annum additional to above rates.

Cadets living away from their homes when on duty will be paid 10s. a week lodging-allowance during the first year, 8s. a week during the second, 5s. a week during the third, and 3s. 6d. a week during the fourth.

Cadets (other than engineering and drafting) who pass the Junior Civil Service examination and obtain positions not lower than No. 30 on the list will be allowed to count six months' service for it, and cadets who pass the Senior Civil Service examination will be allowed to count twelve months' service.

Cadets (other than engineering and drafting) who are certified by competent teachers as able to write one hundred words per minute in shorthand will be allowed to count six months' service for such certificate: Provided, however, that in the case of youths passing the Senior Civil Service examination, shorthand shall not have been one of the subjects taken to enable them to pass.

## SECOND DIVISION.

Maximum Number of Members.	Designation.	Grade.	Pay per Day.		Annual Increments.
			Mini- mum.	Maxi- mum.	
CLASS 1: TRAFFIC AND STORES.					
50% $\left\{ \begin{array}{l} \text{of total} \\ \text{number of} \\ \text{guards} \end{array} \right\}$	Guards .. .. .	1	s. d.	s. d.	Two of 6d. per day.
			9 0	10 0	
	Guards .. .. .	2	8 0	8 6	One of 6d. per day.
30% $\left\{ \begin{array}{l} \text{of total} \\ \text{number of} \\ \text{signalmen} \end{array} \right\}$	Signalmen ... ..	1	...	9 0	
40% $\left\{ \begin{array}{l} \text{of total} \\ \text{number of} \\ \text{signalmen} \end{array} \right\}$	Signalmen ... ..	2	8 0	8 6	One of 6d. per day.
	Signalmen ... ..	3	...	7 6	
(Signalmen in charge of important signal-cabins, 1s. per day additional.)					
20% $\left\{ \begin{array}{l} \text{of total} \\ \text{number of} \\ \text{storemen} \end{array} \right\}$	Storemen ... ..	1	9 0	10 0	Two of 6d. per day.
40% $\left\{ \begin{array}{l} \text{of total} \\ \text{number of} \\ \text{storemen} \end{array} \right\}$	Storemen ... ..	2	8 0	8 6	One of 6d. per day.
	Storemen .. .. .	3	...	7 6	
	Horse-drivers .. ..	1	8 0	8 6	One of 6d. per day.
	Horse-drivers ... ..	2	...	7 6	
	Crane-drivers ... ..	...	(Same as locomotive firemen in Class 2 of this division.)		
	Nightwatchmen ... ..	...	...	42 0	Per week.
	Crossing - keepers and bridge-keepers ... ..	...	...	6 0	Per day.
	Labourers ... ..	...	...	7 0	Per day.
	Female waiting-room attendants ... ..	...	...	30 0	Per week.
10% $\left\{ \begin{array}{l} \text{of total} \\ \text{number of} \\ \text{shunters} \end{array} \right\}$	Shunters ... ..	1	9 0	10 0	Two of 6d. per day.
30% $\left\{ \begin{array}{l} \text{of total} \\ \text{number of} \\ \text{shunters} \end{array} \right\}$	Shunters ... ..	2	8 0	8 6	One of 6d. per day.
	Shunters .. .. .	3	...	7 6	
50% $\left\{ \begin{array}{l} \text{of total number} \\ \text{of porters of 1st} \\ \text{and 2nd grades} \end{array} \right\}$	Porters ... ..	1	...	7 6	
	Porters ... ..	2	6 0	7 0	One of 1s. per day.
	Junior porters ... ..	...	...	4 0	Then four of 6d. per day.

## SECOND DIVISION--continued.

Maximum Number of Members.	Designation.	Grade.	Pay per Day.		Annual Increments.	
			Mini-mum.	Maxi-mum.		
CLASS 2: LOCOMOTIVE.						
	Subclass 1: Leading tradesmen—		s.	d.		
	Leading fitters, boilermakers, blacksmiths, carpenters, patternmakers, painters, moulders, coppersmiths, and tinsmiths ... ..	1	11	6	12 0	One of 6d. per day.
	Leading fitters, boilermakers, blacksmiths, carpenters, patternmakers, painters, moulders, coppersmiths, and tinsmiths ... ..	2	...	...	11 0	
	Other leading hands ... ..	...	...	...	10 0	
	Subclass 2:					
	Fitters, boilermakers, blacksmiths, turners, patternmakers, coppersmiths, carpenters, moulders, tinsmiths, painters, trimmers, and sailmakers ... ..	1	10	0	10 6	One of 6d. per day.
	Fitters, boilermakers, blacksmiths, turners, coppersmiths, patternmakers, carpenters, moulders, tinsmiths, painters, trimmers, and sailmakers ... ..	2	9	0	9 6	One of 6d. per day.
	Subclass 3:					
	Junior tradesmen who have served an apprenticeship in N.Z. railway workshops of less than five years: until completion of five years' service	...	7	6	8 0	One of 6d. per day.
	Apprentices—					
	1st year ... ..	...	...	...	1 0	
	2nd " ... ..	...	...	...	1 6	
	3rd " ... ..	...	...	...	2 0	
	4th " ... ..	...	...	...	2 6	
	5th " ... ..	...	...	...	3 6	
	6th " ... ..	...	...	...	5 0	
	Subclass 4:					
	Machinists, strikers, holders-up, and fettlers ... ..	1	...	...	8 6	
	Ditto ... ..	2	...	...	8 0	
	" ... ..	3	...	...	7 6	
	Subclass 5:					
	Forgemen ... ..	...	12	6	15 0	
	Furnacemen and helpers ... ..	1	8	6	9 6	Two of 6d. per day.
	Ditto ... ..	2	...	...	8 0	
	Subclass 6:					
	Labourers (leading) ... ..	...	...	...	8 6	
	Labourers (skilled) ... ..	1	...	...	8 0	
	Labourers (skilled) ... ..	2	...	...	7 6	
	Labourers ... ..	...	...	...	7 0	
50% { of total number of enginemen }	Enginemen ... ..	1	11	6	12 0	One of 6d. per day.

SECOND DIVISION—*continued*

Maximum Number of Members.	Designation.	Grade.	Pay per Day.		Annual Increments.	
			Mini-mum.	Maxi-mum.		
CLASS 2: LOCOMOTIVE— <i>continued</i> .						
50% <span style="font-size: small;">(of total number of firemen)</span>	Subclass 6— <i>continued</i> .			s. d.	s. d.	
	Enginemmen and night foremen of cleaners ... ..	2	10 0	11 0	Two of 6d. per day.	
	Firemen ... ..	1	8 6	9 0	One of 6d. per day.	
	Firemen ... ..	2	7 6	8 0	One of 6d. per day.	
	Cleaners ... ..	...	...	4 0	Then four of 6d. per day, and one of 1s. per day.	
	Shop-enginemmen and gasmen ..	1	8 6	9 0	One of 6d. per day.	
	Shop-enginemmen and gasmen...	2	7 6	8 0	One of 6d. per day.	
	Locomotive running storemen	1	...	8 0		
	Locomotive running storemen	2	...	7 6		
	Subclass 7:					
	Train examiners and lifters ...	1	...	8 6		
	Train examiners and lifters ...	2	...	8 0		
	Train examiners and lifters ...	3	...	7 6		
	Coalmen in charge of steam-pump ... ..	...	7 6	8 0	One of 6d. per day.	
	Coalmen ... ..	...	...	7 0		
(Coalmen at important centres when in charge of coal-discharging gangs, 1s. per day additional.)						
Watchmen ... ..	...	...	42 0	Per week.		
Junior labourers, junior strikers, and junior machinists ... ..	...	...	4 0	Then four of 6d. per day and one of 1s. per day in the case of junior labourers; and in the case of junior strikers and junior machinists four of 6d., one of 1s., and another of 6d. per day.		

CLASS 3: MAINTENANCE.

Subclass 1: Leading tradesmen—					
Leading masons, bricklayers, blacksmiths, fitters, and carpenters ... ..	1	11 6	12 0	One of 6d. per day.	
Ditto ... ..	2	...	11 0		
Subclass 2:					
Leading painters and plumbers ... ..	...	...	10 6		
Subclass 3: Tradesmen—					
Masons and bricklayers ... ..	1	...	11 6		
Masons and bricklayers ... ..	2	...	10 6		
Subclass 4:					
Fitters, blacksmiths, carpenters, painters, and plumbers	1	10 0	10 6	One of 6d. per day.	
Ditto ... ..	2	9 0	9 6	One of 6d. per day.	

SECOND DIVISION—*continued.*

Maximum Number of Members.	Designation.	Grade.	Pay per Day.		Annual Increments.
			Mini-mum.	Maxi-mum.	
CLASS 3 : MAINTENANCE— <i>continued.</i>					
	Subclass 5 :		s.	d.	
	Junior tradesmen who have served an apprenticeship in N.Z. railway workshops of less than five years : until completion of five years' service	...	7	6	One of 6d. per day.
	Apprentices	...	(Same as locomotive apprentices in Class 2 of this division.)		
	Subclass 6 :				
	Bridgemen	...	7	6	
	Subclass 7 :				
	Donkey-engine drivers and crane-drivers	...	(Same as locomotive firemen in Class 2 of this division.)		
	Subclass 8 : Special hands—				
	Horse-drivers	...	(Same as traffic horse-drivers in Class 1 of this division.)		
	Strikers	1	8	6	
	Strikers	2	8	0	
	Strikers	3	7	6	
	Skilled labourers	1	8	0	
	Skilled labourers	2	7	6	
	Painters' labourers	...	7	0	
	Shop enginemmen	...	(Same as locomotive shop enginemmen in Class 2 of this division.)		
	Subclass 9 :				
	Gangers in charge of specially important works and of large yards	...	10	0	
	Subclass 10 :				
10% of number of gangers in this subclass	Gangers	1	9	0	
	Gangers	2	8	0	(Gangers in Subclass 10, residing in isolated places, 6d. per day additional.)
	Subclass 11 : Surfacedmen, &c.—				
	Surfacedmen-miners	...	8	0	
	Surfacedmen	...	7	0	(Surfacedmen residing in isolated places, 6d. per day additional.)
	Platelayers in relaying gangs	...	7	6	
	Line watchmen	...	6	0	
	Junior surfacedmen and junior labourers	...	4	0	Then four of 6d. per day, and one of 1s. per day.
	(Junior surfacedmen, in relaying gangs, 6d. per day additional.)				
	Subclass 12 :				
	Nurserymen	1	8	0	
	Nurserymen	2	7	6	
	Fencers	...	7	6	
	Subclass 13 : Labourers—				
	Labourers	1	7	0	
	Labourers (disabled workmen, a few special cases as places may be available)	2	6	0	
	Ditto	3	5	0	

SECOND DIVISION—*continued.*

Maximum Number of Members.	Designation.	Grade.	Pay per Day.		Annual Increments.
			Mini- mum.	Maxi- mum.	
CLASS 3: MAINTENANCE— <i>continued.</i>					
	Subclass 14 :				
	Signal-adjusters .. .. .	1	s. 11 d. 6	s. 12 d. 0	One of 6d. per day.
	Signal-adjusters ... .. .	2	...	11 0	
	Signal-erectors (leading hands) ... .. .	...	...	11 0	
	Signal-erectors ... .. .	1	...	10 0	
	Signal-erectors ... .. .	2	...	9 0	
	Signal-erectors ... .. .	3	...	8 0	
	Signal-erectors ... .. .	4	...	7 6	
	Signal-erectors ... .. .	5	...	7 0	
	Subclass 15 :				
	Electric linemen ... .. .	1	...	11 0	
	Electric linemen ... .. .	2	...	10 0	
	Electric line-erectors (leading hands) ... .. .	...	...	9 0	
	Electric line-erectors ... .. .	1	...	8 0	
	Electric line-erectors ... .. .	2	...	7 6	
	Electric line-erectors ... .. .	3	...	7 0	