

Hon. Mr. Mitchelson.

POST AND TELEGRAPH CLASSIFICATION AND REGULATION.

ANALYSIS.

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| <p>Title.</p> <ol style="list-style-type: none"> 1. Short Title. 2. Interpretation. 3. Divisions of Post and Telegraph Department. 4. Scale of salaries as in Schedule. 5. Governor in Council may make regulations in respect of department. Saving of power to make regulations under certain Acts. | <ol style="list-style-type: none"> 6. Provision in respect of the pay of certain persons excepted from operation of Act. 7. Rateable reduction or increase in salaries may be recommended by the Governor. 8. When general classification of Civil Service made, the department may be brought thereunder. 9. Saving of existing rights and powers. Schedules. |
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A BILL INTITULED

AN ACT to provide for the Classification and Regulation of the Post and Telegraph Department. Title.

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 Post and Telegraph Classification and Regulation Act, 1890." Short Title.

2. In this Act, if not inconsistent with the context, "the department" means the several branches of the Civil Service of New Zealand constituted under "The Post Office Act, 1881," and "The Electric Lines Act, 1884." Interpretation.

3. The department shall be divided into three divisions, the First Division, the Clerical Division, and the Non-clerical Division, according to the classification thereof set forth in the First Schedule hereto. Divisions of Post and Telegraph Department.

4. In each of such divisions there shall be a maximum and minimum limit of salary, as mentioned in the said Schedule, and every officer therein mentioned shall be entitled to receive in every year, by way of increase to his salary, the increment set forth in such Schedule : Provided that any officer or class of officers who may, at the date of the passing of this Act, be paid a salary or salaries equal in amount to the maximum rate of salary mentioned in such Schedule shall not have such salary diminished by virtue of this Act. Scale of salaries as in Schedule.

In any case where the minimum of salary is not fixed by the said Schedule, such minimum may be fixed by regulations to be made as hereinafter provided.

Governor in Council may make regulations in respect of department.

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

- (1.) Prescribing the duties to be performed by officers of the department in the several branches thereof, and the discipline to be generally observed in the performance of such duties : 5
- (2.) For determining the mode, terms, and conditions on which candidates for employment in the department shall enter the service of the department in such branches : 10
- (3.) Prescribing the times and places at which examination of candidates shall be held, and the subjects of examination upon entrance or on promotion, and for the conduct of such examinations and the appointment and remuneration of examiners : 15
- (4.) Prescribing fees to be paid by candidates prior to any such examination :
- (5.) For determining the grounds upon which and the mode in which promotion to a superior class or in the same class will be made in the several branches of the department : 20
- (6.) Prescribing a minimum limit to the salary of any officers mentioned in the *First* Schedule in any case where such limit is not fixed thereby :
- (7.) Providing for deductions from the salaries of all officers appointed after the passing of this Act for the purpose of providing a fund for compensation to be paid to such officers on leaving the Service : 25
- (8.) Providing how and by whom charges of inefficiency or misconduct may be made against any officer, and for the conduct of inquiries into any such charges : 30
- (9.) Prescribing in what manner and to what extent such charges, if proved, may be punished, and either by reduction of salary or grade, transfer to a lower class, or by dismissal from the service :
- (10.) Providing for an appeal from the decision of the permanent head of the department to the Postmaster-General, and the mode of procedure thereon : 35
- (11.) Regulating the terms and conditions on which leave of absence will be granted, and generally providing for any other matters that may be necessary to give effect to this Act : 40

Saving of power to make regulations under certain Acts.

Provided that nothing in this Act shall control or restrict any powers conferred upon the Governor in Council of making regulations under "The Post Office Act, 1881," or "The Electric Lines Act, 1884," respectively. 45

Provision in respect of the pay of certain persons exempted from operation of Act.

6. The persons performing the duties mentioned in the *Second* Schedule shall not be deemed to be officers of the department, but shall nevertheless be entitled to the minimum and maximum rates of pay therein mentioned, except in the case of day-pay, which shall be at the rate therein provided. 50

All such persons shall, however, be subject to any regulations made under this or any other Act in respect of the duties of such

persons, and the discipline to be observed in the performance thereof, and shall be liable to any penalty or disability for any breach or non-observance of duty imposed by or under any Act or regulations as aforesaid.

5 7. Notwithstanding anything contained in this Act, 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, if any such be required, according to a specified rate, in the salary for each person in each class of any division; and, if such rate of reduction or increase be adopted by the said House, then the maximum and minimum limits of salary of the respective classes shall be reduced or increased, as the case may be, according to that rate, and a proportionate reduction or increase of increment shall be attached thereto; and such maximum and minimum limits of salary and of increment shall remain at such reduced or increased sum until another recommendation be made by the Governor in accordance with the provisions herein contained.

Rateable reduction or increase in salaries may be recommended by the Governor.

20 8. If at any time any general classification be made or adopted in respect of the whole Civil Service of the colony under any law now or hereafter in force, the department may be brought under such general classification, and be subject to all conditions respecting the same provided by law, as if this Act had not been passed; and upon any such general classification being made the department and all the officers or persons then employed therein may be dealt with and shall be subject thereto as part of the said Civil Service, and shall have no claim for compensation or allowance in case such classification shall vary or alter their status under this Act.

When general classification of Civil Service made, the department may be brought thereunder.

30 9. Nothing in this Act shall be deemed to affect the rights of any officer in the department, absolute or contingent, reserved or conferred, by any Act now in force relating to the Civil Service of New Zealand, and which may exist at the passing of this Act, or which may hereafter exist, in respect of compensation for loss of office or superannuation-allowance in case of retirement from such Service.

Saving of existing rights and powers.

Schedules.

SCHEDULES.

FIRST SCHEDULE.

FIRST DIVISION.

Office or Class.	Minimum.	Maximum.	Increment.	
Superintendent	£ ...	£ 800		
Secretary	£ ...	£ 750		
CLERICAL DIVISION.				
First Class.				
Inspector of Post Offices ... ..	...	550	
Accountant and Controller ... ..	...	550	
Assistant Inspector of Post Offices	...	500		
Inspector of Telegraphs, Dunedin	...	500		
Inspector of Telegraphs, Napier	...	500		
Inspector of Telegraphs, Christchurch	...	450		
Electrician ... ..	...	350	
Sub-Inspector of Telegraphs, Auckland	...	300		
Sub-Inspector of Telegraphs, Nelson	...	300		
Second Class	370	400	Two annual increments of £15 each.	
Third Class	315	355	Two annual increments of £15 each, and one of £10.	
Fourth Class	260	300	Two annual increments of £15 each, and one of £10.	
Fifth Class { 1st Grade	235	250	One annual increment of £15.	
{ 2nd Grade	190	220	Three annual increments of £10 each.	
Sixth Class { 1st Grade	160	180	Two annual increments of £10 each.	
{ 2nd Grade	115	150	Two annual increments of £10 each, and one of £15.	
Cadets	40	100	One annual increment of £10, one of £15, one of £20, and one of £15, with lodging allowance of £26 a year for the first two years and £13 the third when officer stationed from home.	
Chief Postmasters {	1st Grade	445	500	Two annual increments of £20 each, and one of £15.
	2nd Grade	370	425	Three annual increments of £15 each, and one of £10.
	3rd Grade	310	350	Two annual increments of £15 each, and one of £10.
Postmasters {	1st Grade	260	300	Two annual increments of £15 each, and one of £10.
	2nd Grade	220	250	Three annual increments of £10 each.
	3rd Grade	185	210	One annual increment of £10, and one of £15.
	4th Grade	140	175	Two annual increments of £10 each, and one of £15.

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NON-CLEBICAL DIVISION.

Office or Class.	Minimum.	Maximum.	Increment.
Cadettes	£ 40	£ 120	Three annual increments of £10 each, one of £15, and seven of £5 each; with lodging allowance of £26 for the first year, £20 the second, £15 the third, and £10 the fourth year, when cadette stationed from home.
Linemen { 1st Grade ...	130	140	Two annual increments of £5 each.
{ 2nd Grade ...	110	125	Three annual increments of £5 each.
Letter-carrier Sorters ...	...	150	
Letter-carriers { 1st Grade ...	130	140	Two annual increments of £5 each.
{ 2nd Grade ...	95	120	Two annual increments of £10 each, and one of £5.
{ 3rd Grade ...	50	85	Two annual increments of £10 each, and three of £5 each.
Post-office { 1st Grade ...	85	120	Two annual increments of £10 each, and three of £5 each.
Messengers { 2nd Grade ...	50	80	Two annual increments of £10 each, and two of £5 each.
Junior and Assistant Counter-clerks (Telegraph)	50	100	Two annual increments of £10 each, and six of £5 each.
Junior and Assistant Exchange-clerks	60	120	Four annual increments of £10 each, and four of £5 each.
Despatch-clerks	50	100	Two annual increments of £10 each, and six of £5 each.

SECOND SCHEDULE.

Nature of Employment.	Minimum.	Maximum.	Increment.
Distributors	£ 50	£ 80	One annual increment of £10, and four of £5 each.
Night-watchmen ... ..	...	...	8s. per diem.
Telegraph Message Boys ...	26	36	One annual increment of £5, one of £3, and one of £2.