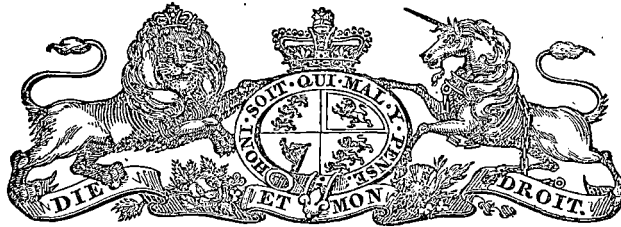


(No. 31.)



1865.

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T A S M A N I A.

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**C O R R E S P O N D E N C E**

**BETWEEN THE EXECUTIVE AND CERTAIN PUBLIC OFFICERS  
IN REFERENCE TO A CIVIL SERVICE BILL.**

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Laid upon the Table by the Colonial Treasurer, and ordered by the House to be  
printed, 1 August, 1865.



Hobart Town, 10th March, 1865.

SIR,

I HAVE the honor, as the Senior Officer in the Civil Service, to forward to you a Petition addressed to His Excellency the Governor, and signed by nearly every Officer in the Civil Service of Tasmania, with a request that you will be good enough to submit it to His Excellency with such observations as may appear to you to be due to the subject of the Petition.

I have the honor to be,  
Sir,

Your most obedient Servant,

T. J. CROUCH.

*The Honorable the Premier.*

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*To His Excellency Colonel THOMAS GORE BROWNE, C.B., Governor-in-Chief of Tasmania.*

The respectful Petition of the undersigned Civil Servants of the Government of Tasmania.

SHOWETH :

THAT some years' experience in the working of the Civil Service Acts of the neighbouring Australian Colonies has shown the value of such Statutes, both to the Governments and to the large number of Gentlemen employed in the Civil Service, in securing to the former a more competent and zealous class of Official Servants, and to the latter a firm and satisfactory *status*.

Your Petitioners therefore pray that Your Excellency will take into your consideration the propriety of appointing a Royal Commission to enquire and report to Your Excellency on the desirability of securing to the Civil Servants of Tasmania rights and privileges of a similar nature to those enjoyed by Civil Servants in the neighbouring Colonies.

And Your Excellency's Petitioners will, as in duty bound, ever pray, &c.

*Executive and Legislative Councils.*

E. C. Nowell, Clerk of the Legislative and Executive Councils.

James Fraser, Usher of the Black Rod.

*House of Assembly.*

Hugh M. Hull, Clerk of the House.  
Maxwell Miller, Clerk Assistant and Librarian.

R. Power, Sergeant-at-Arms.  
H. J. Mills, Principal Messenger.  
Robert Wilson, Doorkeeper.

*Colonial Secretary's Department.*

B. Travers Solly, Assistant Colonial Secretary.  
Frank C. Tribe, Chief Clerk.  
George Boyes, Clerk.

R. Newman, Clerk.  
Sandford Scott, Clerk.

*Colonial Treasurer's Department.*

Thos. V. Jean, Assistant Colonial Treasurer.  
Wm. H. Windsor, Chief Clerk.  
G. W. Fletcher, Clerk.

Wm. Lovett, Accountant.  
John P. Campbell, Clerk.  
John Vautin, Clerk.

*Audit Department.*

E. J. Manley, Colonial Auditor.	H. Scott, Clerk.
W. H. Gill, Chief Clerk.	W. Honey, Clerk.
Aug. W. Parsons, Clerk.	Edwd. B. Boothman, Clerk.

*Post Office Department.*

S. T. Hardinge, Secretary and Postmaster of Hobart Town.	Thos. H. Magrath, Clerk.
A. C. Douglas, Clerk.	John Milward, jun., Clerk.
	Wm. O. Windsor, Clerk.

*Customs Department.*

Thomas T. Watt, Collector of Customs.	T. E. Hewitt, Chief Clerk.
J. W. Campbell, Senior Landing Waiter.	J. W. Perry, Second Clerk.
J. R. Bateman, Landing Waiter.	C. S. Hardinge, Third Clerk.
Arthur B. Willis, Warehouse-keeper.	

*Survey Department.*

J. E. Calder.	Albert Reid, Clerk.
E. W. Boothman, Deputy Commissioner of Crown Lands.	J. W. Abbott, Draftsman.
J. A. Morrison, Chief Draftsman.	L. W. Langley, Draftsman.
H. E. Smith, Clerk.	John C. Kelsh, Draftsman.
H. Jocelyn Hull, Clerk.	Frank Dunnnett, Lithographer.
Alexander Reid, Clerk.	M. S. Henn.
Henry E. Best, Draftsman.	Alfred W. Boothman.
Fredk. J. Windsor, Draftsman.	D. Barclay.
W. C. Piquenit, Draftsman.	Leventhorpe Hall.
Geo. F. Lovett, Draftsman.	Edward Ellis.
	Geo. Fowler, Office-keeper.

*Supreme Court and Law Officers Department.*

Jno. Aston Watkins, Registrar Supreme Court.	H. J. Buckland, Clerk, Supreme Court.
F. Stops, Attorney-General's Clerk.	H. C. Church, Clerk of the Peace, Hobart.
Vernon Midwood, Clerk.	E. P. Lavender, Clerk.
	P. S. Seager, Clerk.

*Sheriff's Department.*

T. J. Crouch, Under Sheriff, and Com- missioner of Supreme Court.	Jno. Rothwell, Chief Clerk.
	M. J. Coverdale, Clerk.

*Court of Requests Department.*

Richard Fleming, Summoning Officer.

*Colonial Store Department.*

C. H. Huxtable, Colonial Storekeeper.	G. B. Penny, Clerk.
Robt. Smith, Clerk.	

*Lands' Titles Department.*

W. Tarleton, Recorder of Titles and Regis- trar of Deeds.	James M. Clarke, Clerk and Draftsman.
Geo. Patten Adams, Solicitor to the Lands' Titles Commissioners.	Louis Dobson, Clerk to Registrar of Deeds.
	Geo. M'Intyre, Clerk and Draftsman.

*Government Printer's Department.*

J. Barnard, Government Printer.

*Public Works Department.*

James Gray, Chief Clerk, Public Works Department.

*Inspector of Police Department.*

J. Forster.

*Education Department.*

T. Stephens, Inspector of Schools.

Murray Burgess, Secretary, Board of Education.

*Electric Telegraph Department.*

J. E. Packer, Operator and Clerk.

*Police Department.*

J. O'Boyle, Clerk.

*Immigration Department.*

G. Smith, Immigration Agent.

*Medical Department.*

C. Seager, House Steward.

J. Seals, Dispenser.

*Customs Department, Launceston.*

Rich. H. Willis, Collector of Customs.

David White.

Edw. Boyes, Senior Landing Waiter.

James Lamb.

W. W. Ryan, Landing Waiter.

James Whitelaw.

E. Dickens, Warehouse-keeper.

Charles Skarrey.

Chas. Kent, Chief Clerk.

W. Hunt.

G. L. Taylor, Clerk.

Henry Cox.

James Barnard, Junior Clerk.

*Post Office Department, Launceston.*

W. Windeatt, Postmaster.

James Mathews.

Geo. Windeatt, Clerk.

William Robins.

Will. Hunt.

James Duncan.

John Brickhill.

Henry Watson.

Charles Bull.

*Electric Telegraph Department, Launceston.*

T. S. Chitty, Operator.

Thom. Brand, Assistant ditto.

*Judicial Department, Launceston.*

John Whitefoord, Recorder and Commissioner of the Court of Requests, and of the Insolvent Court.

Geo. Browne, Under-Sheriff, &amp;c., Clerk of the Peace, &amp;c.

Wm. Capon, Summoning Officer, Court of Requests.

*Lands' Titles Department, Launceston.*

Ronald C. Gunn, Deputy Recorder of Titles.

John J. Gunn, Clerk.

*Police Department, Launceston.*

James Coulter, Bench Clerk.

*Gaols Department, Launceston.*

John F. Cox, Clerk and Storekeeper.

*Medical Department, Launceston.*

J. L. Miller, Surgeon Superintendent of H. M. General Hospital, and Medical Officer, Police and Gaols, at Launceston.

Joseph Kemp, House Steward of H. M. General Hospital, Launceston.

W. H. Giles, Dispenser, H. M. General Hospital and Gaols, Launceston.

*Survey Department, Launceston.*

Fred. J. Boothman, Draftsman.

*Colonial Secretary's Office, 14th March, 1865.*

SIR,

I HAVE to acknowledge the receipt of your letter of the 10th instant, and to inform you that the Petition which accompanied it will be laid before the Governor upon His Excellency's return to Town.

I have, &c.

(Signed) B. T. SOLLY.

T. J. CROUCH, *Esquire.*

*Colonial Secretary's Office, 22nd April, 1865.*

SIR,

WITH reference to the prayer of the Petition from the Civil Servants of the Government forwarded with your letter of the 10th ultimo, I have now the honor to inform you, and through you the gentlemen signing the document, that I have laid it before His Excellency the Governor, and it has also received the careful consideration of the Government.

It appears to myself and my Colleagues that a compliance with the prayer of the Petition would involve the necessity for the introduction of a measure into Parliament directly in opposition to the principle affirmed by the Legislature when the Pension Abolition Act was passed, and the system of classification with annual increases to salaries was abolished.

It would, therefore, be impossible for the Government to comply with the desire of the Civil Servants with reference to the introduction of a Bill similar to those existing in some of the neighbouring Colonies for the reason assigned; and I may add, that I do not think it follows as a necessary consequence that a measure which may be suitable to a great Colony such as Victoria would be equally applicable in a small community like our own.

There is one matter of some importance to the Officers of the Government provided for in the Acts for the regulation of the Civil Service in some of the other Colonies which I am desirous should be placed on a proper and more satisfactory basis; viz. obtaining leave of absence. On this point my Colleagues and myself purpose advising His Excellency to sanction the framing of such regulations as will enable Officers in the Public Service to ask for and obtain leave of absence for a stated period in each year, not as a matter of favour at the hands of the Head of a Department, but as a matter of right available to all.

It is stated in the Petition, "that some years' experience in the working of the Civil Service Acts of the neighbouring Colonies has shown the value of such Statutes, both to the Government and the large number of gentlemen employed in the Civil Service, in securing to the former a more competent and zealous class of Official Servants, and to the latter a firm and satisfactory *status*."

Apart from Pensions and Classification, I am not aware that the position of a Civil Officer in Victoria is either firmer or more satisfactory than that of a Civil Officer in Tasmania; and I feel assured, from my own experience, that the Civil Service Acts elsewhere do not provide more competent or more zealous Officers, as a body, than those now in the Government Service of Tasmania.

I have, &c.

(Signed) JAMES WHYTE.

T. J. CROUCH, *Esquire.*

*Hobart Town, 1st May, 1865.*

SIR,

WE have the honor to acknowledge the receipt of your letter of the 22nd ultimo, communicating the views of the Executive Government in reference to the Petition which the Civil Servants of the Colony have presented to His Excellency the Governor, praying for the appointment of a Commission to enquire into the advisability or otherwise of recognising, by statutory enactment, the Civil Service of Tasmania, in the same manner as that in which the Civil Servants are recognised in all the other Australian Colonies.

2. We need scarcely say that it is with much gratification we receive the flattering expression of your opinion of the general efficiency as a body of the Civil Servants of the Crown in this Colony.

3. We have, in addition, to tender our acknowledgments to the Executive Government for their promise to frame certain definite Regulations by which leave of absence will be accorded to every Officer of the Government for a certain period of each year, not as a matter of favour, but of right.

4. Whilst, however, we gladly avail ourselves of this opportunity of conveying our thanks for the courteous manner in which our Petition has been received, and the concession that has been promised in respect of leave of absence, we venture, for reasons we are about shortly to state, to urge upon the Government the reconsideration of their decision in regard to other and more important matters connected with our Petition.

5. In preferring our request for the appointment of a Commission we refrained, in consequence of an easily understood apprehension of trespassing too far upon the time of Ministers, from entering at any length into the nature of the changes we desired to see sanctioned alike by the Government and the Parliament, or the character and description of the rights and privileges we trusted to have secured to us by statutory enactment. For the elucidation of these various matters we ventured to rely, after full enquiry, upon the labours of the Commission. Considerable misapprehension we are convinced has resulted from our reticence; and now that the Government has expressed its reluctance to appoint any such Commission, we have taken the liberty to embody in a Bill, roughly drafted on the basis of those of the other Australian Colonies, and a copy of which we have the honor to forward herewith, the alterations we seek in the *status* of the Civil Servants of the Colony, and the concessions we ask for at the hands of Ministers and the Legislature.

6. From a perusal of this measure, it will be seen that these concessions entail no fresh burthens or additional cost upon the Colony. We seek no re-introduction of the former system of Pensions. We ask for no increase in our Salaries beyond what Parliament may in its wisdom grant. We simply desire, *First*, that legally recognised *status* possessed by all Government Officers in the adjacent Colonies; and *Secondly*, the authority and sanction of the State in establishing out of our own means and resources, and without any auxiliary grant from the Public Treasury whatever, a Superannuation Fund that shall ensure a certain provision for Civil Servants and their families when the former shall have become old and worn out in the Service.

7. The remaining portion of the rough Draft Bill has been framed simply with the object of obtaining (to use the words of the Joint Report of Sir Stafford Northcote and Sir Charles Trevelyan) "full security for the Public that none but qualified persons shall be appointed to its service, and that they shall afterwards have every practical inducement to the active discharge of their duties."

This we believe the Government will not be disposed to regard as an improper or illegitimate aspiration on our part; for in no other way would it be possible to ensure more certainly or more fairly the elevation in general esteem and respect of the body to which we belong.

We express our hope that this brief explanation will remove the objections at present entertained by the Executive Government,—objections arising, we are sure, from a misconception of the objects of our Petition; and that the Government will no longer see any reasons for refusing to introduce into Parliament, or for opposing if introduced, some such measure as that which we have now the honor most respectfully to submit for its consideration.

We have the honor to be,

Sir,

Your most obedient Servants,

- (1825.) T. J. Crouch, Under-Sheriff, and Commissioner of the Supreme Court.
- (1832.) S. T. Hardinge, Postmaster, Hobart, and Comptroller of Money Order Office.
- (1833.) John Whitefoord, Recorder of Launceston, and Commissioner of the Court of Requests and of Insolvent Estates.
- (1834.) Hugh M. Hull, Coroner, and Clerk of the House of Assembly.
- (1834.) Aug. W. Parsons, Audit Office.
- (1835.) V. Midwood, Supreme Court,
- (1836.) George Boyes, Colonial Secretary's Office.
- (1836.) Jno. Rothwell, Sheriff's Office.

(Signed for 519 Civil Servants.)

*The Hon. the Colonial Secretary.*

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[Enclosure to Civil Officers' Letter of 1 May.]



A BILL to organise the Civil Service of *Tasmania*.

**PREAMBLE.** **W**HEREAS it is expedient to organise and classify the Civil Service of *Tasmania*, to provide by a proper system of examination for the supply of the Public Service with a thoroughly efficient class of Officers, and to establish a Fund for the Superannuation of Officers whom age or infirmity compels to retire from active service: Be it therefore enacted by His Excellency the Governor of *Tasmania*, by and with the advice and consent of the Legislative Council and House of Assembly, in Parliament assembled, as follows:—

Persons exempted from operation of Act.

Nothing in this Act shall apply to any Responsible Minister, or to any Judge, or to any Recorder, or to any Minister of Religion, or to the Colonial Auditor, or to any Officer the right to appoint whom is not vested in the Governor in Council, or to any person holding any honorary office or employed for any temporary service only.

[Or to any Salaried Officer of the Parliament.]

*Classification.*

Division of Service.

The Civil Service of Tasmania shall, for the purposes of this Act, be taken to consist of two Divisions; that is to say, the Professional Division, and the Ordinary Division; and shall consist of two Classes in the Professional Division, and four Classes in the Ordinary Division.

Professional and Ordinary Divisions.

The Professional Division shall include all those Offices, whether now existing or hereafter to be created, which require for their exercise some skill usually acquired only in some profession or other pursuit different from the Civil Service; and the Ordinary Division shall include all the other Offices now existing or hereafter to be created which are not comprised in the Professional Division.

Salaries of Offices of First Class.

Offices of the First Class in both Divisions shall have attached to them respectively the several Salaries which have been granted to them by *The Appropriation Act* for the year one thousand eight hundred and sixty-five.

Salaries.

For Officers of the Second Class, in both divisions of the Civil Service, the minimum Salary shall be £300 and the maximum Salary £400.

For Officers of the Third Class, in both divisions of the Civil Service, the minimum Salary shall be £200 and the maximum Salary £280.

For Officers of the Fourth Class, in both divisions of the Civil Service, the minimum Salary shall be £100 and the maximum Salary £150.

It shall not be lawful to reduce the Salary of any Officer through the operation of this Act to any amount less than he is now receiving, so long as he shall continue to fill such Office.

In the first Government *Gazette* which shall be published in the month of January, 1866, and in the first Government *Gazette* published in each year afterwards, the Governor in Council shall cause a List of all Offices classified under the authority of this Act to be published, with the names of the Officers filling such Offices, the date of such Officers' appointment, and their age on appointment; which List shall be called "The Roll of the Civil Service," and shall be sufficient evidence for all the purposes of this Act of the character of the office, the rank, age, and length of service of every Officer therein named.

Decision of Governor in Council final in questions.

Where any question arises under this Act respecting the rights or obligations of Officers of the Civil Service the Governor in Council may decide the same, and such decision shall be final; and copies of all Orders in Council referring to such Questions so decided shall be laid before both Houses of Parliament within fourteen days after the meeting thereof.

*Examination of Persons entering the Civil Service.*

The Governor in Council shall, immediately upon the passing of this Act, appoint a Board of Officers, composed of such Officers as to the Governor in Council may seem meet, to examine all Candidates for employment in the Civil Service as to their competency to fill the Office in which a vacancy exists; and such Board shall meet as occasion requires.

Every Candidate for admission into the Civil Service shall, on being nominated to the Governor in Council by the Minister responsible for the Department in which a vacancy exists, undergo an Examination before the Board of Examiners; and such Candidate shall, before his Examination, produce to the Board a Certificate that his age is above 16; a Medical Certificate of freedom from physical defect or disease that would be likely to interfere with the proper discharge of his duties; and a Certificate from a responsible person that his private character is such as to qualify him for Public employment: whereupon such Board of Examiners shall proceed to ascertain whether such Candidate possesses the requisite knowledge and ability for the proper discharge of the duties of the Office he seeks.

Examination of Candidates.

Every person admitted into the Civil Service in the Fourth Class shall be provisionally appointed upon half salary for Three months; and at the expiration of that period, should the Head of the Department in which he may be employed report that such person is competent to become an Officer of the Civil Service, the Governor in Council shall make the appointment absolute; and thereupon such person so appointed shall receive the full salary assigned to that Office.

The Governor in Council may, at any time during the provisional appointment of such Candidate, transfer him to another Department, or may summarily dismiss him from Office.

The Board of Examiners shall, immediately after Examination, grant to Candidates who shall have passed their Examination a Certificate under their hand, and shall report to the Colonial Secretary the names of all Candidates to whom Certificates of competency shall have been granted by it; and the names of the certificated persons shall be recorded in a book by the Colonial Secretary, to be called "*The Roll of Candidates for the Civil Service*," from which the Governor in Council shall select, as vacancies occur, the Candidate whom he may deem most fit for the Office in which the vacancy may exist.

When a vacancy shall occur in any Office in the Civil Service, the Governor in Council shall, whenever he can do so without detriment to the Public Service, promote to such vacancy the best qualified Officer in any branch of the Civil Service.

Whenever it is expedient to secure for the Public Service the services of a person of known ability, and to place such person in the higher classes of the Civil Service, the Governor in Council may, anything in this Act to the contrary notwithstanding, appoint such person accordingly: Provided, that in such case a statement of such appointment, and of the reasons for which it had been made, shall be laid before both Houses of Parliament.

Appointments in special cases.

Every Head of Department shall furnish, at the end of each year, to the Governor in Council a Confidential Report on the conduct and efficiency of every Officer employed in his Department; and such Reports shall be duly filed in the Office of the Clerk of the Executive Council, who shall not divulge any of the matters contained in such Reports unless required to do so by competent authority.

Confidential Annual Report.

*Guarantee for Fidelity.*

Wherever an Officer is charged with the custody of public money, or shall be employed in any Office in which a portion of the business transacted is connected with the receipt and issue of Stores or Money, he shall be required to find a public or private guarantee for his fidelity to such amount as may be fixed by the Governor in Council.

Guarantee for fidelity in Money Offices.

*Punishments.*

When any Officer is reported as guilty of such neglect of duty as to seriously affect the Public Service, or is indolent and careless in the discharge of his duties, the Minister responsible for such Department shall, for every such case of misconduct, order to be deducted, by way of fine from the salary of such Officer, a sum not exceeding Five Pounds: Provided, however, that the Officer so fined shall be allowed to appeal within one month against such fine to the Governor in Council, whose decision shall be final.

Punishment for neglect of duty.

The Treasurer, on receiving notice of any pecuniary penalty imposed on any Officer under the authority of this Act, shall deduct the amount thereof from the next payment made by him on account of such Officer; and the sum so deducted shall be paid into the Civil Service Provident Fund.

Disposal of fines.



Insolvent or Criminal Officers.

If any Officer shall take the benefit of any Act for the relief of Insolvent Debtors, or be convicted of felony or misdemeanor, or be guilty of frequent inebriety or irregularity, or be in such a state of pecuniary embarrassment as to render his retention of Office undesirable, the Governor in Council may remove such Officer from the Civil Service.

*Leave of Absence.*

Leave of absence for short periods.

The Minister responsible for any Department may grant to every Officer leave of absence for any period or periods not exceeding four weeks in every year; and in cases of illness or other pressing necessity, such leave not exceeding Three months in each year, on such terms as the Minister may think fit.

Leave of absence for long periods.

The Governor in Council may grant to any Officer in the Civil Service leave of absence on half salary for the periods hereinafter mentioned, according to the length of continuous service of such Officer;—that is to say, after Ten years' service, Twelve months leave of absence on half salary; after Twenty years' service, Eighteen months leave on half salary; after Thirty years' service, Twelve months leave on Two-thirds of salary; and after Forty years', Eighteen months leave on Two-thirds of salary.

Public Holidays.

The following days shall be observed as Holidays in the Civil Service:—

1. New Year's Day.
2. Christmas Day.
3. Good Friday.
4. Easter Monday.
5. The Queen's Birthday.
6. The Prince of Wales's Birthday.
7. The Prince of Wales's Marriage Day.
8. And the Annual Regatta Day.

Provided, that nothing in this Act shall prevent the Minister responsible for any Department from requiring the services of any Officers of such Department during any such holiday in case of emergency.

*Retirement. Provident Fund.*

When an Officer, after the passing of this Act, shall have attained the full age of 65, he may, at the option of the Governor in Council, be required to retire upon a Superannuation Allowance.

From and after the First day of January, 1866, there shall be paid by every Officer appointed subsequently to the 30th July, 1863, in quarterly sums, a sum equivalent to  $[\frac{3}{4}]$  per cent. on his salary; which sum shall be paid into a Fund to be called "*The Civil Service Provident Fund*," and shall be set aside as an equivalent to the amount to which such Officer may hereafter become entitled on retirement or death.

Board of Management of Civil Service Provident Fund.

A Board of Officers shall be appointed by the Governor in Council to manage the Funds of the Civil Service Provident Fund, and to report upon all claims thereon: such Board to consist of—

- 1.
- 2.
- 3.
- 4.
- 5.

and the recommendation of such Board, if approved by the Governor in Council, shall be final and conclusive in all cases. Three Members to form a quorum of the Board.

A Record shall be kept by such Board of all moneys paid by Officers; and all sums so accruing shall be deposited in the Savings' Bank until they shall amount to £100 or upwards, when the sums shall be invested in Government Debentures; and a Return of all moneys paid into and from the Fund shall be signed by all the Members of the Board, and laid annually before Parliament within a week after the commencement of each Session.

Permissive retirement after 40 years' service.

When any Officer, after the passing of this Act, who shall have served with credit in the continuous employment of the Government for Forty years, may be desirous to retire from active service, he shall notify his wish to the Governor in Council, who may thereupon superannuate such Officer upon half salary, such salary to be computed on the amount which such Officer may have received for Three years previously to his retirement.

Every person placed on the Retired List under this Act shall be entitled [to a Pension Scale of Pension. in the following proportion to his Salary : that is to say—

For 10 years' service fifteen-sixtieths, and for every year up to 19 years' service inclusive one-sixtieth in addition to such fifteen-sixtieths.

For 20 years' service seventeen-fortieths, and for every year beyond that one-fortieth in addition to such seventeen-fortieths.]

[or to a sum of money as a gratuity equal to Two months pay for each year of such Officer's service, computed on the salary received by such Officer at the date of his retirement.]

Should any Officer who shall have contributed for [3 years] and upwards to the Civil Service Provident Fund die whilst in active service, there shall be paid to the Widow and Children, or in the event of the Officer leaving neither Widow nor Children then to the legal representative of such Officer, a Gratuity of One month's pay for each year of such Officer's service at the rate of Salary received by the Officer at the time of his death, such Gratuity not to exceed Twelve months pay, [or the moneys which have been paid into the Civil Service Provident Fund shall be repaid to the legal representative of such deceased Officer.] Gratuity to relatives on death of Officer.

Where any Officer who shall have been appointed since 30 July, 1863, and shall have contributed for 3 years and upwards, has served for a less period than 10 years, if he be constrained from infirmity of body or mind to leave the service, the Governor in Council may, on the recommendation of the Board of Officers, grant to him from the Civil Service Provident Fund such Gratuity as he may think fit, not exceeding in any case the amount of One month's salary at his then rate of pay for each year of service. Gratuity for short service Retired Officers.

It shall be lawful for any Officer who was appointed previously to the 30 July, 1863, to become a contributor to the Civil Service Provident Fund, and to share in its advantages in so far as the provisions of this Act may be applicable to his case.

This Act and the Act of the Parliament 24 Viet. No. 15, entitled *The Superannuation Act*, may, as far as such Act is compatible with this Act, be read and construed together. Acts to be read together.

In referring to this Act it shall be known and quoted as *The Civil Service Act*. Short Title.

*Colonial Secretary's Office, 28th July, 1865.*

SIR,

IN acknowledging the receipt of the letter signed by yourself and other members of the Civil Service, of the 1st May, requesting the Government to reconsider the decision communicated in my letter of the 22nd April, upon the subject of the introduction of a Civil Service Bill, and transmitting the Draft of such a measure for consideration, I have the honor to assure you that, so far as it may be consistent with the expressed decision of Parliament respecting Superannuation Allowances and progressive increase of salaries under a Classification System, the Government are desirous of ensuring to the Public Officers of this Colony the enjoyment of such advantages as may render the service of the Government attractive both to the present holders of offices and to the rising youth of the Colony, but they do not consider that the Scheme proposed would answer the end in view; and for the reasons expressed in my letter of the 22nd April, they must decline undertaking the introduction of any Civil Service Bill, which, in their opinion, would not operate beneficially for the interests of the Service.

I have, &c.,

(Signed) JAMES WHYTE.

T. J. CROUCH, *Esq.*