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PUBLISHER'S NOTICE.

ERE this, each of our subscribers in good standing will have received a copy of our special Christmas Supplement.

Those whose subscriptions are in arrears can secure without further cost a copy of this handsome special number by remitting the amount due on or before the 1st of January, 1901.

THE MONTH.

IN the *Engineering Magazine* for November a series of articles on "The General Principles of Successful Mine Management," by Mr. A. G. Charleton has been begun of which it may be said that if the succeeding articles come up to the standard of the first, the series will be of great value to everyone interested in the practical management of mines. Mr. Charleton in the first place knows what a mine manager is, or should be, a very rare piece of knowledge. According to Mr. Charleton a mine manager should be a man who can exercise the highest amount of judgment:

1. In the selection of the most suitable machinery and materials to effect various specific purposes.

2. In the choice of men selected to perform any requisite piece of work and in the way in which they are handled.

3. In the employment of men and machinery collectively, in the execution of different jobs, so as to secure the best possible results at the least possible cost.

"Above all, it is essential that he should possess that combination of practical scientific and business knowledge necessary for a mining engineer to take full advantage of any improvements in technical practice, which will save labour, improve extraction, enlarge output or otherwise cheapen production."

The measure of the mine manager's success is the profit and loss account of the company operating the mine, and it is his business to combine the success of the engineer, the accuracy of the assayer and of the surveyor, the care of the sampler, the oversight of the shift boss, and the energy of the workman, and to organize a system of breaking, hoisting, shipping and treating the ore in such a way that the highest percentage of profit is obtained. But he does not require to combine all these qualities in his own person any more than he requires to carry the ore from the mine on his own back.

In Mr. Charleton's own words: "What is wanted for efficient mine management is the happy combination of general experience, engineering knowledge and business capacity, regulated by administrative ability. A man may be, in fact, a first-rate engineer but a second-rate administrator, or the converse, and fail in either case where other managers with less ability in some one of these departments succeed."

The art of selecting machinery cannot be learned from makers' catalogues: "It is only to be learned by experience, involving, as it does, a more or less thorough acquaintance with the relative merits, capacity, durability, price and applicability of mechanical appliances of all kinds employed in mining operations. The chief point to be determined is whether quality and design shall be sacrificed to price, or whether it is cheaper to pay a higher price for a better article, the choice depending partly on the time any particular piece of machinery is likely to be required to last, partly upon its comparative suitability for the purpose for which it is to be employed."

With regard to the choice of men the matter is summed up as follows: "So called 'cheap men' like cheap materials, often prove the most expensive in the long run." In fact, it is practically certain that if you want to get the best possible value out of men, the way to do so is to pay them well and treat them impartially."

Mr. Charleton emphasizes the fact that "mutual confidence between employer and employed, loyalty, *esprit de corps* and discipline are factors of great importance in running a mine successfully.

He further remarks that, "In the organization of the work under his charge, the manager should endeavour to trust as much as he can, without trusting too much, to the various heads of departments act-