

time that we should devise some new features by which we can reduce the amount of money paid through accidents, proportionately to the increased money paid yearly in wages.

After the selection of men has been taken care of in the best way possible and we have obtained what we think are the best and most intelligent subjects, it is at this stage of the game that we must endeavour to make the best employe possible out of the subject selected, and this by a solid course of training, taking proper care not to confuse the student by too much unnecessary knowledge which he will, anyway, gradually learn by experience, and by giving him the lesson gradually as his railway intelligence will allow him to absorb. The most fundamental knowledge that a motorman should have, for instance, is to run his car in such a way as to avoid accidents, although running on schedule time, and this knowledge he should be taught first, and nothing else should be thrown on his mind before it is shown that he begins to understand the handling and use of the different levers that he has in front of him in his cab. While this is going on on the road it might be well to include at the training school, after a few days have elapsed, some simple explanations of the necessity for the different parts of the equipment of a car, as to the why and wherefore that there is a motor, a controller and a trolley on that car, and all this given, not in technical words, but in the manner so well popularized by Popular Mechanics which is written so that you can understand it.

The platform instructors themselves should have a uniform way of teaching others, and this is absolutely necessary, and as soon as it is found out that the platform instructors do not carry out this part of the scheme they should be immediately replaced, otherwise it is quite difficult for a new man to learn to do anything correctly, if teaching is given him in half a dozen different ways by as many different instructors, in which case what usually happens is, that the student being taught the same thing by different men, in different ways, will in all probability, through ignorance, choose the least desirable method and will probably even make this method less desirable, and as he sees that there is no standard way of doing it he chooses the easiest way for himself when left alone, and all this most probably at the expense of the equipment, if not at the expense of the company's money, in paying accident damage claims. At this moment, the new man has had time to read and re read his rule book, and I think a conference at the training school on the subject of rule book would be more effective than if given at the very beginning.

During his first days of training with the platform instructor he has evidently been given pointers on the various rules and regulations of the company and this practical knowledge, added to a few moments of reading here and there, has helped him in learning a good many of his rules. It is certainly not expected that at that moment the new applicant will know all the rules and regulations of the company but it will certainly impress upon him that what he does not know he will have to learn, as he will be made to understand that some further examination will take place further on and before he completes his course of training. The training on the car is kept going on and as the student is picking up more knowledge all the time and is now able to understand more freely the different explanations that he receives, a course of lectures on prevention of accidents would be right in its place. This course, being given by one of the staff of the claims department would certainly have a great effect, as it is in the prevention of accidents, as well as in a good solid training course, that it is expected the man will reduce the accident claims proportionately to the higher wages paid. It is absolutely necessary that this conference also be given by the method of "written so you can understand it" and the claims department expert, or the official giving the conference, must absolutely make up his mind, before beginning, that he is talking to conductors and motormen in the making, and not to professors or lawyers, and all technical terms or other