

XI.—RETIREMENT BY AGE.

All surgeons, surgeons-major and brigade-surgeons of volunteers to retire at 55 years of age. Honorary deputy-surgeons general to retire at 60.

XII.—HONORARY PROMOTION ON RETIREMENT.

Medical officers of volunteers to be eligible for a step of honorary promotion on retirement if recommended.

XIII.—RANK.

That surgeons of volunteers be granted the rank of surgeon-major, ranking with major after 15 years' service, and the increased rank of lieutenant-colonel after 23 years' service.

Brigade-surgeons to be chosen from the whole grade of surgeons-major for special efficiency.

No surgeon to be promoted surgeon-major without examination, nor brigade-surgeon without some special test.

XIV.—MOUNTED OFFICERS.

All volunteer medical officers to be allowed to be mounted on parades and on the line of march.

This is needed, as it is impossible for a medical officer to fully discharge his duties when on foot. As volunteer medical officers would provide their own horses, this implies no cost to the state, but means a greater efficiency for work.

XV.—COURSES OF INSTRUCTION.

Volunteer medical officers to be allowed to go through a course of instruction at Aldershot, with pay and allowances as given to artillery volunteers attending the Woolwich courses.

A "short course" of instruction at Netley to be feasible for volunteer medical officers, with pay as above during courses.

XVI.—CERTIFICATES OF PROFICIENCY.

Ambulance drill, and ability to command a bearer company, to be added to the existing syllabus laid down in volunteer regulations. A general knowledge of field hospital system and administration to be required. The elements of military law to be also a subject. Riding to be a requisite. If a volunteer surgeon does not pass this examination before five years' service has expired, seniority to stop until examination be passed, *i.e.*, promotion to surgeon-major to be ten years after passing examination.

XVII.—CERTIFICATES OF EFFICIENCY.

Certificates of efficiency to be gained by medical officers for any year in any of the following ways—

- (A) By attending the annual drills and lectures laid down for an efficient medical volunteer of the volunteer medical staff corps.
- (B) By attending such a series of lectures and demonstrations on military medical organization and administration as may be deemed an equivalent for the above annual course.
- (C) By attending and studying the system of a military hospital for such a time as may be considered to be equivalent to the annual course.
- (D) By attending the Aldershot or Netley course proposed in para. 15.
- (E) By attending at the muster of the militia reserve of the medical staff corps, and going through such days' drill as may be deemed equivalent to the course.
- (F) Volunteer surgeons serving in the field with the regular army to be *de facto* considered as efficient, and the capitation grant paid over to their district corps.

To be continued.

PROMOTION BY SELECTION.

Viscount Wolseley's speech to the North London Rifle Club on December 10th last is one of much significance in many respects. His lordship pointed to the good effects in the Navy of promotion by selection. No doubt this is one of the causes why naval officers actively employed are, in the great majority of cases, "good men and true." But there are other causes, equally important, that tend to produce the same result. These are—the high training and essential practical work that naval officers receive; the early age at which they have to begin their career; the hardy, active life that every sailor must lead; the many things that he has to turn his hand to, before being able to fulfil his duties and functions, both on board ship and when on shore; the wide scope that is allowed him to use his intelligence and to act for himself; all these, and some other similar causes, which are absent in the army, form the valuable training for naval officers, and secure a

high opinion for them from all quarters. Every military officer who has ever had anything to do with the navy has been warm in his praise of both officers and men. But the red-tapeism and narrow limits by which military officers are confined, in even the most trifling duties, crush all individuality, disgust young officers at a very early age, and unless they have more than the usual amount of energy and determination, they never again try to struggle against the passive resistance they meet with. One of the greatest evils in our Army is that the men are not completely trained by their company officers in the manner they should be. It is the adjutant who rules the companies of a battalion, and not the captain and his subalterns. These latter are only looked on as kinds of clerks or officials for doing the administrative work of the battalion, and for doing garrison duties. We still look on the battalion as the fighting unit, and not the company. If company officers were given more independence, they would become far better officers, and it would tend much to do away with any necessity for selection by promotion, except in a very few cases. We know that some steps have been taken to make company officers train their men, but it is only for one month in the year, and in the eleven other months the company falls back again to the pernicious and heartbreaking system of adjutant's control. Now, if, in spite of all these difficulties, any officer by sheer study and hard work, and with energy and independence of mind, casts aside every obstacle and rises superior to them, surely he ought to have his reward, and not be left behind among those who have allowed themselves to be borne down by the weight of red-tapeism and want of encouragement. Consequently, we cannot but favor the idea of promotion by selection where it seems to be required. Like all other innovations it is held up as a bugbear, as a loophole for interest, &c., &c. It stands to reason that the majority of officers must be promoted by seniority, as they are neither fools nor inefficient, and consequently the promotion by selection can only affect but relatively few. Even suppose that some of these get their step by interest. No human scheme is perfect, and we venture to say that the evil done by the very few who get promoted by interest is more than counterbalanced by the advantages gained by selecting good men for promotion in the other cases. Interest has not much effect in these days of press publicity, from the scandal which any gross injustice would raise. Good men are always known, and it is perfectly easy to arrange that selection for promotion to a higher rank can be recommended, not by one, but by several officers senior to the rank from which it is proposed to promote. Indeed, when we consider the incentive that such a course would give to officers to study and work at their profession, and to perfect themselves at their duties, we cannot help congratulating the authorities on having adopted this mode of selection. The opinion of such a body of officers should be given in secrecy by the use of the ballot. One other system of promotion we would like to refer to, that of promoting officers for mere acts of bravery. This, we think, is wrong, as it is a great hardship to those whose heads they had gone over, and who had not the luck to have their chance. Let them be rewarded, and well rewarded, for their gallantry, as an incentive to others, but there are plenty of ways of rewarding them without doing an injustice to other officers. We cannot help deprecating the promotion of officers before they have had sufficient experience to fulfil the duties of the next higher rank. This is often one cause of apparent inefficiency. The average subaltern ought not to be promoted before he has eight or nine years' service, and a captain should serve in that rank for almost as many years. But, in saying this, we have no wish to exclude officers from earlier promotion should they prove their ability not only to lead, but to command.—*Admiralty Gazette.*

A story is told of the unsuccessful attempt of a certain popular staff officer to improve the qualifications of the force. The colonel persuaded the gallant provisional commander of a rural company to take a course of instruction at K School of Infantry. When the captain had put in about three weeks he appeared one morning before the colonel and announced his intention of going home. "What is the matter?" asked the colonel, "is the work too hard?" "No," answered the captain, "I don't mind the work, nor the two hours' study, but (with the formalities of the mess-room in his thoughts) I can't stand three hours' etiquette,"—and he is still a provisional appointment.

QUERIES AND REPLIES.

Q.—1. Will the Snider ammunition be any better this year than last? 2. Will you send out the D. R. A. programmes, as soon as printed, to all your subscribers?—G. D., Toronto.

A.—1. Yes, very much better. 2. We will reprint the programme as soon as issued, as we did last year.—Ed.