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PROFESSIONAL HANDBOOK

DEALING WITH PROFESSIONS IN THE COLONIES.

ISSUED BY THE

EMIGRANTS' INFORMATION OFFICE,

31, BROADWAY, WESTMINSTER, S.W.

Open daily, 10 a.m. to 6 p.m. Saturdays, 10 a.m. to 1.30 p.m.

NOTE 1.—This Office has been established by Her Majesty's Government for the purpose of supplying intending emigrants with useful and trustworthy information respecting emigration chiefly to the British Colonies, and is under the direction of the Colonial Office. The information issued to the public is mainly obtained from the various Colonial Governments and their representatives in this country. No pains are spared to make the information as accurate as possible, but the Office cannot undertake to be responsible for the absolute correctness of every detail.

NOTE 2.—This Office has now organised Branches at the following places, where their publications and information may be obtained:—The Public Free Libraries at Bradford (Yorks), Cardiff, Hereford, Leamington, Leeds, and Reading, the Mitchell Library at Glasgow, the Government Emigration Office at Liverpool, the Literary Institution at Devizes, and at Bury St. Edmunds.

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PRINTED FOR HER MAJESTY'S STATIONERY OFFICE,
BY EYRE AND SPOTTISWOODE,
PRINTERS TO THE QUEEN'S MOST EXCELLENT MAJESTY.

And to be purchased from the EMIGRANTS' INFORMATION OFFICE,
31, Broadway, Westminster, S.W.; or
EYRE AND SPOTTISWOODE, EAST HARDING STREET, FLEET STREET, E.C.; or
JOHN MENZIES & Co., 12, HANOVER STREET, EDINBURGH, and
90, WEST NILE STREET, GLASGOW; or
HODGES, FIGGIS, & Co., 104, GRAFTON STREET, DUBLIN.

APRIL 1892.

Price Threepence.

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PROFESSIONAL EMPLOYMENT IN THE COLONIES.

Professional appointments cannot, as a rule, be obtained before actual arrival in the Colonies. Candidates from this country stand very little chance against persons on the spot of obtaining appointments in the Civil Service. Even telegraphists, railway officials and employes are now generally trained in the Colonies. There is therefore very little inducement for a person to emigrate on the chance of obtaining an appointment under a Colonial Government. Nor is there any special demand in any of the Colonies for other kinds of professional persons. At the same time occasional openings do undoubtedly occur, especially perhaps in newly settled districts, which may give good prospect of employment. But in the meantime such persons must be prepared to keep themselves on the money they bring with them, or to engage in some other occupation.

The following information shows how the status of duly qualified persons is recognised in the Colonies, and also relates to admissions of candidates. Where no detailed information is given, it must be taken that none has been obtained, or that no special regulations exist.

ARCHITECTS AND CIVIL ENGINEERS.

Persons qualified to practise in the United Kingdom would not find any difficulty in the way of their doing so in Canada, but there are not many openings. (Official Handbook, 1892.) The Canadian Society of Civil Engineers numbers 633 members, associates, and students (Annual Report, 1891).

To obtain a *fourth class* engineer's certificate the candidate must (1) be over 21 years; (2) have, for 36 months, (a) served an apprenticeship in a steam-engine shop, or (b) worked on steam engines as a journeyman mechanic, or (c) served as engineer or oiler in a steamboat, or (d) for 48 months as fireman; (3) be able to read and write; (4) have some knowledge of machinery. For a *third class* certificate he must, in addition, (1) understand the first five rules of arithmetic, (2) have a greater knowledge of machinery. For a *second class* certificate he must, in further addition, (1) know decimals, (2) have a greater knowledge of machinery, and (3) pass an examination in the various constructions of paddle and screw engines in general use. For a *first class* certificate he must, in addition to the foregoing, (1) have served for 12 months as second engineer on the watch on a steamboat of 100 horse-power, or over; (2) have greater knowledge of machinery; (3) be acquainted with the extraction of the square root, and mensuration of superficies and solids.

Applications for examination must be made to the Board of Steamboat Inspection or the local inspector. (Canada Gazette, 5 July 1890.)

The "Ontario Association of Architects" has the power of registering architects, who thereby become members of the Association and may use the title of Registered Architects. Any person applying for registration must be not less than 21 years of age, and must have served as a student not less than five years with a

principal or principals entitled to register under this Act, or with any other principal or principals approved by the Council of the Association, and have passed such qualifying examinations as may be required by them. *Students* must be presented by a member of the Council, and submit to such examinations as shall be necessary in that behalf; any person who has graduated from the Ontario School of Practical Science shall be required to serve only three years as a student, one of which three years may be served during the vacations of such school; other students must serve five years under indenture to a registered architect. (Ontario Architects Act, 1890.)

Engineers.

The "Ontario Association of Stationary Engineers" may hold examinations, and grant certificates of qualification and efficiency as stationary engineers. (Statutes of 1891, ch. 31.)

New South
Wales.

Same as Queensland, *see* below.

Victoria.

There is no law in Victoria to prevent any person qualified or unqualified from styling himself an architect or civil engineer, and practising as such. No examinations or licences are requisite to enable them to practise for private employers, nor is any qualification beyond that of a good reputation needed from architects who may occasionally act for subsidised works subject to Government supervision. All the civil engineering works in this Colony are directly or indirectly under Government supervision.

*Municipal
Surveyors.*

The roads and bridges built out of local rates, subsidised by Government, by cities, towns, boroughs, and shires, are designed by engineers who are compelled by law to pass an examination in civil engineering prescribed by the Shires Statutes and Local Government Act; there are no exemptions. The examination is held by the Municipal Surveyors' Board, four times a year. The candidate, who must not be under 23 years, must either (1) have completed his articles of indenture with some competent engineer or surveyor; or (2) have completed a university course in civil engineering; or (3) have passed the examination for land or mining surveyors (*see* page 69) and have had one year's practical experience of engineering work; or (4) have had three years' experience in designing or executing engineering works. He must then pass an examination (fee, 2*l.* 2*s.*) in a selection made by the Board of the following subjects, *viz.*, field work and topography, laying out roads, construction of roads, road maintenance, town improvements, bridges, culverts, and retaining walls, and collection, storage, and distribution of water. (Regs., 9 Jan. 1883.)

*Engineers of
Water Supply.*

A candidate (fee, 3*l.* 3*s.*) desirous of obtaining a certificate under the Water Act, 1890, must be either (1) a member or associate member of the I. C. E. of London, or a certificated engineer or master of engineering of a university in Australasia, the United Kingdom, or one recognised by that of Melbourne, and whose graduates are admitted by it *ad eundem gradum*, and must then, if approved, show that he has been successfully employed for five years in the design, construction, and supervision of hydraulic works; or (2) must have been properly trained for the profession of a civil engineer, and in addition have been

Architects and Civil Engineers.

engaged for at least two years in the active practice of his profession, one year of which must have been in connection with hydraulic works, and must then, if approved, pass an examination in surveying (a certificated land or mining surveyor is exempt), in the general principles of civil engineering, in engineering structures (unless certificated as above by the Municipal Surveyors' Board), and in hydraulic engineering. (Regs. of 1 Sept. 1890.)

There is but little opening for civil engineers, but good men make their way. Young architects from England compete with established men, and numbers are now doing well, success depending more on individual merit than anything else. Assistant engineers for water supply or harbours receive 210*l.* to 360*l.* a year; engineers for water supply, 405*l.* to 600*l.*; and for harbours, 600*l.* to 700*l.* a year. (*Id.*, 5 Sept. 1890.)

Engineers in mines receive 2*l.* to 6*l.* a week; the average is 3*l.* to 4*l.* (Report of Sec. of Mines, 1889.) *Engineers in mines.*

Engine drivers applying (fee 10*s.*) to be certificated (fee 1*l.*) for employment in mines and factories must pass an examination as to their practical knowledge and working of machinery. They receive in mines 2*l.* 5*s.* to 3*l.* a week. (Regs., published by Minister of Mines in Government Gazette of Aug. 1, 1890.) *Engine drivers.*

An applicant for appointment in the Public Works Department must be from 16 to 20 years of age. He must have passed the Matriculation Examination (including algebra, Euclid, and arithmetic) in the Melbourne or other recognised University, or otherwise prove his competency in those three subjects, and in general education and in aptitude in drawing. The term of service is two years. At the end of the first year he must pass an examination in tracing, colouring, drawing to scale, neat lettering, general knowledge of building and engineering terms, mensuration, and elementary freehand drawing. At the end of the second year he must pass in simple geometrical and freehand drawing, elementary building materials and construction, elementary knowledge of the styles of architecture, building quantities, ornamental writing and printing, and—for engineering—simple practical trigonometry and field work. The salary for the first year is 40*l.*, and for the second, 60*l.* After passing these examinations he will receive a certificate of competency as an engineering or architectural draughtsman in the clerical division of the public service; or he may be called upon to serve two more years of pupillage at 80*l.* and 100*l.* respectively, and after examination be appointed to the Professional Division. (Government Gazette, 19 Sept. 1890.) *Pupils in Architecture and Engineering.*

No certificate or licence is required. There is no legislation on the subject. An Act was introduced in the session of 1889, but did not pass. There is little or no opening for members of either profession. *South Australia.*

There are no restrictions imposed upon the members of either of these professions, no examination or licence being necessary. The holders of British diplomas have no advantage over others, except as regards professional status. Engineers and architects have excellent prospects in Queensland, but they must be well qualified in their professions. *Queensland.*

Western
Australia.

No particular qualification is required, except in the Public Works and Railway Services, where all the chief officers on the engineering staff must be members or associate members of the Institute of Civil Engineers. There is no opening for members of either profession (Per Works and Railways Dep., Dec. 1889).

Tasmania.

Architects and civil engineers who have qualified in England are not called upon to produce any other qualification; English diplomas and certificates are recognised. There is a limited demand for architects; and mining engineers should find ready employment.

New Zealand.

The qualifications are the same for both professions as in Great Britain. No formal examination is required, and there is no restriction to any one practising whatever his qualifications may be. Diplomas or certificates from British Colleges and Technical Schools are only valuable as evidence of professional training. There is no opening at present for members of either profession.

Mine
managers.

A candidate for a certificate as mine manager must apply, in his own writing, to the Secretary of the Board of Examiners, Mines Department, Wellington, enclosing a fee of 1*l.*, and a certificate that he is not less than 21 years of age, and that he has been employed, for not less than five years, in a coal mine. The subjects of examination for a *first class* certificate include the sinking of shafts, securing shafts, hewing and cutting coal, ventilation, areas of airways, nature of gases in coal mines, drainage of mines, pumping appliances, haulage, power of steam-engines, boilers, and chains, incrustations in steam boilers, tapping water, and construction of dams, blasting, faults in coal seams, composition, &c. of coal, underground surveying, arithmetic and accounts, and New Zealand Coal Mines Act, 1891. The subjects for a *second class* certificate are the same, except that the power of steam-engines, incrustations in steam boilers, composition of coal, and underground surveying, are omitted. (Government Gazette, 29 December 1891.)

Engine-drivers.

A man wishing to obtain a certificate as an engine-driver working winding machinery, must apply as above, enclose 1*l.* fee, and certificate that he has been working winding machinery for at least six months, and pass an examination in steam-engines, boilers, and hydraulic machinery used in winding, appliances for showing position of cage or truck, in mine signals, the power of steam-engines and hydraulic machinery, and the prevention of priming in boilers. (Government Gazette, 29 December 1891.) Very similar rules are framed as to mine managers and engine-drivers in mines other than coal mines (*id.* p. 1472).

Engineers in
ships.

The first and second engineers in ships must be certificated (fee, 1*l.* to 2*l.*), which involves passing an examination on their duties. Application for examination, together with testimonials, indentures of apprenticeship, and discharges must be lodged with the examiner of engineers in the Colony. Previous apprenticeship or service of not less than three to four years is required. (Regs. of 24 Dec. 1891, in Government Gazette of 31 Dec.)

Cape Colony.

There are no rules or regulations for the admission of civil engineers and architects to practise in Cape Colony. Diplomas

are useful, but are not necessary. During recent railway surveys considerable difficulty was experienced in obtaining the services of suitable men to carry out the works.

There are no special rules as to admission; diplomas are Natal. useful, but are not necessary. The payment of 5*l.* licence fee entitles a person to practise as an engineer and architect. There is but a limited practice for architects. Men with a thorough knowledge of railway engineering and requiring employment, should apply for information in London to the Consulting Engineer, G. Berkley, Esq. A duly licensed surveyor in Natal (*see* under Surveyors) may practise as an engineer or architect (Dec. 1889).

AUCTIONEERS.

It may be stated generally, though in the case of one or two of the Colonies there is no special statute on auctioneers, that any person may act as an auctioneer in the Colonies by taking out a licence, and that anyone so acting without such licence is liable to a heavy fine. Generally;

Every auctioneer in *New Brunswick* must pay such annual licence as is fixed by the municipal council of the county in which he acts (N.B. Acts, 1881, ch. 11). He must also execute a bond, with two sureties, the condition of which is that he render a true account of all goods liable to auction duty (*i.e.*, 1 per cent. *ad valorem*) sold by him. The penalty of the bond is \$2,000 in St. John, and \$800 elsewhere. (Consol. Stat., N.B., ch. 94.) Canada:
New Bruns-
wick.

In the *Province of Quebec* a licence is necessary under a penalty of \$50 to \$100; and a bond of from \$500 to \$2,000 must be executed, guaranteeing the payment of all moneys for duties; the duty is 1 per cent. on the amount of the sale. A licence costs \$85 in Quebec and Montreal, \$60 in other towns, and \$25 in other parts of the Province. (Revised Statutes, Articles 866-67, 878, 943-53.) Quebec.

A licence costs \$10. (Consol. Stat., 1880, ch. 8, sec. 26.) Manitoba.

No person may practise without a licence. A licence costs \$25, when it is applied for on or before 30th June in any year, and \$12½ if applied for after that date. All licences expire on 31st December of the year in which they are issued. (Revised Ordinances, 1888, ch. 37; and No. 6 of Ordinances, 1889.) North-west
Territories.

In *British Columbia* the qualifying licence is \$50 for every six months; and the penalty for acting without a licence may be up to \$250 and the amount of the licence. The licensee must make a monthly return to Government of the goods sold by him, and pay 1½ per cent. of the amount received on such sales, exclusive of sales of real estate; the penalty for not doing this is not more than \$100. (Consol. Stat. 1888, ch. 73.) In municipalities the licence costs not more than \$50, and the penalty may be as much as \$250. (Statutes of 1891, ch. 29, ss. 166-175.) British
Columbia.

No auctioneer may act without a licence. Application must be made on or before the first Tuesday in November in each year to the clerk of the petty sessions for the locality in which the applicant resides; the licence is granted by the local Justices, New South
Wales.

The penalty for selling without a licence is 200*l.* A District licence costs 2*l.* a year, and a General licence 15*l.*; for Sydney a General licence is required. (N.S.W. Acts, 1847, No. 16.) The licensee has now no auction duties to pay, nor security bond to execute. (N.S.W. Acts, 1852, No. 21.)

Victoria.

No auctioneer may act without a licence, under a penalty of 200*l.*, and incapacity to hold one for three years. Licences may be general, or limited to one police district; either costs 25*l.* a year. Application must be made on or before the first Tuesday in November to the clerk of the Court of Petty Sessions, and the first application must be accompanied by a certificate of character signed by six respectable householders in the district. The local Justices, who sit on the fourth Tuesday in November, authorise the issue of the licence by the Treasurer of Victoria; the licence is good till 31st December in the following year and is renewed "as of course" on application in the following years unless objection be taken (Auction Sales Act, 1890).

South

A town licence costs 25*l.*, and a country licence 10*l.*, a year.

Australia.

A general licence costs 15*l.* a year, and a police district licence, 5*l.*

Queensland.

Western

A general licence for the whole Colony costs 25*l.* a year; a country licence for the whole Colony, except Perth and Fremantle, 15*l.*; a district licence for any magisterial district, except Perth or Fremantle, 5*l.* Licences are granted by the Colonial Treasurer or by any Sub-collector of Revenue. The penalty for acting without a licence is 100*l.* or under. (Auctioneers' Act, 1873.)

Australia.

Tasmania.

A licence costs 50*l.* a year in town, and 20*l.* in the country.

New Zealand.

No person may act without a licence from the local authority; this costs 40*l.*, valid over the whole Colony, or in sparsely populated districts not more than 10*l.* for each district, and is good till the 31st December following. The penalty for acting unlicensed is from 10*l.* to 100*l.* (Auctioneers' Act, 1891.) Application for a licence in sparsely populated districts is made in writing to the licensing officer of the district. (Regs. in Government Gazette, 10 Dec. 1891, p. 1376.)

Cape Colony.

A licence costs 10*l.* a year, ending the 31st December, or 5*l.* for half-year from 1st July, and is obtained from the Commissioner of Stamps, Cape Town, or the district distributors of stamps. The applicant for a licence must give security himself in 1,000*l.*, and two sureties each in 500*l.*, for the due payment of the auction duty, 1 per cent. on landed and 2 per cent. on movable property. The penalty for acting without a licence is 100*l.* or under (Cape of Good Hope Ordinances, No. 6 of 1844). Every auctioneer who shall offer or agree to give any bonus, or strijkgeld, or other valuable consideration for or in respect of any bid is liable to a fine not exceeding 25*l.* (Bonus Prohibition Act, 1888.)

Natal.

Auctioneers' licences cost 15*l.* a year in Pietermaritzburg and Durban, and 5*l.* elsewhere.

BARRISTERS AND SOLICITORS.

Canada:

The professions of barrister and solicitor are generally combined; men often join as partners, the one acting as barrister and

the other as solicitor. It is calculated that there are over 3,000 lawyers in the Dominion. The following are the rules of admission in the different Provinces :

A British barrister, or an attorney, solicitor, or barrister of any British Province or Colony, is entitled to practise as an attorney and barrister after 12 months' residence in the Island, on producing a certificate of his status ; but he must submit to an examination, if required. (Acts of 1852, ch. 22.) Others must serve for four or five years with a barrister, and pass an examination. (Acts of 1848, ch. 31.) An attorney of the Island, being of one year's standing, may be called to the Bar. (*Id.*, sec. 12.) *Prince Edward Island.*

The term of study for a student-at-law, who (1), before admission as student, is B.A. of any university or college, or (2), before application for admission as attorney is a Bachelor of Laws of any British, Colonial, or American university or college, is three years ; for all others it is four years. The fee is limited to \$5 on admission as student, and \$5 on admission as attorney. Any attorney may be called to the Bar and admitted a barrister one year after his admission as attorney. (Consol. Stat., 1877, ch. 33.) A British solicitor may practise after serving in New Brunswick for one year. *New Brunswick.*

Application for admission to practise as a barrister or attorney must be made to the Council of the Nova Scotia Barristers' Society. A British barrister is entitled to practise as a barrister and attorney on proof of his status and good character. A barrister or attorney of any Colonial Court, and a British attorney is, on proof (1) of status and good character, and (2) of having served four years as articled clerk, or for three years if a B.A. or Bachelor of Laws, and (3) after passing an examination, entitled to practise as an attorney. Anyone entitled to be admitted an attorney is entitled to be admitted a barrister as well. Save as above, persons wishing to practise as barristers and attorneys must serve articles for four years, or if a B.A. or Bachelor of Laws three years, and pass a preliminary, intermediate, and final examination, or such examinations as the Council may accept as equivalent. (Revised Statutes, 1884, ch. 108 ; Statutes of 1885, ch. 20, and 1886, ch. 35 ; and minor amendments in Statutes of 1887, ch. 24, and 1888, ch. 34. A Bachelor of Laws from Dalhousie College is admitted as a barrister or attorney on passing the examinations only. (Statutes of 1891, ch. 22.) *Nova Scotia.*

Barristers, solicitors, and proctors are included under the general name of "advocate." The admission of candidates to practise as advocates is in the hands of the "General Council of the Bar of the Province of Quebec." Examinations are held in January and August. Candidates for admission to study law pay a fee of \$20, and must first pass an examination in general subjects ; but now, by Statutes of 1890, ch. 45, the holder of a degree of Bachelor of Arts, of Sciences, or of Letters conferred upon him by any Canadian or British University, is exempted from this examination. A candidate for admission to practise law, (1) must pay a fee of \$50, (2) must be over 21 years, (3) must *Quebec.*

have studied for five years, under indenture, with a practising advocate; or for four years only, if he has obtained a degree in law after a three years law course in a university or college of the Province. Reciprocal privileges are granted to barristers of other Provinces in Canada (Revised Statutes, 1888, Arts. 3501-3600). No reference is made in the Articles to barristers or solicitors of the United Kingdom, who have accordingly no special privileges as such. It should be noticed that the law which obtains in the Province is for the most part French, and that the practice of law there involves a knowledge of the French language.

Ontario.
Barristers.

Subject to any rules made by the Law Society of Upper Canada (Revised Statutes, 1887, ch. 145), the following persons, and no others, may be admitted to practise at the Bar in Ontario:—

- (1.) A student of law of five years' standing in Ontario.
- (2.) A student of law of three years' standing in Ontario, if, before his admission as student, he was a B.A. or Bachelor of Laws of a British university, or of a university or college in Ontario or the Province of Quebec.
- (3.) A barrister belonging to any British Inn, or Province in Canada, which extends the same privilege to Ontario barristers, on proof of call and good character.
- (4.) An advocate, or a person entitled to be such, in the Province of Quebec, on passing an examination in the law of Ontario. (Revised Statutes, 1887, ch. 146.)
- (5.) The Minister of Justice of Canada, without examination, on payment of fees. (Statutes of 1891, ch. 25.)

Solicitors.

Subject to any rules made by the Law Society of Upper Canada (Revised Statutes, 1887, ch. 145), the following persons, and no others, may be admitted and enrolled as solicitors in Ontario:—

- (1.) Any person who has served under contract with a solicitor in Ontario for five years, and passes two examinations.
- (2.) Any person who is a B.A., M.A., or Bachelor or Doctor of Laws of a British, Ontario, or Quebec university, and has served under contract for three years with a solicitor in Ontario, and passes two examinations.
- (3.) Any barrister of Ontario or the United Kingdom, who has served under contract with a solicitor in Ontario for three years.
- (4.) Any solicitor of the English or Irish Courts, or writer to the Signet or solicitor of the Scotch Courts, who has served under contract with a solicitor in Ontario for one year.
- (5.) Any solicitor of any Colonial Court where the Common Law of England is the Common Law of the land, who has served under contract with a solicitor in Ontario for one year.
- (6.) Barristers of the Province of Quebec who have been called to the Bar of Ontario, on their passing an examination in the law of Ontario.

- (7.) Any barrister of Ontario called before 1st January 1891, on passing the usual solicitor's examination, and on paying fees. (Statutes of 1891, ch. 25.)

The fee on filing Articles is 50 cents, and on admission \$5.50. (Revised Statutes, 1887, ch. 147.)

The following persons, and no others, may be admitted to practise at the Bar:—(1) A student of the age of 21, who has been admitted into the "Law Society of Manitoba," and is of five years' standing; (2) anyone aged 21 who is B.A., M.A., or Bachelor of Laws of any British university or Canadian university or college, who is of three years' standing as a student in the above Society; (3) a barrister of England, Ireland, Scotland, or any Province of Canada, on proof of call and character, and on passing an examination in the laws of Manitoba (Consol. Stat., 1880, ch. 9. secs. 285-6.); (4) any barrister of any Province of Canada which grants the same privilege to Manitoba barristers, or any barrister of England, Ireland, or Scotland, on proof, in both cases, of call and good character; the fee is not to exceed \$150. (Statutes of 1882, ch. 1.) This Act apparently does away with the necessity of such barristers being examined in Manitoba Law. The benchers may make rules for examinations (*Id.*). A barrister may sue for fees. (Statutes of 1887, ch. 28.) Where the three or five years above mentioned expire in the vacation, the student may pass his examination the term before it. (Statutes of 1888, ch. 17.) Any barrister or solicitor who becomes a citizen of or practises in a foreign state may be suspended. (Statutes of 1889, ch. 26.) Both barristers and solicitors may make contracts as to costs. (Statutes of 1890, ch. 2, sec. 37.)

The following persons, and none others, may be admitted to practise as attorneys in Manitoba: (1) A person of 21 years, who has served with a solicitor in Manitoba for 5 years; (2) A person of 21 years, who is a B.A., M.A., or Bachelor of Laws in any British or Canadian university, and has served with an attorney in Manitoba for three years. (Consol. Stat., 1880, ch. 9. secs. 328-30); (3) Any solicitor or attorney of England, Ireland, Scotland, or any province of Canada, on proof of admission and character, and on passing an examination in the Statute Law of Manitoba, and in the practice of the Courts of Manitoba. The fee for such examination is not to exceed \$100 (Statutes of 1882, ch. 1. sec. 3). The Benchers may make rules for examinations (*id.*, sec. 2), and when the three or five years expire in vacation an articulated clerk may pass his examination the term before it (Statutes of 1888, ch. 17). An attorney may sue for costs without rendering a detailed bill. (Statutes of 1891, ch. 1, sec. 30.)

Any of the following persons, upon production to the Lieutenant-Governor of a certificate from a judge of the Supreme Court to the effect that he is entitled to be enrolled, and upon payment of a fee of \$50, may be enrolled as an advocate, but he must be a permanent resident in the Territories:—

- (1.) Any person who has been duly called to the Bar of England, Ireland, or Scotland, or who has been admitted to

Manitoba.
Barristers.

Attorneys.

North-West
Territories.

practise as an attorney or solicitor in any of Her Majesty's superior courts of law therein.

- (2.) Any British subject of the age of 21 years furnishing to a judge of the Supreme Court satisfactory evidence of a good moral character, and that he has pursued the study and practice of law for at least three years under articles with a duly enrolled advocate in the Territories; that he has matriculated in Arts in a British or Colonial University, or holds a second class non-professional certificate as a teacher from the Board of Education for the Territories before the commencement of his articles; and who shall pass an examination to the satisfaction of such judge and of a duly enrolled advocate of the Territories in common law and equity jurisprudence, the British North America Act and amendments thereto, the Statutes of the Dominion, and the Ordinances of the North-West Territories, and shall subscribe an oath "to truly and honestly demean himself."
- (3.) Any attorney, advocate, or solicitor of any Canadian Province giving reciprocal privileges. All persons so enrolled are to be called "advocates," and no other persons may practise. (Revised Ordinances, 1888, ch. 41; Nos. 25 and 26 of 1889, and No. 19 of 1890.)

*British
Columbia.*
Barristers.

No one may practise unless authorised as below. The Benchers of the "Law Society of British Columbia" may *call to the Bar* (1) any person, being a British subject, of full age having been admitted to the society as a student-at-law, who is of five years' standing and has passed any prescribed examinations; (2) any barrister (being a British subject) of England or Ireland, or advocate of Scotland, of any British Colony or dependency, or any Province of Canada, *provided* (a) he has entered his name on the books of the society for at least three months preceding, and has paid his fees (which by Stat. of 1890, sec. 6, are not to exceed \$50), and advertised notice of application for at least two months; (b) he, if a barrister from some place other than a Province of Canada, passes an examination in the statute law of Canada and British Columbia, including the practice of the courts, and if a barrister from one of the Provinces of Canada, in the statute law of British Columbia, and the practice of the courts; (c) he passes, if called or admitted in some place where the common law of England is not the common law of the land, an examination in the common and statute law of England applicable to British Columbia, and in his fitness to practise as a barrister; (d) he produces evidence of his qualifications and good repute.

Solicitors.

The benchers may also admit as a solicitor (1) any British subject of full age and good repute who has served for five years as articulated clerk to a practising solicitor in British Columbia, and has passed any prescribed examinations; (2) any person, being a British subject of full age, who is a solicitor or attorney of England or Ireland, or of any of the Colonies or dependencies, or Provinces of Canada, or a writer to the Signet in Scotland, *pro-*

vided (a) that his name has been entered on the books of the society for at least three months preceding, he has paid his fees (which by Stat. of 1890, sec. 6, are not to exceed \$50), and advertised for two months notice of his application; (b) that he passes an examination, if a solicitor from some place other than a Province of Canada, in the statute law of Canada and British Columbia, including the practice of the courts; and if a solicitor from one of the Provinces of Canada, in the statute law of British Columbia and the practice of the courts; (c) that, if he has been admitted in some place where the common law of England is not the common law of the land, he passes an examination in the common and statute law of England applicable to British Columbia, and in his fitness to practise as a solicitor; (d) proves his qualifications and good repute.

Any barrister or solicitor who has become such in some place where barristers or solicitors are called or admitted after a term of study, or articles less than five years (except as below), must, before call or admission in British Columbia, serve as a student-at-law or under articles for a sufficient time to complete the full term of five years. Five years of studentship or articles required.

The following persons are excepted from this rule: (1) any student or clerk who, before entry to the society or to articles, has obtained the degree of B.A. or M.A. in any recognised university of Great Britain or Ireland or Dominion of Canada, in which case the term of five years studentship or clerkship is reduced to three (Consol. Stat., 1888, ch. 72, sec. 32); (2) anyone who has obtained the degree of D.C.L., or Bachelor of Laws, in any recognised university of Great Britain and Ireland, or Dominion of Canada, or United States of America. Exceptions.

Any solicitor admitted in British Columbia, who has practised there for one year immediately preceding his application to be called to the Bar, may (subject to the regulations of the society and payment of fees) be called to the Bar upon passing or having passed an examination in law, and fitness to practise as a barrister. Every barrister who has been or may be admitted in British Columbia may be admitted as a solicitor on payment of the fees payable on the admission of solicitors. Solicitor may become barristers, and vice versa.

Every practising barrister and solicitor pays an annual fee of \$20 to \$30; a barrister who is also a solicitor need only pay one such fee. Annual fees.

Subject to the provisions of the Provincial Consol. Stat., 1888, ch. 72, and Stat. of 1890, ch. 26, the Imperial Act 6 & 7 Vict. ch. 73, is in full force and effect. In construing it "British Columbia" must be substituted, where necessary, for "England and Wales," and the "Supreme Court of British Columbia" for "Supreme Court." (Consol. Stat., 1888, ch. 72, and Statutes of 1890, ch. 26; 1891, ch. 18.) Imperial statute as to solicitors.

Every person, not being a barrister-at-law or advocate admitted in Great Britain or Ireland [who may be admitted after motion made in court in that behalf], applying for admission to the Bar, shall give notice to the Board of Examiners before New South Wales. Qualifications of barristers.

being entitled to admission ; and (A) must have been a student-at-law for the period required, and passed all examinations prescribed by these Rules ; or (B) being a graduate of the University of Sydney, admitted under (2) below a student-at-law at the end of his second year, must produce certificates that he has kept four terms in one of the Inns of Court in London, and has passed all the examinations required by these Rules ; or (C) must have been a solicitor of the New South Wales Court, in practice for not less than five years, have caused his name to be struck off the Roll of Solicitors before his admission as student-at-law, and have passed all examinations required by these Rules.

*Qualifications
of students-at-
law.*

Every applicant for admission as student-at-law (1) shall be a graduate in Arts of the University of Sydney, or (by 22 Vict. No. 23.) a graduate in Arts, Law, or Medicine of the University of Oxford or Cambridge, or any University granting degrees by virtue of any Statute or Royal Charter or Colonial Act assented to by the Crown where such degree shall have been granted after examination ; or (2) shall have passed two annual examinations in the Arts course at the University of Sydney, and shall thereafter in due course become a graduate in Arts in such University ; or (3) shall have passed two annual examinations in the Arts course at the University of Sydney, and the history examination mentioned in the next paragraph ; or (4) shall have passed the preliminary literary examination in Greek, in French language and literature or in Logic, in Latin, Geometry, Algebra, and History ; or (5) shall have been a solicitor of the Court of New South Wales in practice for not less than five years, have caused his name to be struck off the Roll of Solicitors, and, if not exempt therefrom, have passed the preliminary literary examination above, and an examination in Roman, Constitutional, and International law.

*Period of
studentship.*

The period of studentship for graduates, or those who become so during studentship, is at least two years, and for others three years ; but a solicitor under clause 5 above for no longer period than will elapse between his admission as student and his passing the final examination mentioned below. Keeping four terms at an English or Irish Inn counts as one year's studentship in the Colony. During studentship every student must be a *bonâ fide* resident in the Colony, but the residence of a student in London under Rule B above, "shall not be held to be a contravention of this rule." Examinations are held in each term. Every student-at-law, who is not a Bachelor of Laws of the University of Sydney, or of some university within the meaning of the 22 Vict. No. 23. (*see* above), or a Bachelor of Civil Laws of the University of Oxford, or has passed in the first class of the School of Jurisprudence in the University of Oxford or Cambridge, or has passed an examination in Roman, International, and Constitutional law at one of the Inns of Court in England or Ireland, shall pass an examination in Roman, Constitutional, and international law before he is eligible for his final examination mentioned below.

*The final
examination.*

Every student-at-law must within three years from his admission as student (unless a later time be allowed by the Board) pass

his final examination in real and personal property, common law, pleading and evidence, equity, and general paper in law.

A candidate for any examination pays ten guineas for each examiner, and there is a further fee of one guinea upon application for admission as a student-at-law. *Fees.*

(11 Vict. No. 57., 39 Vict. No. 32., and Rules of 24th September 1890, published in the Government Gazette of 14th October 1890.)

A Queensland or Victoria barrister shall be entitled to practise as one in New South Wales on payment of a fee of 25*l.* (Act of 1887.)

Attorneys or solicitors of the Courts of England or Ireland, and writers to the Signet in Scotland, are admitted to practise in the Colony, after having resided therein for the preceding three months. The fees are altogether 42 guineas. (Reg. Gen., September 26, 1888.) *Solicitors.* See also Barristers.

The professions of barrister and solicitor are now amalgamated. *Victoria. Professions amalgamated.*
A barrister may therefore practise as a solicitor, or a solicitor as a barrister, and every one is now admitted as both barrister and solicitor. Barristers may sue for work, and are liable for negligence. Any barrister or solicitor, who fails to give substantial attendance on a case in court, for which he has received a fee, must return the whole fee to his client, or such part thereof as the taxing officer determines.

No person not previously admitted as a barrister or solicitor in some part of Her Majesty's dominions, in which the qualification of barristers and solicitors is in the opinion of the Supreme Court of equal value to that required by this section shall be admitted as a barrister and solicitor unless he be a natural born or naturalized British subject of the full age of 21 years, of good fame and character, and unless— *Qualifications.*

- (1.) He shall before being articled have passed the matriculation or other examination required by the existing rules of the Supreme Court to be passed by clerks before being articled, and
- (2.) Shall also either before being articled or after the expiration of such articles pass the two annual examinations, including the subject of jurisprudence required to be passed at the University of Melbourne by a person who has obtained the degree of B.A. as a condition to his obtaining the degree of bachelor of laws, or such modification thereof, as any rules of the Supreme Court may prescribe, and
- (3.) Shall also be articled to a barrister and solicitor for the term of three years, and shall have served the whole of such time either of his passing or before passing the said two annual examinations, and
- (4.) Shall also pass the final examination required by the existing rules of the Supreme Court to be passed by clerks before being admitted to practise as solicitors, or such modifications thereof as any rules of the Supreme Court may prescribe. (Legal Profession Practice Act, 1891, No. 1,216.)

Fee. The fee on admission as a barrister and solicitor is 50 guineas. (Legal Profession Practice Amendment Act, 1891. No. 1,229.)

Application. Notice of application to be admitted must still apparently be given by the applicant in person to the Secretary of the Board of Examiners before the sittings in which the application is made, but the court may dispense with this; the application must be made in court in person. New South Wales and Queensland barristers are admitted on the same conditions as Victoria barristers are admitted in those Colonies. (Reg. Gen., Oct. 15 and Dec. 14, 1887.)

*South
Australia.
Articled clerks.* 1. Every person must, before he enters into articles, produce to the Board of Examiners a certificate of his having passed the matriculation examination in the University of Adelaide, or in some University recognised by the University of Adelaide, or of his having passed the preliminary or any intermediate examination which clerks articled in England, Ireland, or Scotland may for the time being be required to pass, and must lodge with the Board a copy of the certificate of his having so passed.

2. Every such articled clerk and every person not actually called to the bar or admitted as mentioned in Rule 3, shall before he applies for admission to practise in the Court, after examination have taken, or be entitled to take, the degree of Bachelor of Laws at the University of Adelaide, or shall, at the proper examinations of the University of Adelaide, have passed in the Law of Property, Constitutional Law, the Law of Obligations, the Law of Wrongs (civil and criminal), and the Law of Procedure: and shall furnish to the Board the said University's final certificate of having so passed.

Practitioners. 3. The following persons only shall, subject to these rules, be eligible to be admitted to practise as barristers, attorneys, solicitors, and proctors, that is to say:

i. Persons who have been articled to some Practitioner of the Court for the full term of five years, and have served the full term of their clerkship; Provided that in the case of any person who shall before or during his service under articles have taken the degree of Bachelor of Laws or of Arts in the University of Adelaide, or in some University recognised by the University of Adelaide, service under articles for the full term of three years shall be sufficient.

ii. Persons who shall have served the full term of five years as associate or assistant or acting associate to the Judges of the Court or any of them: Provided that if any such person shall, before or during service as such associate or assistant or acting associate have taken the degree of Bachelor of Laws or of Arts in the University of Adelaide, or in any University recognised by the University of Adelaide, such service for the full term of three years shall be sufficient: Provided also that such associate or assistant or acting associate shall, by the certificate of any one of the said Judges, satisfy the Board as to his conduct and fitness to be admitted.

- III. Persons who shall have served the full term of five years, during part of such period as associate or assistant or acting associate to the Judges of the Court or any of them, and during part of such period under articles of clerkship: Provided that if any such person shall, before or during such service have taken the degree of Bachelor of Laws or of Arts in the University of Adelaide or in any University recognised by the University of Adelaide, such service for the full term of three years shall be sufficient: Provided also that every such person shall, by the certificate of any one of the said Judges satisfy the board as to his conduct and fitness to be admitted.
- IV. Persons who have been duly called to the bar or admitted as advocates in England, Scotland, or Ireland.
- V. Persons actually admitted as solicitors of the Supreme Court of Judicature in England, or as solicitors, attorneys, and proctors in some one or other of the Queen's Superior Courts in Ireland, or as writers to the signet or solicitors of the Supreme Court in Scotland.
- VI. Persons who, having been articled to a solicitor of the Supreme Court of Judicature in England, or to a solicitor or attorney of one of the Queen's Superior Courts in Ireland, or to a writer to the signet or solicitor of the Supreme Court in Scotland, or to an attorney or solicitor in the Supreme Court of any of the British colonies or possessions in Australasia, New Zealand, South Africa, or North America, shall have served the full term of five years under such articles.
- VII. Persons who, having been articled to a solicitor of the Supreme Court of Judicature in England or to a solicitor or attorney of the Superior Courts of Ireland, or to a writer to the signet or solicitor of the Supreme Court in Scotland, and having served for any period of time under such articles, shall have completed the full term of five years by serving the remainder of such term as clerk to a practitioner of the Supreme Court of South Australia, or who having been duly articled and served for any time in South Australia shall have completed the residue of such term with any solicitor of the Supreme Court of Judicature in England, or solicitor or attorney of the Superior Courts of Ireland, or writer to the signet or solicitor of the Supreme Court in Scotland.
- VIII. Persons who shall have been actually admitted as barristers, solicitors, attorneys, and proctors, or as barristers, or as attorneys, solicitors, and proctors in some one or other of the Queen's Superior Courts within the British colonies or possessions in Australasia and New Zealand, or in South Africa or North America: Provided that every such person shall, before admission, satisfy the Court that the standard of qualification for admission in the capacity in which he was originally admitted is not inferior in the colony or possession in which he was so admitted to that

prescribed by these rules for admission in this Court, and that corresponding eligibility for the admission of the practitioners of this Court to the Court of such colony on possession in the capacity aforesaid is established.

Admissions.

Every person applying to be admitted to practise in the Court, and actually admitted elsewhere as aforesaid, shall reside for three months at the least in South Australia continuously and immediately preceding his notice of intention to apply for admission; but this rule may be dispensed with by the Court. Notice of application must be given to the Master of the Court; the motion for admission is made in Court. Persons coming under subsections VI. and VII. of Rule 3 above must reside for at least three months in South Australia before being examined as candidates for admission to practise. No person may be admitted who is not 21 years old, and a natural born or naturalised British subject. The fee on admission of any practitioner is 10*l.* 10*s.* 0*d.*, and 1*l.* 1*s.* 0*d.* for administering the oath of allegiance; on filing articles of clerkship, 2*l.* 2*s.* 0*d.*; and on filing assignment of articles, 2*l.* 2*s.* 0*d.* (Act No. 31 of 1855-6 and Rules of 3rd June, 1890, and slight amending Rule of 10th September, 1890.)

*Fees.**Queensland.
Barristers.*

A British *barrister* may be admitted to practise on payment only of a fee of 10*l.* 10*s.* But he must a week previous to his application lodge with the registrar the certificates of his previous admission; and file an affidavit attesting it, and containing a reference to two or more householders in the Colony to whom he is known. He must also advertise his intended application in the courts and in the newspapers 10 days before actually making it. Students must pass preliminary examinations in literature, science, and art, and on the laws of England, and a final examination in jurisprudence, constitutional law and legal history, equity, common law including criminal law, pleading, real property and conveyancing, personal property and contracts, admiralty, ecclesiastical, and matrimonial law, and insolvency. The fee on admission as a barrister is 50 guineas. (Reg. Gen., 7th September 1880 in Government Gazette, 18th September 1880, p. 578, and Reg. Gen. of 10th March 1891 in Government Gazette, 21st March 1891, p. 1086.)

Solicitors.

British *solicitors* may be admitted upon fulfilling somewhat similar formalities (fee 21*l.*); but after 1st January 1893, only if British Courts give reciprocal privileges. A candidate, not previously admitted, must be 21 years old, must serve for five years (or, if a graduate, for three years) under articles in the United Kingdom or a colony, must pass a "preliminary examination" (fee 4*l.* 4*s.*) in general knowledge unless he has passed its equivalent elsewhere, an "intermediate examination" (fee 5*l.* 5*s.*) in the laws of England, and a "final examination" (fee 6*l.* 6*s.*) in the principles of law and procedure in the Supreme and Vice-Admiralty Courts, of real and personal property and conveyancing, in insolvency, criminal law and practice, practice of Inferior Courts, constitutional law and legal history. The fee on admission is 31*l.* 10*s.* (Reg. Gen., 12th December 1879 in Government Gazette, 24th January 1880, p. 239; and Reg. Gen.

of 10th March 1891 in Government Gazette, 21st March 1891, p. 1086.)

There is now no distinction between barristers and solicitors; "every person now practising, or who may hereafter be admitted to practise, as a barrister in the Supreme Court, may also practise as a solicitor; and every solicitor heretofore admitted, or who shall hereafter be duly admitted, may practise also as a barrister." (Act of 1881, ch. V., sec. 1.)

The right of admitting persons to practise is vested in the Barristers Admission Board. The old powers of admission given to the Supreme Court by the Act of 1861 is now gone, and the Board is the sole authority. (Per the Court in Banco, 14th October 1890.) There is no difference between the status of a barrister or solicitor. No person may be admitted to be a barrister, solicitor, attorney, or proctor unless he has resided for six months in the Colony. A barrister, solicitor, or attorney who has been admitted in a country where the law is similar to that in Western Australia may, after six months' residence, be admitted as a barrister, solicitor, and proctor without any examination on giving four months' notice. Other persons must (1) pass a preliminary examination in general subjects, (2) either serve for three to five years under articles with some solicitor or pass the examination for admission to the bar in England, Ireland, Scotland, or one of the Colonies, and (3) pass an examination in law in Western Australia. (Act of 1886, and Rules of January 1887.) The Stamp Duty on articles of clerkship, or for admission as barrister or practitioner is 10*l*. (Stamp Act, 1882.)

A practitioner is a person duly admitted to act in the Supreme Court of the Colony as a barrister, attorney, solicitor, and proctor. Any person may be admitted on payment of 21*l*. as a practitioner without undergoing any examination in literature or law, who (1) has been admitted a barrister-at-law or advocate in Great Britain or Ireland; or (2) has been admitted a writer, attorney, or solicitor in one of Her Majesty's Courts at Westminster, Dublin, or Edinburgh; or (3) has been admitted as a proctor in some Ecclesiastical Court in England. Notice is generally required at the beginning of the term in which application is made, and the application is made to the court or judge. The Court may, upon motion, admit in the same way a barrister, attorney, or solicitor of any Supreme Court of Law in the British Colonies or Dependencies where the law is founded on or similar to English law, but any such attorney or solicitor must have there served the same time as clerk to an attorney or solicitor as he would be obliged to do in Tasmania.

A B.A. or Bachelor of Law, if 23 years of age, of any university in the Empire, who has served three years to a practitioner in Tasmania, may be admitted as a practitioner after passing an examination in law.

If 21 years old an Associate of Arts in Tasmania, or one who has passed certain minor examinations in a British university (such as responsions at Oxford), or (by the Act of 1890) has passed the Senior Public Examination of the University of

Tasmania (such examination to include Latin, arithmetic, algebra, and Euclid, otherwise one in general literature as well as in law will be required), and has then served to a practitioner in Tasmania for four years, may be admitted as a practitioner after passing an examination in law.

Any other person must serve as clerk to a practitioner for five years, and must pass an examination in literature, that is classics, mathematics, and history, and in law. The fees altogether come to 19*l.* 8*s.* 6*d.* (The Legal Practitioners Acts, 1888 and 1890.)

For the books in which candidates are examined, and as to the two months' notice they must give of their intention to present themselves for examination, see Rules of 27th February 1891.

*Barristers may
practise as
practitioners.
New Zealand.
Barristers.*

Every person admitted as a barrister may practise as a practitioner. (Legal Practitioners Act Amendment, 1891.)

1. Any person who has been admitted as a *barrister* in any Superior or Supreme Court of any part of Her Majesty's Dominions shall be entitled to be admitted as a barrister, on passing an examination in the law of New Zealand in so far as it differs from the law of England. 2. Graduates in art or science in any University in Her Majesty's dominions, shall be examined only in law, and if graduates in law shall be examined in the law of New Zealand only so far as it differs from the law of England. 3. All other candidates must be examined in law, and unless they have passed certain examinations in New Zealand University, in general knowledge. The general knowledge examination includes Latin; and the law examination includes: (1.) Jurisprudence and constitutional history, but the latter is now omitted if the candidate has passed the general knowledge examination. (2.) Roman law. (3.) International law and conflict of laws; and (4.) English law in New Zealand, viz., contracts and torts, real and personal property, evidence, criminal law, equity, statute law, and court practice in New Zealand.

Solicitors.

1. Any person who has been admitted as a *solicitor* in any Superior or Supreme Court of any part of Her Majesty's Dominions may be admitted as a solicitor in New Zealand after passing an examination in law, including the law of New Zealand in so far as it differs from the law of England. 2. Graduates in arts, laws, or science in any University in Her Majesty's Dominions shall be examined in law only. 3. Others must pass an examination in general knowledge, or the matriculation examination in the New Zealand University, or its equivalent (all of which must include Latin), and an examination in law, namely, contracts and torts, real and personal property, evidence, criminal law, equity, statute law, and court practice in New Zealand. (Law Practitioners Acts, 1882 and 1883, and regulations in Government Gazettes, 27th June 1889 and 28th May 1891.) It appears from the above that the serving of articles, before being admitted as a solicitor, is not necessary.

*Cape Colony.
Barristers.*

All persons who have been admitted as barristers in England or Ireland, or as advocates in the Court of Session of Scotland, or to the degree of doctor of laws at the Universities of Oxford, Cambridge, or Dublin, may be admitted to practise as barristers

or advocates in the Supreme Court of the Colony (Charter of Justice 1832, sec. 17). The Supreme Court may also admit such other persons as have passed certain examinations before the Cape of Good Hope University (Act No. 12 of 1858, sec. 2 and sec. 20 of Act 16 of 1873). The fee payable on admission to the Colonial bar is 20*l*.

Attorneys or solicitors of any Courts of Record at Westminster or Dublin, and writers to the Signet in Scotland, are admitted to practise in the Colony (Charter of Justice, 1832, secs. 19-20). The fee payable by them is 20*l*. Persons who have served* as articled clerks to attorneys in the Colony during three years may also be admitted if they have passed the matriculation examination and one of certain examinations in law and jurisprudence periodically held by the Cape of Good Hope University, and an examination by three examiners appointed by the Court (Acts No. 12 of 1858, sec. 3; 16 of 1873, secs. 19-21; 27 of 1883, sec. 14; and Rule 293). *Solicitors.*

Any English or Irish barrister or Scotch advocate, or barrister or advocate of the Cape of Good Hope, may, subject to certain regulations, be admitted to practise as a barrister or advocate in Natal (Law No. V. of 1880). The annual certificate to practise costs 50*l*. *Natal. Barristers.*

Any English or Irish barrister, attorney, solicitor, or proctor, or Scotch writer to the Signet, or Cape of Good Hope attorney, may, subject to certain regulations, be admitted to practise as an attorney in Natal (Law No. V. of 1880). Certificate costs 5*l*. a year. *Solicitors.*

CHEMISTS.

All chemists must be registered by the "Pharmaceutical Council." Candidates must pass an examination before a Board of Examiners; the fee is \$5. Every candidate must have served as assistant in a drug store for not less than three years, and for one of these years must have been employed in the dispensing of prescriptions. On passing he pays \$5 more, and receives a diploma entitling him to be registered. The annual registration fee is \$4 or under. "The Council may at their discretion accept the diploma of any other competent examining body outside the province as sufficient evidence of qualification, and may, thereupon, issue their certificate." Registered medical practitioners may practise as chemists without examination. (N.B. Pharmacy Act, 1884, and Amending Act of 1891.) *Canada: New Brunswick.*

All vendors of drugs and medicines must be registered by the Pharmaceutical Council of the N.S. Pharmaceutical Society. There are yearly examinations for those wishing to be registered. Every candidate must prove that he has served as assistant in a drug store for three years, and during one at least of those years has been employed in dispensing of prescriptions. The exami- *Nova Scotia.*

* He must reside in the same place as the attorney; service in a branch office in another place is not enough. (See *Re Badenhorst*, 26th November 1890.)

nation fee is \$5, and the diploma entitling him to be registered costs \$5. "The Council may at their discretion accept the " diploma of any other examining body as sufficient evidence of " qualification, and may, thereupon, issue their certificate." There is an annual registration fee, limited to \$4. Legally registered medical practitioners are exempt from all the above conditions. (Revised Statutes, 1884, ch. 25.)

Quebec.

No person may act as a chemist and druggist unless acting in his profession as an authorised physician of the Province; or, unless registered by the " Council of the Pharmaceutical Association of the Province of Quebec" as a " licentiate of pharmacy." In pharmacy there are three classes of persons: (1) certified apprentices; (2) certified clerks; and (3) licentiates of pharmacy. To be admitted as a " certified apprentice," the candidate must pass an examination in English, French, Latin, arithmetic, geography, and history; annual fee \$2 or under; but now by ch. 45 of the Statutes of 1890 a holder of a degree of Bachelor of Arts, of Sciences or of Letters conferred upon him by any Canadian or British University, is exempted from this examination. To be admitted as a " certified clerk," the candidate must be a " certified apprentice" of three years registration, must have served three years with a registered licentiate of pharmacy or physician, must pass an examination in the translation and dispensing of prescriptions, in pharmacy, chemistry, toxicology, posology, and *materia medica*. The annual fee is \$5 or under. To be admitted as a " licentiate of pharmacy," the candidate must be a " certified clerk," must have followed two courses in chemistry, two courses in *materia medica*, and a course in botany, and have served for four years under a registered licentiate of pharmacy; the annual fee is \$10 or under. (Revised Statutes, 1888, Arts. 4019-4052, and Pharmacy Act, 1890.)

Ontario.

Every person wishing to practise as a chemist must be registered, and receive a certificate of competency from the Council of the Ontario College of Pharmacy. Every candidate for a certificate must have served as an apprentice to a regularly qualified pharmaceutical chemist for four years, and have attended two courses of lectures; the first, in any approved College of Pharmacy or School of Medicine (which period may be counted as part of the term of apprenticeship); and the second or senior course, at the Ontario College of Pharmacy (such courses to comprise pharmacy, chemistry, *materia medica*, botany, and reading and dispensing prescriptions); and must be at least 21 years old.

Anyone desiring to be apprenticed as above, must have first passed an examination in arithmetic and mensuration, algebra, political, physical, and mathematical geography, English grammar and composition. But this does not apply to matriculants in arts or medicine in any British or Colonial university or college, or to holders of second or third class non-professional certificates issued by the Education Department of Ontario, or to those who have passed an examination at least equal to that for the latter.

All persons approved of by the Council of the College, who hold diplomas from the Pharmaceutical Society of Great Britain,

or certificates from any Pharmaceutical College in Canada or elsewhere, may be registered without examination.

The above provisions do not apply to legally qualified medical practitioners, nor prevent them or veterinary surgeons from supplying their patients with medicines, and if they wish to practise as chemists, they may do so without examination, but must be registered as such. (Revised Statutes, 1887, ch. 151, and Statutes of 1889, ch. 25.)

No person may be a chemist, who is not a member of the *Manitoba*. "Pharmaceutical Association of Manitoba," and has taken out a certificate.

An ordinary candidate must (1) pass a preliminary examination in English or French, Latin and arithmetic; (2) pass two examinations in the subjects of his profession, and before passing the second one, must have served for four years in a drug store, and have attended lectures in chemistry, &c. The Act does not interfere with the privileges of physicians and surgeons, nor veterinary surgeons. (Consol. Stat., 1880, ch. 9. Div. 5.)

But every person possessing a diploma or certificate of admission to practise as a pharmaceutical chemist in any part of Her Majesty's Dominions by any Pharmaceutical Association or College of Pharmacy, shall be admitted a member of the Pharmaceutical Association of Manitoba on payment of fees, on proof of diploma, and on proof of having been "of good standing and in actual practice" up to the time of his coming to Manitoba. In default of such proof he may be required to pass an examination. (Statutes of 1883, ch. 40.)

In such parts as the Lieutenant-Governor shall by proclamation set apart for that purpose, no person whatsoever, other than those holding a diploma from any medical faculty of Great Britain, Ireland, or Canada, shall sell medicines by retail without licence from the Lieutenant-Governor. Such licence may be granted upon certificate of such examiners as he may appoint to inquire into the knowledge of such person in pharmacy, that such applicant is a fit person to receive such licence; the licence costs \$10. Patent medicines may be sold without a licence. (Revised Ordinances, 1888, ch. 26.) *North-West Territories.*

No person may practice as a chemist within the limits of an incorporated city or town, or one mile thereof, without a certificate from the Pharmaceutical Association of British Columbia, to whom application must be made, and without having first received a diploma from the faculty of some reputable College of Pharmacy, duly authorised by the laws of Great Britain or its dependencies, or the laws of some Foreign Government. The Board of Examiners appointed by the Association examines the candidates, and grants such certificates or diplomas as it may think proper to those whom it deems qualified to be "Licentiates of Pharmacy" or "Certified Apprentices." The Board shall dispense with the examination, and accept, in lieu thereof, authenticated certificates of examination by authorised examining Boards of any Pharma- *British Columbia.*

ceutical Association, accompanied by certificates of character. No previous residential qualification is required. (Pharmacy Act, 1891.)

New South
Wales.

No person is allowed to sell poisons, unless he has received from the Board of Pharmacy a certificate that he is qualified to be a dealer in poisons. No person shall receive such certificate unless (1) he has been admitted a Pharmaceutical Chemist by the Pharmaceutical Society of Great Britain, or a M. or L. A. H. of London or Dublin; or (2) has received a certificate as a legally qualified medical practitioner, or is entitled to be certified as such under the Acts of 1838, 1845, and 1855 (see below under Physicians and Surgeons, New South Wales); or (3) has served as an apprentice or assistant to a chemist and druggist for not less than three years, and during that period been actually engaged in the dispensing and compounding of medical prescriptions, and been examined as to his competency to conduct the business of a chemist and druggist. In remote places these rules are relaxed. All such qualified persons must be registered. (Sale and Use of Poisons Act, 1876.)

Regulations.

Every person, before being apprenticed, must pass a preliminary examination (fee, 2*l.* 2*s.*) in Latin, English, and Arithmetic, unless he has passed an equivalent matriculation examination at some university, college, or school approved by the Board. After passing one of the above examinations, and after then serving as an apprentice for three years, he must pass another examination (fee, 3*l.* 3*s.*) in prescriptions, practical dispensing, *materia medica*, botany, pharmacy, and chemistry. The examinations are held in June and December. (Rules and Regulations made under the Act of 1876. Government Gazette, 28th January 1891.)

Victoria.

No person may practise as a chemist or druggist unless he is first certified and registered by the "Pharmacy Board of Victoria." Under No. (1) below the registration fee is 2*l.* 2*s.*; under No. (2) the examination fee is 3*l.* 3*s.*, and the registration fee, 1*l.* 1*s.* No person shall receive from the Board a certificate that he is duly qualified for registration unless he shall have attained the age of 21 years, and unless (1) he holds a certificate or diploma of competency, which must be produced, as a pharmaceutical chemist or as a chemist and druggist, or homœopathic chemist from the Pharmaceutical Society of Great Britain, or any college or board of pharmacy recognised by the Board under any regulations made under this Act; or unless (2) he shall have passed a preliminary examination before the commencement of his apprenticeship, and shall have served for not less than four years as an apprentice in the business of a registered pharmaceutical chemist, or chemist and druggist, or homœopathic chemist keeping open shop, or dispensary of any Friendly Society registered under the "Friendly Societies Statute, 1865," or the "Friendly Societies Act, 1877," or any Act amending the same, or the "Friendly Societies Act, 1890," or dispensary kept in connexion with any public hospital under the management of a registered pharmaceutical chemist for the compounding and dispensing of the prescriptions of legally qualified

medical practitioners, and shall also have attended one course of lectures and passed examinations during one session in each of the following subjects at the University of Melbourne, or some school or college of pharmacy recognised by the Board—viz., *materia medica*, botany, chemistry, and practical chemistry; and shall have passed examinations before the Board, or before examiners thereby appointed, in the subject of practical pharmacy and any subject that may be prescribed by the Board with the approval of the Governor in Council. The candidate must, before his examination, furnish a statutory declaration by a master chemist of his having served his apprenticeship. The above provisions do not interfere with the rights of a legally qualified medical practitioner, nor any member of the Royal College of Veterinary Surgeons of Great Britain, nor wholesale dealers. The Pharmacopœia in force in Victoria is the “British Pharmacopœia, published in England under the direction of the General Council of Medical Education and Registration of the United Kingdom, and sanctioned by Act of the Imperial Parliament.” (Medical Act, 1890, Part III.) There is, as a

Demand.

rule, a good demand in Melbourne for assistant chemists, if they have English, or equivalent, certificates and good references, at from 2*l.* to 5*l.* a week, with board and lodging.

South
Australia.

After the 1st January 1893, no one may call himself a pharmaceutical or dispensing chemist unless registered as one by the Pharmacy Board of South Australia. No one can receive from the Board a certificate of his being a pharmaceutical chemist unless he is 21 years old, and—

- (1) unless he practised as a chemist in South Australia before 1st January 1893; or
- (2) unless he holds a certificate or diploma of competency as a pharmaceutical chemist, or as a chemist and druggist, or homœopathic chemist, from the Pharmaceutical Society of Great Britain, or any college or Board of Pharmacy recognised by the Board; or
- (3) unless he shall have served for not less than four years as an apprentice in the business of a registered pharmaceutical chemist, or of a chemist and druggist, or homœopathic chemist, keeping an open shop for the compounding and dispensing of prescriptions of duly qualified medical practitioners, and shall produce to the Board a certificate that he has passed the senior public examination at the Adelaide University, or some other examination equivalent thereto, or have passed a preliminary examination (fee, 1*l.* 1*s.*) before the Board in Latin, English, and arithmetic, and a final examination (fee, 1*l.* 1*s.*), in practical pharmacy, chemistry, and any prescribed subject. Every chemist pays an annual registration fee of 10*s.* 6*d.* (Pharmacy Act, 1891.)

Anyone who holds a certificate or diploma of competency as a pharmaceutical chemist or as a chemist and druggist from the Pharmaceutical Society of Great Britain, or any college or board of pharmacy recognised by the Pharmacy Board of Queensland,

under the regulations, is entitled to be registered and to practise as a pharmaceutical chemist in Queensland (Pharmacy Act, 1884). Chemists in Brisbane work 8½ to 12 hours a day, and receive 4*l.* a week.

Western
Australia.

Persons selling or compounding poisons must be licensed by the resident or police magistrate of their district (W. A. Act, 1879).

Tasmania.

No person may sell drugs without a licence from the Court of Medical Examiners (Medical Act, 1842), except (1) legally qualified medical practitioners; and (2) under certain restrictions, where there is no such licensed person within two miles (Medical Practitioners Amendment Act, 1867). Restrictions are imposed with regard to the unlicensed sale of certain poisons (Acts of 1887, No. 13).

New Zealand.

All chemists must be registered. Any person who holds a certificate or diploma of competency as a pharmaceutical chemist, or as a chemist and druggist, or homeopathic chemist from the Pharmaceutical Society of Great Britain or of Ireland, or any College, Board of Pharmacy, or Pharmaceutical Society recognised by the Pharmacy Board of New Zealand at Dunedin, is entitled without any examination to be registered and practise as a chemist after payment of 2*l.* 2*s.* fees (Pharmacy Acts, 1880 and 1887).

Cape Colony.

No one may practise as a chemist or druggist without a licence. Any person who has attained the age of 21 years, and has been duly indentured, and served as an apprentice for not less than four years to any regularly licensed apothecary, or chemist and druggist, in Cape Colony or elsewhere, or who can produce satisfactory proof that he has been practically engaged in the compounding and dispensing of medicines on medical prescriptions, under a duly licensed chemist and druggist, for not less than four years then last past, may obtain a licence to practise on passing an examination (fee not more than 5*l.*) to the satisfaction of the Colonial Pharmacy Board, in any subjects to be fixed by the Board, with the approval of the Governor (*see below*). Women are also eligible for this licence. The Board may accept as sufficient proof of proficiency in any subject a certificate from the Secretary of the University Council that the person named in it has satisfactorily passed a university examination in such subject. Anyone who holds a certificate or diploma of competency as a pharmaceutical chemist, or as a chemist and druggist, from the Pharmaceutical Society of Great Britain, or from any college, society, or Board recognised by the Board, may, if otherwise complying with the provisions of this Act and the Board's regulations, without further examination, obtain a licence to practise as a chemist and druggist. (Medical and Pharmacy Act, 1891.) The licence fee costs 2*l.* 10*s.*, and the annual licence, which is also necessary, costs 5*l.* (Stamp Act, 1884).

Regulations.

The examination fee is fixed at 3*l.* 3*s.* The subjects of examination are prescriptions, practical dispensing, pharmacy, *materia medica*, botany, chemistry. After 1st January 1896, a candidate for examination must have first obtained a certificate showing that he has passed a standard in preliminary and general education,

as follows:—(1) Preliminary examination of the Pharmaceutical Society of Great Britain; or (2) School higher examination of the Cape University; or (3) any special examination that may be held under the auspices of the Cape University, and approved by the Pharmacy Board. (Regs. of 3rd February, in Government Gazette, 6th February 1892.)

1. Any person above 21, who has served as an apprentice Natal for not less than four years to any licensed apothecary, chemist, or druggist in Natal or elsewhere, may, after examination and payment of 1*l.* 1*s.* fee, obtain from the Natal Medical Board a licence to practise as an apothecary, chemist, or druggist. 2. Any person who shall present proof that he has passed the minor or major examination of the Pharmaceutical Society of Great Britain, or the examination of the Irish Pharmaceutical Society, shall be entitled to obtain a licence to practise as a chemist or druggist. (Law, No. 37 of 1884, sec. 11.) There is an annual licence fee of 2*l.* 10*s.* to 5*l.*

CIVIL SERVICE.

The Dominion Civil Service is governed by the Acts of 1886, 1888, and 1889, and, as to examinations, by Order in Council, 22nd October 1888. By another Act of 1886, members may be superannuated at 60 years, and, if they have served for 10 years, receive a superannuation allowance. Towards this allowance, a deduction of 1½ to 2 per cent. a year is made on their yearly salaries. A Royal Commission has been appointed to inquire into the whole system of the Civil Service. The Service is now divided into (1) the inside, (2) the outside departmental divisions; the working day is six hours. Candidates for either division are examined by an examining Board in November of each year. Application should be made to the Secretary, Board of Civil Service Examiners, Ottawa. The examinations consist of (1) a preliminary, (2) a qualifying examination. Candidates for the preliminary examination for the inside departmental division must be from 15 to 35 years old; for the qualifying examination, for either division, must be 18 years, and if for the inside departmental division not over 35. The preliminary examination is in penmanship, orthography, first four rules of arithmetic, reading print and manuscript, and qualifies for such lower appointments as messengers in either division, porters, packers, &c. The qualifying examination is in penmanship, orthography, arithmetic, geography and history chiefly Canadian, grammar, composition, transcription, and, as optional subjects, English, French, précis-writing, book-keeping, shorthand and type-writing; it qualifies for third-class clerkships, Post Office service, &c., but graduates of the Royal Military College, and of any Canadian university, may be exempted from it. The fee for the preliminary examination is (*see* Canada Gazette, 26th September 1891), \$2, and \$4 for the qualifying. The head of a department in which a vacancy occurs selects and submits to the Governor in Council for probation, from the lists of qualified candidates made by the Board, a person fitted for the vacant

Canada
Dominion.

Examinations.

place. Appointments are thus practically confined to persons brought up in Canada, or who have local influence there. No promotion in either division can take place without a special examination, which is held annually, except by leave in the cases of barristers, architects, engineers, &c., seeking promotion in the line of their profession.

Inside departmental division.

The inside departmental division (which is mainly at Ottawa) consists of deputy heads of departments; officers who have special professional or technical qualifications; chief clerks; first, second, and third class clerks; messengers; packers; and sorters. The yearly salary of a chief clerk begins at \$1,800, and rises to \$2,400; of a first-class clerk begins at \$1,400, and rises to \$1,800; of a second-class clerk begins at \$1,100, and rises to \$1,400; of a third-class clerk begins at \$400, and rises to \$1,000; that of a messenger, packer, or sorter begins at \$300, and rises to \$500.

Outside departmental division.

The outside departmental division consists of employes in the Customs, Inland Revenue, and Post Office, and the salaries vary. In the Post Office, city postmasters receive from \$2,000 to \$2,600 a year in large towns like Quebec, St. John, Hamilton, Ottawa, Halifax, Victoria, and Winnipeg, rising in Toronto and Montreal to \$4,000; third-class clerks in city post offices \$400, rising to \$800; second-class clerks \$912, rising to \$1,200; first-class clerks \$1,200, rising to \$1,500. (See for various salaries, the Civil Service List of Canada, Ottawa, 1891, and Estimates for 1891-92.)

Geological Survey Department.

The "Geological Survey" is now a Department of the Civil Service. No person may be appointed to it as a technical officer (1) unless he is a science graduate of a Canadian or foreign University, or of the Mining School of London, or the Ecole des Mines of Paris, or of some other recognised science school of standing equal to that of the said universities and schools, or a graduate of the Royal Military College, and has in each case served a probation of at least two years in the scientific work of the department; or (2) unless he has served a probation of at least five years in the scientific work of the department; or (3) unless he has had experience for the same number of years in similar work, official or otherwise, elsewhere. (Act of 1890. ch. 11). Field geologists and first class clerks receive \$1,400 to \$1,750 a year; surveyors and explorers, \$1,150 to \$1,300. See Civil Service List above.

Provincial.

The Civil Service of the various Provinces is governed by local statutes. Thus in the *Ontario* Public Service clerks in the fourth-class receive \$400 to \$650 a year; in the third, \$700 to \$950; in the second, \$1,000 to \$1,200; in the first, \$1,200 to \$1,400. (R. S. O. 1887, ch. 14.) In *Manitoba* all candidates must pass an examination before the Civil Service Board. (Manitoba Civil Service Act, 1885.) In *British Columbia* civil servants have to give security. (Consol. Stat. 1888. ch. 20, and Stat. 1891. ch. 2.)

New South Wales.

Every candidate must before admission pass a qualifying examination; a register of qualified candidates is kept; any minister may select any person, who must be from 17 to 25 years old, from such list for appointment in the Civil Service. Subsequent

promotion rests with the Minister of each department, who is assisted in filling up vacancies by the recommendation of the Civil Service Board. (Civil Service Acts, 1884 and 1886.) In the Government Printers Department, machinists, pressmen, lithographers, bookbinders, paper rulers, embossers, &c. get 15*l.* to 22*5l.* a year, and readers 20*l.* to 30*l.*; female sewers and folders, 3*s.* 6*d.* to 8*s.* 6*d.* a day; compositors 10*s.* to 12*s.* a day. (Rules in Government Gazette, 1st October 1890.)

Appointments in the public service are made on the certificate Victoria.

of the Public Service Board. The public service is divided into the first, the professional, the clerical, and the non-clerical divisions. The first division consists of a few of the higher positions, and the professional includes offices for which special professional skill is required. The non-clerical division consists of persons specially appointed to it. The salaries of these classes vary. Single women may be employed in the public service, but they must retire if they marry; but sewing mistresses and female warders may be exempted (sec. 43). Candidates for the non-clerical division must be between 16 and 40, or in special cases 45 years of age; telegraph boys, sewing mistresses, &c. are excepted (sec. 36). All members of the service may retire or be retired at 60 years of age, and at 65 must retire unless specially retained (secs. 143-5).

First, professional, and non-clerical divisions.

The clerical division is divided into five classes, of which the first three are called the higher, and the last two the lower, classes. *Clerical division.* The yearly salaries in the *fifth class* begin at 80*l.*, if the member is 19, and rise to 200*l.*; in the *fourth*, they rise from 210*l.* to 350*l.*; in the *third*, from 360*l.* to 450*l.*; in the *second*, from 500*l.* to 600*l.*; and in the *first*, from 610*l.* to 750*l.* All new appointments are made to the fifth class; candidates must be from 16 to 30 years of age. The appointee must insure his life (sec. 37). Promotions go for the most part in each department by seniority and merit, but outsiders may be appointed (sec. 47). There are two separate competitive examinations for employment, one for the higher and one for the lower classes (sec. 53), which all must pass (sec. 56), except graduates of Melbourne or other recognised University, who may be promoted to the higher classes without examination (sec. 54). (Public Service Act, 1890, and Regs. in Government Gazette, 5 January 1891, pp. 119-182; and as to travelling allowances, 14 August 1891, p. 3384.)

There are, as in other Civil Services, Professional Offices South Australia. which require some skill usually acquired in some profession outside the ordinary routine of the Civil Service. Vacancies in these may be filled up by special appointments of the Governor. In the ordinary Civil Service, all candidates are examined in Adelaide, and join on probation at 16 years, beginning at 50*l.* a year after the first three months, for which they receive no pay, or at 18 may be appointed to the sixth or lowest class of the Civil Service. When a vacancy occurs, that officer is as a rule promoted "being qualified and most deserving of promotion who shall stand next in rotation on the classified list of that division of the service." Officers in the sixth class receive from 100*l.* to 150*l.* a year; in the fifth, 160*l.* to 210*l.*; in the fourth, 220*l.* to

270*l.*; in the third, 280*l.* to 330*l.*; in the second, 350*l.* to 425*l.*; in the first and Professional Division the pay varies. (Civil Service Acts, 1874, 1881, 1885 and 1890.) The Public Service Commission which was appointed in January 1888, to inquire into the Civil Service, issued its final report in September 1890:

Queensland.

The Civil Service consists of the Professional Division, *i.e.*, where some special skill or knowledge is required; the Ordinary Division; and the Unclassified Division. In each of the Classified Divisions there are five classes, and a probationary class. The 1st class consists of under secretaries and such other officers whose pay is not less than 600*l.* a year, as the Governor in Council may direct to be placed therein; the 2nd, of those who receive not less than 400*l.* and are not officers of the first-class; the 3rd, 300*l.* to 400*l.*; the 4th, 200*l.* to 300*l.*; the 5th, 50*l.* to 200*l.* Every candidate for admission must apply to the Civil Service Board, and must, except in rare special cases, pass an examination before the Board, or "prove that he has already " passed some other equivalent examination held by some duly " constituted examining authority."

Classes.

Examinations.

Examinations for the Ordinary Division (*see* for these the Regs. of 8th March 1891, in the Government Gazette of 11th April 1891, p. 1,323) are held every June or July, or oftener if necessary. Candidates must be over 16 and under 25 years of age, and must have resided 12 months in the Colony: fee on application, 30*s.* Candidates are examined in handwriting, English, arithmetic, book-keeping and accounts (elementary), geography, English history, and shorthand writing, and may also select one of the following subjects: Mathematics, Latin, French, German, Elementary Chemistry, or Elementary Geology and Mineralogy.

Appointments.

Successful candidates are appointed, as required, into the probationary class for six months, and then into the 5th class. Vacancies are filled up by the "promotion of an officer in the " same class, or that immediately below it," or by transference of another officer. The above provisions do not apply to State school teachers.

Superannuation.

Every officer, except female officers, may retire of his own accord, or may be compelled to retire, at 60 years, or before 60 years if in bad health. Every such officer is entitled, if he has served 15 years, to a superannuation allowance of a quarter of his average annual salary received during the whole period of his service, and one-sixtieth part of such salary for every additional year of service, but the whole must not exceed two-thirds of his salary. No such allowance is paid in respect of salary in excess of 1,000*l.* a year in the Ordinary and 1,200*l.* in the Professional Division. Officers not entitled to a superannuation allowance, who are compelled to retire through ill-health or bodily injury, or if dead, their widows, may be given a gratuity not exceeding one year's salary of the retiring or deceased officer. All officers must pay every month 4 per cent. a year of their salaries into a Superannuation Account (as to the management

of which *see* the Government Gazette, 11th January 1890), but not on excess of salaries over 1,000*l.* a year in the Ordinary and 1,200*l.* in the Professional Division. (Civil Service Acts of 1889 and 1891 and the Pensions Act of 1891.) Regulations for the guidance and conduct of Officers were promulgated in the Government Gazette of 21st February 1890; and an additional regulation in that of 30th August 1890, p. 1332.

There is no Civil Service Act in Tasmania, and the system of pensioning Civil Servants has been abolished. Appointments are made by the administration of the day, subject to the criticism of Parliament, and preference is given to local applicants. Pay ranges from 50*l.* to 1,000*l.* a year; 135 officers receive from 200*l.* to 500*l.* a year, and about 30 over 500*l.* Tasmania.

No person may enter without passing a competitive examination, but persons skilled in medicine, law, navigation, science, technical art, live stock, and in naval and military matters, and persons appointed under the Defence Act, 1886, and Police Force Act, 1886, officers of prisons, and warders of lunatic asylums are excepted. The Service is divided into five classes; every one entering the 5th class, must be from 17 to 22 years old; no cadet receives more than 100*l.* a year: appointments above cadetships are filled up as a rule by way of promotion; five per cent. of all salaries is deducted and invested for the benefit of the recipient. Officers may be superannuated at 60 years. These rules do not apply to the Railway Staff, and the Postal and Telegraph Department may be excepted from them. (Civil Service Acts 1866, 1886, and 1887.) New Zealand.

The competitive examinations are called the "junior examination," and Senior Civil Service Examination," and are held every January. A candidate for the junior must have attained the age of 15 years, must produce testimonials as to character and health, and pay a fee of 1*l.* 1*s.* He is examined in English grammar, composition and spelling, arithmetic, and geography; and any two of the following subjects he selects, Latin, Greek, French, German or Italian, Maori, Algebra, Euclid, English history, elementary mechanics, elementary physics, elementary chemistry, elementary biology, and shorthand. A candidate for the senior examination must pass in English language, and literature; arithmetic or algebra; either Latin, Greek, French, German, Italian, or Maori; and any three he likes of the following subjects, Euclid, trigonometry, English history, elementary mechanics, elementary physics, elementary chemistry, elementary biology, Latin, Greek, French, German, Italian, Maori, or Shorthand. (Regulations of 22 March, 1887, published in Gov. Gazette, March 31, 1887.) Examinations.

A candidate for *the clerical division* must pass a junior examination in the subjects prescribed for the time being for the sixth standard in a public school or its equivalent in a private school. On entering the division he must be from 16 to 20 years of age, and must produce certificates of character, age, and health. Before being eligible for promotion he must pass a senior examination, which is similar to the senior examination mentioned Post and
Telegraph
Department.

above, unless he has passed the matriculation or equivalent examination, or taken a degree in any University in New Zealand, the United Kingdom, or any of the Australian Colonies. The annual salaries are : first class, 280*l.* to 550*l.* ; second class, 370*l.* to 400*l.* ; third, 315*l.* to 355*l.* ; fourth, 260*l.* to 300*l.* ; fifth, 190*l.* to 250*l.* ; sixth, 115*l.* to 180*l.* ; cadets, 40*l.* to 100*l.* ; chief postmasters, 310*l.* to 500*l.* ; postmasters, 140*l.* to 300*l.*

A candidate for the *non-clerical division* must not be over 35 years of age, and must pass an examination in handwriting, reading print, spelling, and arithmetic, unless he has already passed an equivalent one. Single females from 16 to 25 years are eligible, but they must retire on marriage. The annual salaries are : female cadettes, 40*l.* to 120*l.* ; linemen, 110*l.* to 140*l.* ; letter carriers sorters, up to 150*l.* ; letter-carriers, 50*l.* to 140*l.* ; post office messengers, 50*l.* to 120*l.* ; junior and assistant (1) counter clerks (telegraph) 50*l.* to 100*l.* ; (2) exchange clerks, 60*l.* to 120*l.* ; despatch clerks, 50*l.* to 100*l.* ; distributors, 50*l.* to 80*l.* ; telegraph message boys, 26*l.* to 36*l.* (Government Gazette, 24 January, and 16 April, 1891 ; Post and Telegraph Acts, 1890, and 1891.)

Cape Colony.

Candidates must have been vaccinated (Act 4 of 1883, sec. 60) ; must not be of intemperate habits, or have been imprisoned for crime, or be an insolvent (Act 42 of 1885, secs. 17 and 18) ; must be of good health and character ; must be over 17 and under 25 years old ; and must pass an examination (fee, 1*l.*) At that of December 1892, held in Cape Town and Grahams' Town, the following will be the compulsory subjects, the Dutch language being especially important :—Writing, spelling, copying document, writing from dictation, reading, précis work, digesting of returns into summaries, indexing and correcting printers' proofs, the Dutch language, arithmetic, geography, and English and Cape Colony history : candidates may also pass in German, French, and Kaffir languages, in book-keeping, shorthand writing, and logarithms, or one or more of these subjects. Candidates who are graduates of the University of the Cape of Good Hope are exempted from this examination, and undergraduates of the University of London or of the Cape of Good Hope from reading, spelling, dictation, arithmetic, geography, history, and from Dutch if they have already passed an examination in it. Due weight in making appointments will be given to such additional certificates. (Government Gazette, 29th January 1892.) Official lists are made of all those who have qualified, with a note of the marks gained in the examination. When a vacancy has to be filled up in any department, the Minister in charge of it selects from these lists the person in his opinion best fitted to fill the office. For regulations as to hours, leave, &c., see Government Gazette, 16th September 1890. Members of the Civil Service are eligible as candidates for the Civil Service Law Examination (fee 1*l.*). At the examination in June 1892, the subjects will be Dutch Law, English Law, and certain Colonial statutes. (Government Gazette, 8th September, and 2nd October, 1891.)

Persons may be superannuated on a pension when 60 years old. *Superannuation.* (Civil Service Act, 1885.) But to entitle a person to such pension a monthly deduction must have been made from his salary and paid into the "Civil Service Pension Fund" (Civil Service Pension Fund Act, 1886). The deduction is generally 3 per cent. a year on his salary (*id.* and Civil Service and Pension Fund Acts Amendment Act, 1888, sect. 20). These Acts now apply also to the Transkei, Griqualand East, Tembuland, Port St. John's, and Walfish Bay. (Government Gazette, 25 September, 1891.)

The above-mentioned Act of 1888 also (1) authorises the superannuation of telegraphists, locomotive engine drivers, and firemen at 50 instead of 60 years; and (2) enables the Ministerial head of any department to appoint to such department without examination and without limit as to age certain persons, and amongst them in certain departments clerks below the third class.

There are no rules with regard to admission into the Civil Natal. Service, the appointments resting with the Governor, who makes his selection from the list of candidates for employment. Where the emoluments exceed 100*l.* a year the appointment must be confirmed by the Secretary of State for the Colonies. There is no examination, except in the case of interpreterships, but a probation of 12 months must be served. A candidate for appointment as a Student Zulu Interpreter must be at least 17 years old, must produce a certificate of his knowledge of geography and history, and must pass an examination in arithmetic, English, and Zulu; during the first probationary year he receives a salary of 84*l.* (Gov. Gazette, 28th July, 1891.) *Interpreterships.*

The ordinary clerkships are of three classes, and the yearly pay is:—*3rd Class*, 100*l.*, rising 10*l.* a year to 150*l.*; *2nd Class*, 150*l.*, rising 12*l.* 10*s.* a year to 200*l.*; *1st Class*, 200*l.*, rising 12*l.* 10*s.* a year to 300*l.* Besides the above, there are, in the Postal and Telegraph Departments, supernumerary clerkships with annual salaries of 84*l.*, rising 6*l.* a year to 96*l.*; the postmaster at Durban gets 400*l.* a year, at Maritzburg 300*l.*, and at smaller places less. There are always more applicants for the Civil Service than there are vacancies. (Per Col. Sec., Dec. 1889.) *Salaries.*

When any person is appointed to any office in the Public Service, the holder of which is required to give security (such as an office involving payment or receipt of public money or stamps), one-eighth per cent. on the amount for which he is required to give security is deducted annually from his salary. (Law No. 7, of 1890.) *Giving security.*

CLERGYMEN.

There is no State Church in the Colonies. Clergymen are generally appointed by the bishop of the diocese. The organisation of the Church is under the direction of the Synod or Diocesan Council. The laity has for the most part more control over the clergyman in the administration of his parish than *Church of England.*

in England. In New Zealand he is appointed by a board of eight nominators, who are elected annually, four by the vestry of the parish and four by the diocesan synod. The bishop has to judge of the fitness of the person nominated, and there is an appeal against his decision to the bench of bishops. In all the Colonies the stipend of the clergy is, as a rule, supplied by the voluntary offerings of the congregation, supplemented in some cases by the S.P.G. and other societies. According to the rules of the Synod of the Cape a priest in charge ought to receive according to his term of service, 250*l.* to 300*l.* a year with free house, and travelling allowance where required; priest's assistant should get 200*l.* to 250*l.* a year, and deacons 150*l.* to 200*l.*; but the actual incomes received are very often much below this standard. The parishes outside the principal towns in the colonies are far larger than those in England, and a clergyman has a considerable amount of travelling to do by carriage or on horseback. Few of such clergymen would have curates. There is, perhaps, more opening for English clergymen in Canada than in the Cape or Australia, but there are many theological colleges in all the Colonies from which the local supply of clergymen is generally obtained. The stipends vary greatly, so that it is impossible to give any general average. Clergymen here, requiring work in any colonial diocese, should write to the English Commissary of the Bishop, whose address will be found in the Clergy List.

Wesleyan,
Roman Catholic,
and other
Churches.

The organisation of these churches in the Colonies is in the main similar to that in England. Ministers requiring information as to openings for work, modes of appointment, &c. should apply to the respective organising centres of these churches here.

CLERKS.

In all Colonies. The openings for clerks are so few that none should go out without a previous engagement, or without at least 100*l.* in hand on arrival. No colony gives any assistance for clerks' passages, and the local supply is generally much greater than the demand. (See also under Civil Service and Railway Employés.)

COMMERCIAL TRAVELLERS.

The following information as to the regulations affecting commercial travellers in the Colonies was obtained by the Colonial Office in 1890 from the officers administering the various Colonial Governments.

N. S. Wales.

No licence is required by a person who sells or offers for sale, by sample or otherwise, goods of a firm whose place of business is not in the Colony, and all goods imported in excess of ordinary requirements for sample purposes, and having a saleable value, are treated as merchandise.

There are no restrictions whatever affecting commercial Victoria. travellers in this Colony.

Commercial travellers receive every consideration in South South Australia. They, of course, have to pay duty according to the Australia. tariff, but may obtain drawback on re-exportation.

They may also, on application, have their samples delivered on deposit of double the amount of duty, and, after exhibiting them may, on reshipment, obtain a refund in full. Cut samples of dutiable articles are not charged duty. No licence fees are required.

Samples, if over 1 cwt. are charged at half parcel rates: by parcel rates the carriage of 112 lbs. costs 4s. 8d. for 100 miles, and 8s. for 300 miles. (Railway, Time, and Fare Tables.)

There are no special regulations affecting commereial travellers, Queensland. either from the United Kingdom or elsewhere, in force in Queensland, nor are such persons required to be licensed. Respecting the admission of samples and patterns, the custom is to collect duty on goods alleged to be samples when such are liable to duty, if they are reported intact, to allow a drawback of the duty paid on importation. If any portion of the goods is sold here, drawback is refused on the whole parcel. The minimum amount of drawback that can be paid is 2*l.* Cut patterns of no commercial value are admitted duty free. Drawback is not allowed on the following goods, viz.: ships' stores, grain, tobacco, spirits, wine, beer, and jewellery.

There are no regulations affecting British commercial travellers Western Australia. in this Colony. Commercial travellers and others will be allowed to pass their samples on deposit of the duty due, the amount of duty to be decided by the examination of the samples when entered inwards, a list of the goods being then taken. When entered outwards for drawback, the shipment is again to be examined and compared with the list, the full duty deposited on importation being refunded *pro ratu* on any balance of the shipment, *provided it be exported within two months from day of entry inwards*. The deposit, or the balance thereof after any refund, will be carried to the credit of the Government immediately the goods or the balance thereof shall have been exported. If no refund be claimed within two months from date of entry, the whole of the deposit will be carried to the credit of the Government. No refund of duty can be allowed on samples chargeable on importation with an *ad valorem* duty, when such samples are of a less total value than 50*l.* The duty on jewellery and watches must be paid in the first instance, or the goods must be bonded. In no case will any refund of duty be allowed, except when samples are exported in original packages, and when the consignment exported exceeds 50*l.* in value.

Commercial travellers pay no licence fee, and no distinction is Tasmania. made between them and other importers, except in regard to small quantities of tobacco as samples which the ordinary importer is prohibited from introducing into the Colony. All cut patterns of no value except as samples are admitted free of duty.

New Zealand.

In New Zealand commercial travellers are not subject to any restriction of any kind, nor is there any licence fee imposed on them. Travellers' samples are not charged with duty when they are of no commercial value—such as cut samples of drapery; but complete articles of clothing, boots and shoes, articles of plated ware, jewellery, hardware, &c. are charged with full duty. In the case of travellers passing through the Colony full duty is collected at the port at which they first arrive, but at the port of their departure from the Colony an account is taken of the samples in their possession, and duty on these is refunded on proof of due exportation. The railways allow each commercial traveller 112 lbs. of luggage free; for every 56 lbs. or part of 56 lbs. above this weight, the charge is 6d. for every 50 miles or part of 50 miles.

Cape Colony.

Under the provisions of section 3 of Art. 38 of 1887, an agent of a foreign* firm is defined as “any person other than an importer who sells or offers for sale by sample or otherwise goods of a firm whose place of business is not in this Colony, but shall not include a person who sells or offers for sale goods consigned to him by a foreign firm.” In Schedule II. of same Act under “Tariff of licences, annual,” it is provided that “For every agent of a foreign firm the charge for licence duty shall be 25*l.*, and by clause I. of this schedule it is further provided that all of the above (annual) licences shall, no matter at what period of the year they may be taken out, expire on the 31st December then next. When any such licence shall be issued upon or after the 1st July, there shall be payable only one-half of the appointed sum (which in the case of an agent of a foreign firm for a licence taken out on and after the 1st July would amount to 12*l.* 10*s.*). If taken out at any time before the 1st July there shall be no deduction.” A licence as an agent of a foreign firm covers the business of the licensed person throughout the Colony. That is, a licence taken out at Cape Town will enable the licensed agent to travel to every town in the Colony during the currency of the licence. The licence being personal cannot be transferred from one person to another. Therefore an agent of a foreign firm who leaves the Colony before the expiration of the licence, and who is succeeded by another duly authorised agent of the same firm cannot pass the licence to his successor for the unexpired term of such licence. No refund of licence duty can be made in respect to a licence which is only used for a period less than that mentioned in the licence, the owner of which either returns to Europe or continues his journeys to other countries, or who is succeeded by another agent. Under the same section (3) an “importer” means every person who imports any goods other than the produce of South Africa for the purpose of trade or barter, provided that such importation shall be of the value of at

* The word “foreign” is used to describe anyone not belonging to this Colony, consequently the expression “agent of a foreign firm” includes “agent of a British firm” or “agent of a British Possession firm.”

least 1,200*l.* during the year ending 31st December "and the charge for licence duty is 12*l.*" subject to the provisions above quoted as to yearly and half-yearly licences. Such an importer can act as an agent of a foreign firm, but to enable him to sell the goods so imported he would require a further licence as a general dealer at 3*l.*

An agent of a foreign firm who was not a *bonâ fide* importer, that is, one who imported goods not of the value of 1,200*l.* in any one year, and who sought to evade the payment of the higher duty (25*l.*) by taking out licences as an importer (12*l.*) and general dealer (3*l.*), would render himself liable to a penalty of five times the amount of the licence duty (or 125*l.*), under the provisions of section 6 of Act No. 13 of 1870, for trading as an agent of a foreign firm without a licence.

A "broker" under section 3 of the Act is defined as every person (other than an importer or agent of a foreign firm) who shall in this Colony carry on the trade or business of making bargains and contracts between other persons in matters of trade, commerce, or navigation for a remuneration commonly called a "brokerage." The licence duty is 5*l.* for the whole year, commencing 1st January, or 2*l.* 10*s.* for the half-year commencing 1st July.

There are no written regulations on this subject, but there is an established practice here equivalent to a *lex non scripta*, that travellers' patterns or samples are allowed to be received under the deposit system, that is to say, the traveller makes a small money deposit with the collector, varying in amount according to circumstances and the discretion of the collector, and when the traveller leaves the Colony he receives his deposit back if he can show that he has not sold any of the goods. Natal.

Patterns or samples of no intrinsic value, such as strips of cloth or old boots and shoes, are regarded as free of import duty; but patterns or samples sold in the Colony are charged with duty.

If the commercial travellers trade or carry on business in Natal for foreign firms, they must take out the licences, and pay the stamp duty imposed upon persons trading and carrying on business in Natal.

A commercial traveller's licence costs 10*l.*

In the parts bounded by British Bechuanaland, the German Protectorate, the Rivers Chobe and Zambesi, the Portuguese Possessions, and the South African Republic, no one may trade without a licence from the Resident or Assistant Commissioner, or Magistrate. The licence costs 10*l.* for a year. (Brit. Bech. Gov. Gazette, October 30, 1891.)

British
Bechuanaland.
British Pro-
tectorate in
South Africa.

DENTISTS.

No one may practice dentistry or dental surgery, except extracting teeth, without a certificate (fee \$5). Such certificate shall be issued by the provincial secretary, upon production to him of diploma of graduation in dental surgery from the Faculty Canada:
Prince
Edward
Island.

of any Canadian dental college, or the Faculty of any Canadian university having a special dental department, or from any such institution duly authorised by the laws of Great Britain, or any of her dependencies, or from any dental college in the United States of America, recognised by the National Board of Dental Examiners of the United States, or from any recognised dental institution of any other foreign country, which required at the time of issue of such diploma or licence, attendance at a regular course of lectures, and an apprenticeship of not less than two years. (P.E.I., Dental Act, 1891.)

*New
Brunswick.*

No one may practise dentistry or dental surgery unless he is registered by "the Council of Dental Surgeons of New Brunswick." The registration and annual fee, if required, is \$1 to \$5 in each case. No person shall be entitled to be registered unless he shall prove "that he has fulfilled all the requirements for graduation in any one of the colleges or dental schools in the United States of America recognised by the National Association of Dental Faculties, or in any other college or dental school recognised by the Council." But the Act does not apply to any duly qualified medical practitioner (*see p. 39*) extracting teeth, nor any paid assistant not registered, who is employed by any registered dentist in (but not outside) his office. (New Brunswick Dental Act, 1890.)

Quebec.

No person, except licensed physicians and surgeons, may practise as a dentist unless licensed by the "Dental Association of the Province of Quebec," and registered. Students must serve under indenture with a licensed surgeon dentist of the Province for four years, and during that time attend lectures. Before being admitted to practise they must (1) pass an examination in French, English, Latin, history, geography, arithmetic, and geometry, and (2) an examination in dental surgery. A registered and indentured student, holding a diploma from a recognised college of dental surgery, is entitled, after three years of clerkship only, including the time passed in such college, to be admitted for examination in dental surgery, and if he passes to be licensed as a surgeon-dentist. Licensed physicians and surgeons are generally exempt from the above provisions, but if they desire to practise as dentists, and be publicly known as such, they must be licensed as dentists and pass an examination upon the mechanical and operative part of dental surgery. (Statutes of 1889, ch. 40.) It appears from the above that British or other dentists must, before being allowed to practise in Quebec, pass an examination there in dental surgery.

Ontario.

No person may practise without the certificate of licence of the Royal College of Dental Surgeons of Ontario. "All persons being British subjects by birth or naturalization who were engaged on the 4th March 1868 in the practise of the profession of dentistry, or who, not having been residents in Ontario, have had three years' experience in the practice of dentistry, shall be entitled to the certificate of 'Licentiate of Dental Surgery,' upon (1) proof thereof, (2) passing an examination, (3) payment of fees. These provisions do not

affect the rights and privileges of legally qualified medical practitioners. (Revised Statutes, 1887, ch. 150.) Examinations are held at least once a year. (Statute of 1891, ch. 28.)

No one may practise without a certificate (fee \$25) from the Clerk of the Legislative Assembly. This is issued to anyone producing a diploma in dental surgery from any Canadian Dental College or University, or similar institution authorised by the laws of Great Britain or her Dependencies; or a licence issued by any Canadian province or by any foreign institution where the course of study is 2½ years. This does not apply to medical men extracting teeth. (Ordinance No. 9 of 1889.)

North-West Territories.

No person may practise unless (1) he has "received a diploma from the faculty of some reputable dental college, school, or university department duly authorised by the laws of Great Britain and its dependencies, or the laws of some foreign government, in which there was at the time of issuance of such diploma annually delivered a full course of lectures and instructions in dentistry or dental surgery, and (2) unless he has had issued to him a certificate" (fee \$25) from the Board of Examiners in British Columbia. But this does "not prevent physicians, surgeons, or others from extracting teeth." Any other British subject resident in British Columbia wishing to practise dentistry must be apprenticed to a qualified practitioner for three years and then pass an examination. (Consol. Statutes, 1888, ch. 34.)

British Columbia.

All dentists, other than legally qualified medical practitioners (see p. 48) must be registered by the Dental Board of Victoria before they may practise or recover fees. Application must be made to the Board; the fee on application is 5*l.* 5*s.*, and on registration 5*s.* Any person shall be entitled to be so registered in Victoria (1) who is registered or entitled to be registered in the United Kingdom in accordance with the law for the time being in force therein as a dentist or medical practitioner; or (2) who has attained the age of 21 years, and has been engaged continuously during a period of not less than four years in the acquirement of professional knowledge, and has passed an examination before the Board in the subjects prescribed by them; or (3) any person who has practised dental surgery or dentistry for 19 years elsewhere than in Victoria, and has been granted by a foreign country or British possession (other than the United Kingdom) a diploma or other certificate in dentistry, which, in the opinion of the Board shows he possesses sufficient knowledge for practising dentistry; or (4) any person specially authorised by the Board. (Medical Act, 1890, Part II.)

Victoria.

Dentists do not require registration; they are not affected by the Medical Act of 1867. *Queensland.*

A dentist may practise without licence or examination. There is no law touching dentists specially. *Western Australia.*

Dentists must be registered, for which application must be made to the Board of Examiners in Dental Surgery and Dentistry. The fee on application is 1*l.*, and on registration 5*s.* Any person shall be entitled to be so registered who holds any certificate, diploma. *Tasmania.*

membership, degree, licence, letters, testimonial, or other title, status, or document (whether granted in a British possession or foreign country) as may be recognised by the Board of Examiners as furnishing a sufficient guarantee of his knowledge and skill. (Dentists Act, 1884.)

Anyone is also entitled to be registered who has been for at least four consecutive years the apprentice of a registered dentist, and has been during that time engaged in the practice of dentistry, and has attended a course of lectures and hospital practice at the Dental Department of the Hobart, Launceston, or other recognised hospital during two years, and has obtained after examination a licence from the Board of Examiners in Dental Surgery and Dentistry, and has paid his fees. (Dentists Amendment Act, 1890.)

New Zealand.

Registration is compulsory. Any person who is (1) registered or entitled to be registered under the Imperial Dentists Act, 1878, or (2) has a Colonial or Foreign Dental Diploma recognised by the Board of Examiners in New Zealand, or (3) has served a three years' pupilage to a person registered under the above Act, and has after examination obtained a certificate from the above board, may be registered and practise as a Dentist. (Dentists Acts, 1880, 1881, and 1891.)

Cape Colony.

No one may practice as a dentist without a licence signed by the Colonial Secretary on the recommendation of the Colonial Medical Council. The Council is authorised to define what diplomas or certificates will be entertained by it in the application by any person for a licence. Women, as well as men, are eligible for the licence. (Medical and Pharmacy Act, 1891.) The licence fee is 2*l.* 10*s.* (Stamp Act, 1884.)

GOVERNESSES.

In all Colonies.

Certificated Governesses—especially if they are proficient in music—have in many cases fair prospects of employment; but they are recommended to make special inquiry before going. They must also be prepared to take more part in the domestic work of the household than is customary in this country. Salaries are not much higher than in England. There is no demand in Tasmania, Queensland, South Australia, or Canada. At Winnipeg in Manitoba, governesses receive \$8 to \$10 a month with board; the demand is small. There is some demand in Cape Colony for Governesses, if certificated, to teach in families and private farm schools; the pay in families is 30*l.* a year and upwards, with board and lodging.

MOUNTED RIFLES.

Cape Colony.

The constitution of the "Cape Mounted Riflemen" is regulated by Act 9 of 1878. Application for admission into the force must be made to the Colonel, at King William's Town, in Cape Colony; or, when recruiting is going on in England, to the Agent-General at 112, Victoria Street, Westminster, S.W.

As the life is a hard one, preference in selecting candidates is given to youths of strong physique, and especially to those who have been accustomed to athletic exercises, and can ride and shoot well, and are from 20 to 26 years of age, from 5 ft. 5 ins. to 5 ft. 10 ins. in height without boots, not less than 34 inches chest measurement next the skin, and not more than 160 lbs. in weight. Recruits engaged in England must pass a medical examination both here and in the Colony.

The pay is as follows :—

Lieutenant-Colonel.—600*l.* a year, and 300*l.* contingent allowance.

Captains.—16*s.* a day, increasing annually by 1*s.* a day up to 20*s.* a day ; also a contingent allowance of 5*s.* a day for travelling expenses, waggon hire, stationery, care of arms and stores, and erecting temporary offices.

Paymasters.—400*l.* to 450*l.* per annum, including all allowances.

Surgeons.—456*l.* per annum.

Adjutant and Musketry Instructor.—500*l.* per annum, including all allowances.

Quartermaster.—365*l.* per annum, including all allowances.

Lieutenants receive 13*s.* 6*d.* a day, increasing annually by 6*d.* a day to 15*s.* a day.

Sergeants.—1st class, receive 9*s.* a day

” 2nd ” ” 8*s.* ”

” 3rd ” ” 7*s.* ”

Privates.—1st ” ” 6*s.* ”

” 2nd ” ” 5*s.* ”

} Diemounted
branch receive
6*d.* a day less.

Non-commissioned officers and privates will, after five years service, receive on re-engagement for three more years an increase of 1*s.* a day from date of re-engagement ; and after eight years service a further increase of 6*d.* a day on re-engagement for three years, and a still further increase of 6*d.* a day for every subsequent re-engagement for three years.

Out of this pay all members of the force provide uniform, &c. ; but each recruit receives 10*l.* on joining, in aid of the purchase of a horse, and a free outside kit, viz., helmet, jackboots, breeches, and tunic ; the same is issued free upon re-enrolment. There is a system of superannuation and pensions. The force consisted on 31st December 1890 of 819 officers and men.

NOTARIES PUBLIC.

The appointment of notaries in the Dominion of Canada is governed by local legislation on the subject, which varies a good deal in the different provinces. In no instance, so far as can be gathered, does such legislation make any special provision for the admission to practice of notaries public of the United Kingdom, although, on the other hand, there is nothing in the regulations that necessarily deters them from becoming candidates for such appointments. Canada.

Prince Edward Island.

Notaries public are appointed by the Lieutenant-Governor: notaries public of Great Britain desiring to act as such in this province would also require to be appointed as above mentioned.

New Brunswick.

The same regulations obtain here as in Ontario, with the exception that others than members of the legal profession of the province are eligible, and that the certificate has to be obtained from the Provincial Attorney-General (Consolidated Statutes, 1877, chap. 28).

Nova Scotia.

Any barrister of the Supreme Court of Nova Scotia is entitled to receive a commission as notary public on paying \$10 fee to the Provincial Secretary's Office. Any other suitable person may receive an appointment as notary public at the pleasure of the Governor in Council. There is no statutable provision that notaries commissioned by the Imperial Government are able to exercise their functions in Nova Scotia, and it is the opinion of the Attorney-General of the Province that any notary of England, Scotland, or Ireland would have to receive a commission from the Governor in Council of the Province before he would be qualified to act therein (December 3, 1888).

Quebec.

Notaries are governed by "the Board of Notaries" (Revised Statutes, 1888, Art. 3707). No notary can be an advocate, physician, or land surveyor (Art. 3630). Notaries are appointed for life (Art. 3607); they pay an annual subscription of \$4 (Art. 3777). Candidates for admission to study (1) must be British subjects, (2) must have concluded a complete course of classical and scientific studies in an incorporated institution within or without the Province, (3) must pass an examination upon their classical and scientific attainments, and the French or English languages; the fee on admission is \$20 (Arts. 3801-10). But now by ch. 45 of the Statutes of 1890 any holder of a degree of Bachelor of Arts, of Sciences, or of Letters, conferred upon him by any Canadian or British University, is exempted from both the above examinations. Before being admitted to practise, every candidate (1) must study under a notary for five years; or for four years, if he has been through a two years' law course in a University of the Province; or for three years only, if he has been through a three years' law course, and obtained a degree in law in such University; (2) must pass an examination in the science of law, in the practice of the notarial profession, and the drawing up of notarial deeds; his commission costs \$50 (Arts. 3813-4, 3829-30). No mention is made of British notaries (Arts. 3604-3957).

Ontario.

The Lieutenant-Governor makes the appointments on production of a certificate that has to be obtained by the applicant (who must be a member of the legal profession) from the county court judge of the county in which he resides, or from any other person appointed in that behalf by the Lieutenant-Governor, that the applicant has been examined and found qualified, and that, in the opinion of such judge or such other person, a notary public is needed for the public convenience in the district in which the applicant resides and intends to carry on business (Revised Statutes, 1887, chap. 153).

Appointments are made by the Lieutenant-Governor in Council at discretion. Persons other than barristers and attorneys of the Province must pass an examination before appointment; the examination fee is \$5. (Statutes of 1883, chap. 37.) *Manitoba*

The Lieutenant-Governor in Council appoints at discretion. (Ordinance No. 8 of 1878.) *North-West Territories.*

The Lieutenant-Governor in Council appoints at discretion; the fee is \$10, except the appointment be for rural districts, when there is no fee. (Consolidated Statutes, 1888, c. 89.) *British Columbia.*

Notaries public acting in New South Wales obtain their commissions through the Faculty Office, Doctors Commons. It is therefore presumed that a notary public qualified to act in the United Kingdom requires no additional qualification to enable him to act in that capacity in New South Wales (November 14, 1888). *New South Wales.*

There appears to be no legislation on the subject. It is assumed that anyone qualified to act as notary public in the United Kingdom is qualified to act in the Colony. *Victoria.*

Barristers and solicitors (*see* p. 16) may practise as notaries public (November 12, 1888). *South Australia.*

Notaries public are in the same position as those in New South Wales. *Queensland.*

Notaries public require no qualification other than that necessary to them as solicitors. English diplomas or certificates are recognised. *Tasmania.*

Anyone qualified to act as notary public in England, Scotland, or Ireland does not require any further qualification for acting as such in New Zealand. Notaries public doing business in New Zealand are limited to those who are qualified as mentioned above (November 15, 1888). *New Zealand.*

The Supreme Court may authorise every attorney of the Supreme Court (*see* p. 21) to practise as a notary public. Other persons must serve as articled clerks for at least one year, and pass the matriculation and law examinations of the University together with an examination before examiners appointed by the Court. (Acts 12 of 1858, secs. 4-6; 16 of 1873, secs. 19-21; 27 of 1883, sec. 14). Admission costs 12*l.* 10*s.* "Tennant's Notary Manual" is the standard work in Cape Colony. *Cape Colony.*

Notaries public are appointed by commission from the Governor. No apprenticeship is considered necessary, but lately the Government has made it a rule only to appoint persons of good character already admitted advocates or attorneys after examination (*see* p. 19). Applicants are examined by two commissioners appointed by the Attorney-General. Usually two attorneys who are also notaries are appointed. Previously to being admitted, a notary has to subscribe a declaration according to the form prescribed in "Tennant's Notary Manual," which is the standard work in *Natal.*

Natal. Notaries are now required to produce their protocols at the end of each half-year for examination by a commissioner appointed by the Government (Natal Almanac, 1891). The Admission Stamp is 10*l.*, and that on an annual licence is 5*l.*

NURSES.

In all
Colonies.

There are occasionally openings in the Colonies, as in New South Wales, for a few trained hospital nurses. There are Homes for providing trained nurses in some Colonial towns, and movements are made from time to time to start them in others, as lately at King William's Town in Cape Colony (this home was absorbed in 1891 in the Grey Hospital), and at Hobart in Tasmania. But as a rule, the Colonies do not offer any great attraction to nurses; the openings are not very numerous, and the pay is small as compared with that in other callings. In hospitals nurses in South Australia receive 2*s.* to 2*s.* 9*d.* a day, with apartments, rations, fuel, and light; in Western Australia, 30*l.* a year; in Tasmania, 20*l.* to 60*l.*, with allowances; in Cape Colony and Natal, 35*l.* to 55*l.* In lunatic asylums matrons receive in New South Wales, 75*l.* to 160*l.* a year, with quarters, &c.; at Adelaide, South Australia, the matron receives 150*l.* a year, and nurses 2*s.* to 3*s.* a day, both with apartments, rations, &c.; in Queensland nurses receive 26*l.* to 70*l.* a year; in Tasmania nurses receive, with allowances, 40*l.* to 45*l.* a year, matron, 150*l.*, and sub-matron, 80*l.*; in Victoria female warders receive 63*l.* to 96*l.* a year; in Western Australia the matron gets 70*l.*, and assistant matrons, 45*l.* a year; in Cape Colony, nurses, 30*l.* to 66*l.* a year; matrons, 48*l.* to 106*l.*; in Natal, nurses, 36*l.* to 48*l.*, and matron 80*l.* a year and quarters. Male warders in asylums receive 110*l.* to 175*l.* a year in Western Australia, in Victoria up to 13*l.* 10*s.* a month; in Natal, 84*l.* to 120*l.* a year; and in Tasmania, 60*l.* to 85*l.*, with allowances.

*Trained
nurses.*

The Colonial Medical Council in Cape Colony may grant certificates of competence as trained nurses (1) to any one who is the holder of a certificate as a trained nurse, granted by any one of such examining or other bodies as the council may prescribe; or (2) to any one who shall satisfy the examiners appointed by the council of his or her competence in nursing, and who shall in addition produce proof, by certificate or otherwise, of having had sufficient training in nursing work, under competent supervision. A register is kept of such trained nurses. (Medical and Pharmacy Act, 1891.)

Midwives.

See under Physicians and Surgeons.

PHYSICIANS AND SURGEONS.

Canada.

British diplomas and degrees generally entitle medical men to practise in Canada without any examination, after licence obtained from the Provincial Medical Boards, registration, and payment of fees. The principal universities of Canada have the power of conferring medical degrees.

No one may practise unless registered or licensed by the Medical Council. By sec. 28 "The Council shall admit upon the register [fee, \$5] any person who has already been registered under previous Medical Acts [of 1871 and 1874]; also, any person who at the time of the passing of this Act possesses a diploma or licence to practise from an accredited college or school of medicine in Canada, United States, or Europe; also every person who after the passing of this Act shall comply with the requirements of the next section [sec. 29] and shall obtain a certificate of study for four years, one of which may be with a regular practitioner, and a diploma or licence to practise from any accredited college or school of medicine in Canada, United States, or Europe, the matriculation examination of which same is" in the English or French language, arithmetic, algebra, geometry, and Latin (all elementary) and one optional subject. "The Medical Council may [at their option and discretion] grant licence to practise medicine or surgery, or midwifery, to any applicant now practising medicine, surgery, or midwifery, or any of them, provided that such applicant shall pass such practical examination as the Medical Council may think necessary for the public safety." By sec. 29, "No person shall begin or enter upon the study of medicine, surgery, or midwifery, for the purpose of qualifying himself to practise the same in this Province, unless he shall have obtained from the Council a certificate that he has satisfactorily passed a matriculation examination in the subjects above specified, or unless he has passed a matriculation examination equivalent to that of the College of Surgeons, London." By sec. 33, no "itinerant person" may practise unless licensed (fee, \$50) by the Council. By sec. 39, "Nothing in this Act shall be construed to prevent any woman from practising midwifery or nursing, or to prevent any person from practising dentistry, or treating cases of cancer by external application, and to charge for such services," nor anyone from practising medicine, surgery, or midwifery who has been doing so in the Province for four years immediately before the passing of the Act. (Act of 1890.)

All practitioners must be registered by the Medical Council. Every candidate for registration must (1) pass an examination in English, arithmetic, algebra, geometry, Latin, and one optional subject; unless he has already matriculated at some college in the United Kingdom, Canada, United States, or Europe; (2) must afterwards have studied for four years, and attended some university or college lectures during 12 months of that time; (3) must have attended the general practice of a hospital for 12 months, a clinical medicine course for six months, and a clinical surgery course for six months; (4) must have obtained a degree in the above subjects from the university or college he attended, or must have passed an examination in them before the examiners in New Brunswick; (5) must be over 21 years; (6) must pay a fee of \$10. The Council may vary these conditions (the N. B. Medical Act, 1881). Each medical practitioner is

*Prince
Edward
Island.*

*New Brun-
swick.*

liable to an annual fee of \$1 to \$2 (Act of 1882, ch. 30, and Act of 1884, ch. 17).

Nova Scotia.

No person may practise physic, surgery, or midwifery, unless registered and licensed by the Provincial Medical Board. The qualifications for registration are similar to those in New Brunswick, except that (1) the rules and subjects for the preliminary examination are slightly different, and (2) the fee is \$20 instead of \$10. A female, however, may practise midwifery on receiving a certificate only of competency from the Board (Revised Statutes, 1884, ch. 24).

Quebec.

All practitioners must be licensed and registered by the Provincial Board (Revised Statutes, 1888, Art. 3976). Any person who has obtained, after four years study, a diploma in certain universities or in colleges of the Province is entitled to be licensed without examination (*id.*, Art. 3977). The Board may grant the same privilege to holders of medical diplomas from other British, Colonial, or French universities or colleges (*id.*, Art. 3977), or to any person whose name is registered under the Imperial Medical Act, 1886, or amending Act (Statutes of 1889, ch. 39). Every other candidate for admission to practise medicine, surgery, and midwifery (1) must pass a preliminary examination in English, French, mathematics, &c., or prove that he has passed its equivalent elsewhere; but now by ch. 45 of the Statutes of 1890 a holder of a degree of Bachelor of Arts, of Sciences, or of Letters, conferred upon him by any Canadian or British University, is exempted from this examination; (2) must study for four years, and attend medical lectures and a hospital; (3) pass an examination as to his knowledge of medicine, surgery, and midwifery (Revised Statutes, Arts. 3978-3985). The Board may make rules for the practice of midwifery by women; and women in the country may practise midwifery, but they must first obtain a certificate of competency from a licensed physician (*id.*, Art. 3987). Persons wishing to practise as homœopathists are examined by the "Montreal Homœopathic Association" under very similar conditions of study as those above (*Id.*, Arts. 4003-10).

Ontario.

No person may practise medicine, surgery, or midwifery who is not registered by the Council of the College of Physicians and Surgeons of Ontario. "It shall be optional for the Council " to admit to registration all such persons as are duly registered " in the Medical Register of Great Britain, or are otherwise " authorised to practise medicine, surgery, and midwifery, in the " United Kingdom of Great Britain and Ireland, upon such " terms as the Council may deem expedient" (sec. 23). A person is entitled to be registered who before 23rd July 1870 (1) had received a medical or surgical degree or diploma of any university or college in Her Majesty's Dominions, or of such other universities or colleges as the Council may determine; (2) was registered under the Imperial Medical Act, 1858, or Amending Acts; (3) was a physician or surgeon in Her Majesty's military service (sec. 24). Other persons must pass examinations in which suitable provision is made for homœopathist students (Revised Statutes, 1887, ch. 148). Graduates in arts in any

university in Her Majesty's Dominions need not pass a preliminary examination. (Statutes of 1891, ch. 26.)

No person may practise medicine, surgery, or midwifery, *Manitoba.* unless registered by the "Council of the College of Physicians and Surgeons of Manitoba." Any person is entitled to be registered who (1) is a member of an incorporated medical body in Canada, which gives similar privileges to persons incorporated in Manitoba; (2) is mentioned in ch. 48 of the Imperial Act, 49 & 50 Vict.; (3) who is by examination a graduate in medicine of, or has received a certificate of competency from, the University of Manitoba (Statutes of 1886, ch. 31, ss. 23-4, 31, and Statutes of 1890, ch. 26).

Homœopathy is represented on the Council, and due provision is made for the examination of homœopathists (Statutes of 1888, ch. 36).

No one may practise, unless registered by the Medical Council *North-West Territories.* which sits at present at Regina), under a penalty not exceeding \$100. The Council shall admit upon the register (1) any person possessing a diploma from any college in Great Britain or Ireland entitling him to practise medicine and surgery, on production of the diploma and proof of identity; (2) any member of the College of Physicians and Surgeons of the Provinces of Manitoba, Ontario, and Quebec, on proof of membership and identity. The annual membership fee is from \$1 to \$2, and the fee for registration is \$20. (N.W.T. Medical Ordinances, 1888, Nos. 5 and 7; 1889, No. 3; and 1890, No. 14).

No person may practise medicine or surgery unless registered *British Columbia.* by the "Medical Council of British Columbia." Anyone is entitled to be registered "who shall produce from any college " or school of medicine and surgery, requiring a three years' " course of study, a diploma of qualification," on proof of identification, and on passing an examination as to his competency. (Consol. Stat., 1888, ch. 81, secs. 29 and 41, Stat. of 1890, ch. 30.) Any homœopathic physician holding a diploma of qualification from any authorised school or college requiring a three years' course of study may also be registered, and such homœopathic physician shall not be bound to pass the above examination, but in lieu thereof he must pass one in anatomy, physiology, pathology, chemistry, obstetrics, and surgery. (Stat. of 1890, ch. 30). There is some opening for practitioners in the rising and outlying districts.

Any person who (Act of 1838) is a M.B. or M.D. of some *New South Wales.* university or a physician or surgeon licensed or admitted as such by some college of physicians or surgeons in Great Britain or Ireland, or is a member of the S.A., London, or has been a medical officer of H.M. sea or land service, or (Act of 1845), a member or L.A.H. Dublin, or (Act of 1855), has passed through a three years' course of medical study in a school of medicine, and has received after examination a diploma or certificate from some recognised university, college, or body entitling him to practise medicine, is a "legally qualified medical practitioner" for the purposes of giving evidence at coroners' inquests and inquiries before J.P.'s. Any person may without any qualification practise as

a physician, surgeon, &c., but may not give and cannot be compelled to give evidence, save when qualified as above. By Order in Council, 21st March, 1890, the second part of the Imperial Medical Act, 1886, now applies to New South Wales. (N.S.W. Government Gazette, 6th June, 1890.)

Victoria.

Medical practitioners must be registered. Any person who is (1) a fellow, member, licentiate, or extra-licentiate of the R.C.P. London, or (2) fellow, member, or licentiate of the R.C.P. Edinburgh, or (3) fellow or licentiate of the King and Queen's Colleges of Physicians of Ireland, or (4) fellow or member of the R.C.S. England, or (5) fellow or licentiate of the R.C.S. Edinburgh, or of the Faculty of Physicians and Surgeons, Glasgow, or the R.C.S. Ireland, or (6) licentiate of the Society of Apothecaries, London, or the Apothecaries Hall, Dublin, or (7) a M.D., or M.B., or Master in Surgery of some British or Colonial university, or (8) registered under Imperial Medical Acts and amending Acts, or (9) medical officer of H.M. sea or land service, or (10) has passed through a regular course of medical study of not less than three years' duration in a British or foreign school of medicine, and has received after due examination from some recognised British or foreign university, college, or body, a medical diploma or degree certifying to his ability to practise medicine or surgery, as the case may be, shall upon proof thereof to and personal attendance before the Medical Board of Victoria, be entitled to be registered as a qualified medical practitioner, and shall receive from the Board a certificate of qualification. (Medical Act, 1890.) Duly qualified medical women were, in 1891, made eligible for admission as members to the Victorian Branch of the British Medical Association, subject to the approval of the General Medical Council.

South
Australia.

Registration is not compulsory, and a man may practise without it. No person may receive from the Medical Board in South Australia a certificate of his being a legally-qualified medical practitioner, unless he proves either (1) that he is entitled to be registered in the United Kingdom under the Imperial Medical Acts; or (2) that he is a doctor or bachelor of medicine, or holder of a medical degree of any university in Australasia legally authorised and empowered to grant such degree; or (3) that he is the holder of any medical degree, diploma, or licence to practise, granted by any university, college, or licensing body of any British Colony or Possession, or by any foreign university, college, or licensing body, and which, in the opinion of the Medical Board, is equal to qualification No. (1) above; or (4) that he has passed through a regular graded course of medical study of not less than four years' duration in a British or foreign school of medicine, and has received, after due examination from such British or foreign university, college, or body duly recognised for that purpose in the country to which such university, college, or other body may belong, a medical diploma or degree, certifying as to his ability to practise medicine or surgery, as the case may be. (Medical Acts, 1844, 1880, and 1889.)

All medical practitioners must be registered by the Queensland Queensland Medical Board.

Any person who shall prove to the Board that he has passed a regular course of medical study of not less than three years' duration in a school or schools of medicine, and that he has received, after due examination, from some university, college, or other body duly recognised for the purpose in the country to which such university, college, or other body may belong, a diploma, degree, or licence entitling him to practise medicine in that country, or who is or has been a medical officer duly appointed and confirmed of Her Majesty's sea or land service shall be deemed to be a legally qualified medical practitioner, and shall be entitled to registration and to a certificate as such from the Board (sec. 4).

A person entitled to practise medicine shall, for the purpose of interpreting the above section, be held to mean any physician, doctor of medicine, bachelor of medicine, licentiate in medicine and surgery, surgeon, general practitioner, or apothecary, who has obtained a diploma, degree, or licence in the manner, and of the character therein described (sec. 5).

Persons registered under the Imperial Act "To regulate the qualifications of practitioners in medicine and surgery," may practise in Queensland; but they must first present to the said Board a certificate of such registry, or send to the Board such certificate authenticated by a declaration made before some magistrate for the Colony in whose petty sessions district such practitioner may reside, which declaration shall state that the said declarant is duly qualified, and is the person mentioned in the certificates thereto annexed (sec. 6). (Medical Act of 1867.)

Any person registered or otherwise qualified under the Imperial Medical Act, 1858, shall, on proof of such registration or qualification, and any other person shall, by special leave of the Medical Board in the Colony, on proof of sufficient medical skill, be entitled, on payment of 1*l.* 1*s.*, to be registered in the Colony; no person unless so registered can recover medical fees. This Ordinance does not apply to chemists, druggists, or dentists (W.A. Ordinance, 1869).

A doctor of medicine of some university, a physician, surgeon, or apothecary licensed or admitted as such by some College of Physicians or Surgeons, or by the Society of Apothecaries of London or Dublin may, without an examination, obtain from the Court of Medical Examiners in the Colony a certificate allowing him to practise (Act of 1842). Such person is a legally qualified medical practitioner for the purpose of giving evidence at inquests (*Id.*)

Medical practitioners must be registered. Any person on payment of 1*l.* 5*s.* fee may be so registered who is (1) F., M., L., or Extra-L. R.C.P. London, or (2) F., M., or L. R.C.P. Edinburgh, or (3) F. or L.K. Q.C.P. Dublin, or (4) F., M., or L. in Midwifery of R.C.S. England, or (5) F. or L. R.C.S. Edinburgh, or (6) F. or L. F.P. and S. Glasgow, or (7) F. or L. R.C.S. Dublin, or (8)

L.S.A. London, or (9) L.A.H. Dublin, or (10) M.D. or M.B. or M.L. or M.S. of any University in the United Kingdom, or (11) M.D. by Doctorate granted prior to 2nd August 1858 by the Archbishop of Canterbury, or (12) medical officer duly qualified of Her Majesty's Land or Sea Service, or (13) has passed through a regular course of medical study of not less than three years' duration in a school of medicine or surgery, and has received after due examination from some University College or other body a diploma, degree, or licence, other than those before specified, entitling him to practise medicine or surgery whether within Her Majesty's Dominions or not, or (14) has been registered as a legally qualified practitioner in England, Ireland, or Scotland, under any Act of the Imperial Parliament (Medical Practitioners Act, 1869).

Cape Colony. No person may practise as a medical practitioner without a licence signed by the Colonial Secretary on the recommendation of the Colonial Medical Council. The Council is authorised to define what diplomas or certificates will be entertained by it in the application by any person for a licence. Women are eligible for this licence. (Medical and Pharmacy Act, 1891.) The licence fee is 5*l.* (Stamp Act, 1884.)

Midwives. The Council may grant certificates of competence in midwifery (1) to any female who is the holder of a certificate or diploma as a midwife, granted by any one of such examining bodies as the Council may prescribe; or (2) to any female who shall satisfy the examiners appointed by the Council of her competence, skill, and fitness in and for the practice of a midwife's calling. A register is kept of certificated midwives. (Medical and Pharmacy Act, 1891.)

Appointments. Appointments as district surgeons, railway medical practitioners, &c. are numerous, and are made in the Colony.

Natal. No unlicensed person may practise or recover fees. Any person who is (1) F., M., L., or Extra-L. R.C.P. London, or (2) F., M., or L. R.C.P. Edinburgh, or (3) F., L., or L. in Midwifery of the K.Q.C.P. Ireland, or (4) F., M., or L. in Midwifery of the R.C.S. England, or (5) F. or L. R.C.S. Edinburgh, or of the F.P. and S. Glasgow, or (6) Registered under the Imperial Medical Acts, or (7) Full-pay medical officer of Her Majesty's Land or Sea Forces while in the Colony, or (8) has a diploma or other certificate from a Colonial or Foreign University qualifying him to practise as physician, surgeon, or accoucheur, may receive from the Natal Medical Board, upon payment of one to three guineas in fees, a license to practise as a qualified medical practitioner (Laws of 1884 and 1887). The stamp on an annual licence is 5*l.*

POLICE.

Canada. The police are ordinarily appointed by the various Municipalities. In penitentiaries, keepers receive \$500 to \$600 a year, and guards \$400 to \$650 (Report of Minister of Justice for 1890).

A person to be appointed to the Provincial Police Force must *Quebec.* be of sound constitution, active and able-bodied, of good character, and between 18 and 40 years of age. The pay is not to exceed \$500 a year for a sergeant, \$450 for a 1st class constable, and \$400 for a 2nd class constable. One-fourth of the force may be mounted. (Revised Statutes 1888, Acts 2824, 2846, 2834.)

Applications for admission to the North-West Mounted Police *North-West Territories.* can only be made in Canada, viz., at Winnipeg, Regina, or Ottawa. There are generally more applicants than vacancies. Applicants must be from 22 to 40 years old, at least 5 ft. 8 in. in height, and 35 in. chest measurement, not more than 175 lbs. in weight, able to read, write, and ride, be single men, be of thoroughly sound constitution, must understand the care and management of horses, and must produce certificates of exemplary character and sobriety; they must engage themselves for five years. Pay for constables begins at 50 cents (2s. 1d.) a day, increasing 5 cents a day each year up to the fifth, when the maximum pay is 70 cents a day; staff sergeants receive \$1 to \$1.50 a day, and other non-commissioned officers 85 cents to \$1 a day; officers receive 200*l.* to 500*l.* a year (Revised Statutes of Canada, 1886, ch. 45, &c.) Members are supplied with free rations, a free kit on joining and periodical issues during the term of service. Pensions are given after 25 years' service, or after 15 if incapacitated (Dominion Act, 1889, ch. 26). Full regulations as to dress were published in the Canada Gazette of 1st February 1890. The force numbers about 950 officers and men.

Candidates for the police force must apply to the Inspector-General of Police, Sydney. They must be under 30 years of age, *New South Wales.* must pass a medical examination, be able to read and write well, and be in other respects fairly educated, and must produce testimonials of character. They will be enrolled for general police service, but those best adapted will be selected for mounted duty, but will always be liable to be dismounted. The foot police must be at least 5 ft. 9 ins. in height, and the mounted police not more than 11 stone in weight.

The pay is as follows:—

	Per day.
Probationary constables (under instruction, acquiring a knowledge of police duties) -	6s.
Ordinary constables - - - - -	7s.
Constables, 1st class - - - - -	7s. 6 <i>d.</i>
Senior constables - - - - -	8s.
Sergeants, 2nd class - - - - -	9s. 3 <i>d.</i>
" 1st " - - - - -	10s. 6 <i>d.</i>
Detectives, 3rd " - - - - -	9s.
" 2nd " - - - - -	10s.
" 1st " - - - - -	11s. and 12s.

The police are provided with (1) uniform, (2) quarters, or 1s. a day in lieu. They must subscribe to the superannuation fund.

Applications for service in the police force must be made *Victoria.* personally at the Depot, Melbourne. Candidates for the foot

police must be over 20 and under 25 years old, and at least 5 ft. 9 in. in height; those for the mounted police (Government Gazette, May 1, 1891, p. 1817), must be over 20 and under 25 years old, at least 5 ft. 7 in. high, not more than 11 st. 7 lbs. in weight, and able to ride well. All must be able to read and write well, and pass a strict medical examination. Constables get from 6*s.* 6*d.* to 8*s.*, and sergeants 8*s.* 6*d.* to 9*s.* 6*d.* a day, and quarters. They must find their own food and uniform, except helmets and great coats. After 10 years' service, and at the age of 55, any member of the force may (by the Police Regulation Act, 1890) be superannuated on (at his option) either a gratuity of one month's pay for each year's service, or a yearly pension. That is, after 10 years' service ten-fiftieths of the pay received by him during the year preceding his retirement, and an increase of one-fiftieth for each succeeding year up to thirty years' service completed. Female cooks and searchers receive 20*l.* to 60*l.* a year; male warders about 11*l.* 5*s.* a month to 10*s.* a day, and female 6*l.* a month to 6*s.* a day.

South
Australia.

The force, mounted and foot, numbers over 400. Sergeants receive 10*s.* 6*d.* a day, corporals, 9*s.*, constables, 7*s.* 6*d.*, with allowances for uniform, &c.; sub-inspectors, 270*l.* to 320*l.* a year, and inspectors, 370*l.*; male warders, 6*s.* 6*d.* to 7*s.* 6*d.*, and female, 4*s.* a day, with quarters, fuel, and light. Apply in the Colony; appointments as troopers and constables are much sought after, and are not easily obtained. According to the Commissioner's Report, August 1891, about half the police force is mounted. Gaol guards at Palmerston, in the Northern Territory, receive about 10*s.* a day.

Queensland.

There is no demand for men from England. Candidates apply at the Commissioner's office in Brisbane. They must not be over 30 years (unless they have served in some other police force, in which case the limit is 35); must be at least 5 ft. 8 ins.; must pass a medical examination; must be able to read and write well; must produce testimonials of character, and, if they have served in another police force, their discharge; they must be ready to perform fatigue or other work as well as police duties. Some supernumeraries are always maintained for the purpose of supplying vacancies: their pay for the first 12 months is at the rate of 108*l.* a year. Married men are not eligible, but men may marry by permission after two years' service. Those best qualified in all respects are selected for promotion, seniority of service being duly considered.

The rate of pay per year is:—Inspectors 330*l.* to 385*l.*, sub-inspectors 180*l.* to 250*l.*, sergeants 144*l.* to 160*l.*, constables 122*l.* to 132*l.*, detectives 140*l.* to 200*l.*, supernumeraries 3*s.* a day, and native trackers 13*s.* 6*d.* a month. Inspectors receive also 1*l.*, and sub-inspectors 15*s.* a day travelling expenses; and sergeants and constables 10*l.* a year extra after five years' service. All members find their own uniform.

Superannua-
tion.

Four per cent. of the annual pay is deducted and invested in a superannuation fund. After 15 years' service, a retiring member

is entitled to an allowance of one-fourth to two-thirds (according to length of service) of his average annual pay. Any member may retire or be retired at 60 years. (Police Acts, 1863 and 1891).

Male turnkeys in prisons receive 11*8*l. to 175*l.*, and female, 55*l.* a year.

The police are regulated by the Police Ordinance, 1861, and the Rules of March 1863. Candidates for admission should apply at the Office of the Commissioner of Police, Perth. There are no vacancies at present, and there is always a large number of candidates. Candidates must be not more than 40 years old; be able to read and write; be of sound health; must never have been dismissed from any department of the public service or convicted of any serious offence before a magistrate; and, if married, wife and children must be well conducted and orderly. Promotions go by seniority, good conduct, and special fitness. The force is partly mounted and partly unmounted. The rate of pay is as follows:—*Inspectors*, 260*l.* to 300*l.* a year, with lodging allowance of 30*l.*, and, in Kimberley District, a ration allowance of 30*l.* *Sub-inspectors*, 200*l.* to 230*l.*, with lodging allowance of 30*l.* *Sergeants*, 9*s.* to 10*s.* a day, and, in the Kimberley District, 185*l.* a year, with 30*l.* ration allowance; sergeants not provided with quarters receive 25*l.* lodging allowance; uniform is provided. *Corporals*, 8*s.* a day, 20*l.* lodging allowance, and uniform. *Troopers*, 150*l.* a year, 30*l.* ration allowance, and uniform. *Constables*, 6*s.* to 7*s.* 6*d.* a day, 15*l.* to 24*l.* lodging allowance in lieu of quarters; ration allowance (in Northern and Kimberley Districts), 25*l.* to 30*l.*, with uniform. *Detective constables*, 7*s.* to 8*s.* a day, 20*l.* lodging allowance, and 5*l.* a year in lieu of uniform. *Water police*, 6*s.* 6*d.* to 7*s.* a day; coxswains, 8*s.*; allowance and uniform same as land police. (Per Commissioner of Police, December 1889.) Warders in gaols receive 90*l.* to 120*l.* a year, and quarters.

The police are constituted and regulated by the Police Regulation Acts of 1865, 1881, and 1890. Tasmania.

Territorial Police.—Candidates must apply to the Commissioner of Police, Hobart. They must be under 45 years, not under 5 ft. 6 in., and be able to read and write. The local supply is sufficient. The force numbers about 117 officers and men. The pay is, for superintendents 173*l.* 5*s.* to 220*l.* a year, sub-inspectors 120*l.* to 126*l.*, sergeants 116*l.*, and constables 5*s.* to 5*s.* 3*d.* a day. Quarters and uniform are provided; 5 per cent. is deducted from the pay and paid into the Police Provident Fund, from which retiring allowances are paid.

Municipal Police.—There are 21 municipalities, including Hobart and Launceston, which have independent control of their police, numbering altogether 195 officers and men. Pay is, for superintendents from 170*l.* to 400*l.*, and sub-inspectors 115*l.* to 180*l.* a year; sergeants, 5*s.* 3*d.* to 8*s.*, and constables, 5*s.* to 6*s.* 9*d.* a day; uniform is provided but not quarters (Regulations of Oct. 1871, and per Inspector of Police December 1889). Warders in gaols at Hobart and Launceston receive 4*s.* to 5*s.* a day, some

with rations, quarters, &c.; female warders 40*l.* to 60*l.* a year, with allowances.

New Zealand.

No appointments are made to the police force, except by transfer from the permanent militia; candidates must have served not less than one year, and not be under 5 ft. 9 ins. Promotion in the force goes by seniority, good conduct, and general fitness. Members are partly mounted and partly unmounted. Candidates for admission must apply to the Commissioner of Police at Wellington, New Zealand, through the Under Secretary for Defence. There is no demand for men from England. Pay is as follows: *per year*, commissioner 400*l.*, and 13 inspectors 300*l.* to 400*l.*; *per day*, 4 sergeants-major, 10*s.* 6*d.*; 65 sergeants, 8*s.* 6*d.* to 9*s.* 6*d.*; 382 constables, 7*s.* to 8*s.*; 18 detectives, 10*s.* 6*d.* to 13*s.* 6*d.* (Per Commissioner, December 1889.)

Cape Colony.

Applicants must apply in writing to the Commissioner, District No. 1, Port Elizabeth, or District No. 2, King Williams Town, or Districts Nos. 3 and 4, Kimberley, or District No. 5, Kenhardt, on a form, C.P. 25, provided for that purpose. Applicants from the United Kingdom must acknowledge the statements in their application before a justice of the peace, and must also forward a medical certificate of health. The "Cape Police Force" is mainly a mounted one. Recruiting has lately been going on. The term of service has been extended from one to three years.

The pay in the mounted service, Districts 1 and 2, is for *privates* 5*s.* 6*d.* to 6*s.* 6*d.* a day, *corporals* 7*s.* 6*d.* to 8*s.* 6*d.*, *sergeants* 8*s.* 6*d.* to 9*s.* 6*d.*, *sub-inspectors* 12*s.* to 14*s.*, and *inspectors* 300*l.* to 400*l.* a year.

Every candidate must be under 35 years of age, be 5 ft. 7 in. in height without shoes, able to ride well on horseback, read and write, and be generally intelligent, strong, and free from bodily complaint, must be medically examined by the police surgeon in the Colony, must produce a testimonial from his last employer, and if he has been in any public service, a certificate of good conduct. Preference is always given to single men who are Colonists and can speak Dutch and Kafir; no candidate having more than one child to support can be recommended for appointment. Clothing, arms, and accoutrements are provided, also quarters and stabling for non-commissioned officers and privates, but officers supply out of their pay everything excepting arms and stationery. Horses, rations, and forage are paid for alike by officers, non-commissioned officers, and privates out of their pay.

Cape Town police constables (unmounted) are paid as follows:—

	£	s.	d.	
On appointment - - -	7	10	0	per month.
After 12 months' service - -	8	6	8	"
After 2 years' service - -	105	0	0	per annum.
" 3 " " - -	110	0	0	"
" 4 " " - -	120	0	0	"
Sergeants, on appointment	135	0	0	"
Sergeants, after 12 months	145	0	0	"

	£	s.	d.	
2nd class sub-inspector -	150	0	0	per annum and 25 <i>l.</i> in lieu of quarters.
1st „ „ -	175	0	0	„ „
Inspector -	300	0	0	„ with quarters.

Single men are subject to the following deductions, viz., 12*s.* to mess fund on joining, 1*s.* 6*d.* to library fund, 1*s.* per week for quarters in barracks, 2*s.* per day for messing, 6*d.* per month for library.

Note.—In the case of the Kimberley, Barkly, and Northern Border forces, the scale of pay is somewhat higher than in Districts 1 and 2 to meet the extra expenses of living.

Uniforms are provided or an allowance in lieu; and there is a system of superannuation, pensions, and gratuities in force.

The Natal Mounted Police.—Applicants must be single men, Natal. between the ages of 17 and 25 years, between 5 ft. 5 in. and 6 ft. in height, and not exceeding 160 lbs. in weight. They must also be able to read, write, and ride well, must pass a medical examination, and produce testimonials as to character. Each recruit is enlisted for a service of three years, which may be renewed; horse, clothing, and equipment are supplied as an advance by the Government, to be repaid by monthly stoppages of 2*l.* The pay is as follows:—

Commandant -	£	550	a year.	-
Inspectors -	350	„	with an annual increase of 10 <i>l.</i> to 400 <i>l.</i>	
Sub-inspectors -	250	„	with an annual increase of 10 <i>l.</i> to 300 <i>l.</i>	
Sergeant-major -	-	-	-	10 <i>s.</i> a day.
Sergeants -	-	-	-	9 „
Corporals -	-	-	-	8 „
1st class men -	-	-	-	7 „
2nd class men -	-	-	-	6 „

Extra pay on re-engagement for non-commissioned officers and men is, after three years' service, 1*s.* a day; after six years' service, 1*s.* 6*d.* a day.

A recruit is posted to the 2nd class, receiving 6*s.* a day; after a year he may be raised to the 1st class and receive 7*s.* a day for 2 years; out of which he has to keep himself and horse.

Promotion goes by seniority, good conduct, efficiency, and special adaptation for the vacant post; promotions are only made from the ranks. Commissioned officers are appointed only by the Governor of the Colony. Other things being equal, preference is given to men who can speak the Zulu language. There are no pensions.

Application for admission should be made to the Commandant, Natal Mounted Police, Pietermaritzburg; the local supply of

recruits is generally sufficient. *When* men are enlisted in England, they are obtained through the Emigration Agent for Natal in London; free third-class passages are given them; but they must deposit 5*l.* each, which will be refunded in the Colony: *no recruiting* in England is now going on. The strength on 30th June 1891 was 255 officers and men, and 298 horses.

Gaolers.

Male turnkeys receive at Maritzburg and Durban 108*l.* to 117*l.* a year; female 36*l.* and 60*l.* Constables and gaolers in the country receive 84*l.* to 120. Apply in the Colony.

British
Bechuanaland.

1. Appointments to the commissioned grades in the Bechuanaland Border Police are made by Her Majesty's High Commissioner in South Africa, who usually acts on the advice of the Colonel Commandant of the corps.

The period of engagement for non-commissioned officers and troopers is for one year certain, and for two years if their services are required for so long.

2. The rates of pay are as follows:—

Officers.

Colonel	-	-	-	1,000 <i>l.</i> per annum (personal to the present holder).
Major	-	-	-	600 <i>l.</i> per annum.
Staff Captain	-	-	-	25 <i>s.</i> per diem.
Captains	-	-	-	20 <i>s.</i> „
Adjutant	-	-	-	20 <i>s.</i> „
Surgeon	-	-	-	450 <i>l.</i> per annum.
Paymaster	-	-	-	20 <i>s.</i> per diem.
Quartermaster	-	-	-	15 <i>s.</i> „
Lieutenants	-	-	-	13 <i>s.</i> „
Sub-Lieutenants	-	-	-	11 <i>s.</i> „

Non-Commissioned Officers and Men.

1st class Sergeant	-	6 <i>s.</i> per diem.
2nd class Sergeant	-	5 <i>s.</i> „
Corporal	-	4 <i>s.</i> „
Farrier	-	4 <i>s.</i> „
Trumpeter	-	4 <i>s.</i> „
Trooper	-	3 <i>s.</i> „

3. Non-commissioned officers and men receive, in addition to the above, 1*s.* per diem “deferred pay,” paid on completion of engagement. On “re-engagement,” after two years, their ordinary pay is increased by 1*s.* per diem.

4. All ranks receive a ration allowance of 2*s.* per diem.

5. Clothing, equipment, saddlery, horse, and forage are supplied by Government to non-commissioned officers and men, but only horse and forage to officers.

6. Pay commences from the date of entering Bechuanaland.

7. The force is under the Cape Act, No. 9 of 1878, otherwise known as the Cape Mounted Rifleman Act, which has been extended to British Bechuanaland, but this law is subject to any alterations which the Governor and High Commissioner may make by legislative proclamation from time to time.

8. The recruiting office is at Kimberley, in the Cape Colony.

9. Applicants should be between the age of 20 and 35.

10. Certificates of good character from recent employers, or from persons of standing, are necessary when application is made for enrolment.

11. All applicants must pass a strict medical examination, and are tested in riding and shooting, before being enrolled.

12. Men proceeding from England must provide their own passages to Kimberley.

13. The present ordinary rates of passage to Cape Town are as follows: first class, 33*l.* 12*s.*; second class, 22*l.* 1*s.*; third class, 12*l.* 12*s.*

The fares include food, beds and bedding, and medical attendance, and, in certain cases, free railway tickets to the port of embarkation.

Kimberley is 647 miles by railway from Cape Town; fares: first class, 8*l.* 1*s.* 9*d.*; second class, 5*l.* 7*s.* 10*d.*; third class, 2*l.* 13*s.* 11*d.*; time of journey 44 hours.

14. The following are some particulars relating to the uniform for officers:—

Tunic.—Similar cut to that of the men, either in brown cord or brown flannel; badges, denoting rank, are worn round the sleeve.

Breeches.—Brown Bedford cord.

Boots.—Brown leather, field boots, or long boots.

Hat.—Brown, soft felt hat, wide brim.

Spurs.—Straight-necked hunting.

Patterns of the men's uniform are kept by the Crown Agents for the Colonies. (May 1890.)

The total, all ranks, on August 1890 was 436, as against 335 the year before.

The British South Africa Company Police Force, now numbering 500, has been organised by this company for service in those parts of South Africa which are comprised in their charter. Appointments to the commissioned grades are made in South Africa by the Directors. The period of engagement for non-commissioned officers and troopers is for one year certain, and for two years if required. The recruiting office is at Kimberley, in Cape Colony. Applicants must be from 20 to 35 years old, must bring certificates of good character, must pass a strict medical examination, and are tested in riding and shooting. Men from England must pay their own fare (from 15*l.* 5*s.* 11*d.*) to Kimberley. Non-commissioned officers and men receive clothing, equipment, saddlery, horse, and forage; officers receive horse and forage only. The pay for officers is: colonel, 800*l.*; major, 600*l.*; and surgeon, 450*l.* a year; staff captain, 25*s.*; captains, 20*s.*; adjutants, 20*s.*; paymaster, 20*s.*; quarter-master, 15*s.*; lieutenants, 13*s.*; sub-lieutenants, 11*s.*: all per day; officers' uniform includes brown cord or brown flannel tunic, with badges of rank, brown Bedford cord breeches, brown leather field boots, or long boots, brown soft felt hat, with wide brim, and straight-necked

The British
South Africa
Company.

hunting spurs. The rate of pay per day for non-commissioned officers and men is:—

Sergeants.—1st class	-	6s. a day	} Plus 1s. a day deferred pay, and 2s. a day rations.
" 2nd "	-	5s. "	
Corporals, farriers, trum-	-	4s. "	
peters	-	4s. "	
Troopers	-	3s. "	

The regulations for maintaining discipline and good order (Aug. 1890) are similar to those applicable to Cape Mounted Riflemen under their Act of 1878, except that power of imprisonment, &c. is vested in boards of officers (subject to review by the officer for the time being acting as Administrator of Mashonaland) instead of Superior Courts of Law. (British Bechuanaland Government Gazette, 21st August 1891.)

RAILWAY EMPLOYÉS.

Canada.

There is little or no opening for drivers, firemen, porters, station-masters, telegraph clerks, &c.; the demand is not large, and the supply on the spot is generally quite sufficient to meet it.

New South
Wales.

The railways are under Government. Except by special leave, a candidate for the traffic branch must be under 35 years, and for the engineering and stores branches, under 40 years; he must pass a medical examination, and one in his duties. Appointments are made to the lowest grade in each branch; promotion goes mostly by merit; all employés, except by special leave, retire at 60 years. *Clerical* apprentices and telegraph operators are examined in simple arithmetic, reading, and dictation, and the latter in technical work. Apprentice clerks are taken from 15 to 17 years. Those from 15 to 16 years get 30*l.* a year; from 16 to 17, 40*l.*; 17 to 18, 50*l.*; 18 to 19, 70*l.*; and then according to merit and class of work. Junior clerks in the chief offices must be 16 years, and pass a higher examination; pay is, 1st year, 60*l.*; 2nd year, 80*l.*; 3rd year, 100*l.*; 4th year 120*l.*; then by merit. The clerical staff receive from 75*l.* to 350*l.* a year. *Locomotive Branch*: (1) workshops: lads (15 to 21 years) receive 10*d.* to 5*s.* a day; shop boys (14 to 21 years), 1*s.* 9*d.* to 5*s.*; cleaners (15 to 18 years) 2*s.* 6*d.* to 4*s.*, then rising to 7*s.*; firemen, 8*s.* to 10*s.*; engine-drivers, 11*s.* to 15*s.* *Permanent Way Branch*: fettlers and labourers, 6*s.* 6*d.* to 7*s.* 6*d.*, and gaugers, 8*s.* 6*d.* to 9*s.* a day; inspectors and foremen, 200*l.* to 300*l.*, and chief inspectors, 300*l.* to 400*l.* a year; tool collectors (from 15 years), from 2*s.* a day. *Traffic Branch*: platform inspectors and foremen, 10*s.* to 12*s.* a day, increases of 6*d.* a day a year; guards, 8*s.* to 11*s.*; shunters, 7*s.* to 9*s.*, increases of 6*d.* a day a year; signalmen, 7*s.* to 11*s.*; porters, 6*s.* to 10*s.*, increases of 6*d.* a day a year; lad porters (from 16 years), 2*s.* 6*d.* to 5*s.* a day; station-staff, officers in charge, 130*l.* to 150*l.* a year, with house, or 10*s.* a week in lieu; night officers, 120*l.* to 150*l.* a year; station-masters, 150*l.* to 400*l.* with house; telegraph operators (from 15 years), while learning the work, 2*s.* 6*d.* a week. All employés must insure their lives; employés receiving up to 7*s.* 6*d.* a day must insure for 50*l.*, from 7*s.* 6*d.* to 12*s.* a day for 100*l.*, and above 12*s.* a day for 150*l.*; officers receiving 100*l.* to 200*l.*

a year must insure for 100*l.*, and 201*i.* to 250*l.* a year for 150*l.*, and so on. (Gov. Railways Act, 1888, and byelaws of 2nd December 1889, and amended byelaws as to Insurance of 3rd May 1891; Annual Report of Commissioners for year ending 30th June 1890.) The hours of labour round Sydney are from 48 to 55 a week, and outside Sydney about 10 a day.

The rules and wages on Government tramways are similar, *Tramways.* except that, (1) there is no mention of "junior clerks in chief offices"; (2) in *Locomotive Branch*, cleaners begin at 17 years, at 4*s.* a day, rising to 7*s.*; firemen receive 7*s.* 6*d.* to 9*s.* a day, and engine-drivers, 11*s.* to 14*s.*; and (3) in *Traffic Branch*, inspectors receive 12*s.* to 15*s.* a day; foremen, 10*s.* to 12*s.*; junior conductors (from 18 to 21 years), 5*s.* to 8*s.*; conductors, 8*s.* 6*d.* to 9*s.*; pointsmen, 7*s.* to 10*s.*; labourers, 6*s.* 6*d.* to 7*s.*; watchmen, 42*s.* to 45*s.* a week. (*Id.*)

There are few, if any, openings in either service; the staff has recently been reduced, and men so dispensed with will generally have first offer of work; railway extensions have also been suspended. *Demand.*

The railways are under Government; there are three Railway Commissioners, of whom the Chairman receives 5,000*l.* a year, and the other two 1,500*l.* each; the employés are appointed by them, with the exception of those in the Engineer-in-Chief's Branch, who are appointed (Act of 1891) by the Board of Land and Works. Examinations are held periodically, two or three times a year, for the admission of employés; when appointed they must insure their lives; promotion, if possible, goes by seniority, but it is sometimes by competition. Candidates must apply in their own handwriting, must pass a medical examination, must furnish names of any persons or firms with whom they have been employed during the previous two years, and must produce certificates of their birth or age. Should the number of those who qualify be greater than the number of vacancies, the appointments are decided by lot (Railways Act, 1890, &c.). For 624 vacancies to be filled up in the summer of 1890 there were no less than 11,170 candidates. For 150 permanent-way repairers wanted there were 1,885 applications; for 130 porters (5*s.* to 7*s.* a day) wanted there were 1,186 applications; for 40 engine-cleaners wanted there were 3,768 applications; for 30 carpenters and joiners wanted there were 980 applications; and for 12 junior clerks wanted there were 629 applications. The hours of labour are from 48 to 60 a week. Station-masters (203) receive from 150*l.* to 500*l.* a year, and in some cases allowances. *Victoria.*

The Railway Commissioners are now placed more closely under the Minister of Railways and Parliament. All employés may be retired at 65 years of age. (Railways Act Amendment Act, 1891.)

The railways are under Government. A candidate for permanent employment must not be over 35 years of age, except on the professional staff. He must apply to the head of the department in which he desires employment, with not less than three testimonials of character, one of which must be from the last employer, if any; (2) must produce a medical certificate of *South Australia.*

soundness; (3) must pass an examination; (4) must, before appointment, insure his life.

*Wages.

Clerks, 15 to 16 years of age, receive 35*l.* a year; for every year of age the pay rises about 10*l.* till it reaches 150*l.*

Stationmasters receive at fourth class stations 100*l.* to 125*l.* a year; third class, 130*l.* to 160*l.*; second class, 170*l.* to 210*l.*; first class, 220*l.* to 300*l.*

Foremen porters and *guards* receive 7*s.* 6*d.* to 10*s.* a day; 60 hours work is considered a week's duty for a guard, and 57 for a foreman porter.

Signalmen receive 7*s.* to 9*s.* a day; *check-porters*, 7*s.* 6*d.* to 9*s.*; *shunters*, 6*s.* to 7*s.* 6*d.*; *porters* (who must not be less than 5 ft. 6 in., and be able to read and write), 6*s.* to 7*s.*; a week's duty for all of these is 57 hours. *Youth porters* (15 to 21 years) receive 2*s.* to 5*s.*, and youth labourers (14 to 21 years), 1*s.* 6*d.* to 5*s.* a day of eight hours, if under 17 years of age.

Apprentices (15 to 20 years) in the mechanical workshops, must serve at least five years; they receive 1*s.* a day the first year, rising to 3*s.* 6*d.* in the fifth, and any subsequent year.

In *Workshops* the wages are governed by those in private establishments; the hours are 48 a week.

Gangers receive 7*s.* 6*d.* to 8*s.* 6*d.* a day, and packers and labourers, 6*s.* to 7*s.*

District (Maintenance) Foremen receive 190*l.* to 250*l.* a year.

Enginemén receive 11*s.* to 14*s.* a day, shunting enginemén, 10*s.* a day; *firemen*, 8*s.* to 10*s.*, shunting firemen, 6*s.* 6*d.*; *cleaners*, 6*s.* to 6*s.* 6*d.*, youths, 2*s.* 6*d.* to 5*s.* 6*d.*; enginemén and firemen work about 10, cleaners, 9 to 10, and youth cleaners, under 17 years, 8 hours a day.

Whole or part uniforms are in many cases provided, and travelling expenses, where any. Rents are charged for railway residences, varying from 6*d.* per room, per week, for wooden cottages, to 10*l.* a year for stationmasters' residences. (Regulations in Government Gazette, June 11, 1891.)

Queensland.

These are Government lines. The Railway Commissioners appoint the staff and employés; they give notice of vacancies to be filled up, and candidates for the same undergo an examination. Those who pass receive certificates of fitness, and from this number the Commissioners appoint as many persons as are required. Appointments are made to the lowest grade of each of the various branches of the service, and on probation only, for a period of six months, to be confirmed afterwards, if thought good. Promotion generally goes by seniority and merit. (The Railway Act of 1888.)

No candidate over the age of 35 years is eligible without the special authority of the Commissioners. All employés retire at 60 years, unless specially exempted. The working time in the Government workshops is 48 hours a week.

SALARIED STAFF.—*Apprentice clerks* receive in the Southern division of the Colony 30*l.* their first year, rising 12*l.* a year to 66*l.* in their fourth year; in the Central division the pay is in each

* These wages, &c., do not apply to the Palmerston Line in the Northern Territory.

case 6*l.*, and in the Northern 12*l.* a year higher than in the South. Candidates must be from 15 to 17 years old, and must pass an examination in arithmetic, reading, and writing from dictation; telegraph operators are also examined in technical work. *Clerks* are selected as far as possible from apprentices. Their pay is, fifth class, 80*l.** to 110*l.*; fourth, 120*l.* to 150*l.*; third, 160*l.* to 200*l.*; second, 210*l.* to 250*l.*; first, 260*l.* to 300*l.*; accountants (maximum) 400*l.*; chief clerks (maximum) 500*l.*; clerks in the chief offices may be required to learn Pitman's shorthand. An addition of 15 per cent. on these salaries may be made to clerks in the Western and Northern divisions.

TRAFFIC BRANCH.—Candidates must be at least 5 ft. 6 ins. in height; uniforms and in some cases houses are provided. *Station-masters* are selected as far as possible from subordinate positions. They must pass an examination in reading, writing, arithmetic, grammar, geography of Australia, railway accounts, telegraphy, and railway work generally. The pay is in all parts, sixth class, 120*l.* and under; fifth, 121*l.* to 144*l.*; fourth, 145*l.* to 168*l.*; third, 169*l.* to 204*l.*; second, 205*l.* to 240*l.*; first, 250*l.* and over. *Guards.*—Only those who have served for two years are eligible; they must pass an examination in shunting, signalling, &c. Their pay is on the Southern railways, third class, 7*s.* to 8*s.* a day; second, 8*s.* 6*d.* to 9*s.* 6*d.*; first, 10*s.* to 11*s.*; 6*d.* a day more in each case on the Central, and 1*s.* a day more on the Northern railways; night allowances, when away from home, 2*s.* to 3*s.* a night. *Porters.*—Lad porters receive 5*s.* to 10*s.* a week, rising to 30*s.* Porters, carriage cleaners, and labourers receive on the Southern lines 5*s.* 6*d.* a day to 6*s.* 6*d.*; on the Central, 6*s.* 6*d.* to 7*s.* 6*d.*; and on the Northern, 7*s.* to 8*s.* Foremen porters, checkers, signalmen, and shunters, all of whom must have had 12 months' service, receive on the Southern lines 6*s.* 6*d.* to 9*s.*; on the Central, 7*s.* 6*d.* to 10*s.*; and on the Northern, 8*s.* to 10*s.* 6*d.* a day.

ENGINEERING BRANCH.—*Draftsmen.*—Chief draftsmen receive (maximum) 600*l.*; draftsmen, 150*l.* to 400*l.*; junior draftsmen, 80*l.* to 120*l.* Candidates as junior draftsmen must be from 18 to 25 years old. *Engineers.*—District, receive (besides travelling allowances, &c.) 500*l.* to 650*l.* a year; resident, 400*l.* to 500*l.*; assistant, 150*l.* to 400*l.*; clerks and draftsmen (on works), 100*l.* to 150*l.*; superintendents of maintenance, 250*l.* to 550*l.*; superintendents of iron bridges and signals, 300*l.* to 450*l.*; inspectors, 200*l.* to 300*l.*; sub-inspectors (per month), 12*l.* to 16*l.* Candidates as assistant engineers must pass an examination in strength of materials, strains in girders (of simple design), surveying and use of instruments, setting out railway curves, and plotting and drawing. *Surveyors* †—The pay is, besides travelling allowances, &c., inspecting surveyors, 475*l.* to 550*l.*; surveyors, 300*l.* to 450*l.*; assistant surveyors, 150*l.* to 275*l.*; field assistants, 8*s.* to 10*s.* a day. No candidate is eligible who is not a licensed surveyor of Queensland

* See for this correction, Government Gazette 24th May 1890, p. 220.

† A reduction was made in the staff in the year ending June 1891. (Commissioners' Report, 1891.)

or a neighbouring Colony, or who has not had three years field experience on railway surveys in Queensland. Candidates are examined in computation of areas, algebra as far as quadratic equations, plane trigonometry, levelling, setting out of railway curves, practical use and adjustment of instruments, plan drawing, grading, earthwork contents, conduct of surveys, field books, &c., and astronomy as applied to determination of latitude and the meridian. Field assistants must pass in the subjects prescribed for cadets (*see* next paragraph), and in surveying and use of instruments, setting out railway curves, plotting, and drawing. *Cadets* must not be under 17 years of age, and must pass in English grammar and composition, mensuration of surfaces and solids, elementary algebra, and geometry, plane trigonometry, and the elements of mechanics. They must serve for 5 years, the first 12 months being on probation. The maximum yearly pay is, second year, 30*l.*; third, 50*l.*; fourth, 60*l.*; fifth, 70*l.* *Labour.*—Labourers on the permanent-way must be between 21 and 35 years of age. The pay on all railways (gangers and labourers in the Carpentaria division extra) is: Foremen carpenters, 11*s.* to 13*s.* 4*d.* a day; carpenters (bridge and station), 8*s.* to 12*s.*; gangers, 8*s.* 6*d.* to 12*s.*; labourers, 6*s.* 6*d.* to 8*s.*; painters, 6*s.* 6*d.* to 9*s.* 6*d.*; boys, 3*s.* 6*d.* to 5*s.* 6*d.*

LOCOMOTIVE BRANCH.—Lads from 14 to 16 years of age, if with knowledge of reading, writing, and arithmetic, will be taken into the workshops to learn the trades, but will not be bound as apprentices. They receive up to 16 years of age 1*s.* a day in the South, and 1*s.* 3*d.* in the North; up to 17 years, 1*s.* 6*d.* in the South, and 2*s.* in the North; up to 18 years, 2*s.* 3*d.* in the South, and 3*s.* in the North; up to 19 years, 3*s.* 3*d.* in the South, and 4*s.* 3*d.* in the North; up to 20 years, 4*s.* 6*d.* in the South, and 5*s.* 6*d.* in the North; and up to 21 years, 6*s.* in the South, and 7*s.* in the North. *Cleaners.*—Candidates must be between 16 and 19 years of age, be of good health, and be able to read, write, and do arithmetic. The pay is in the South, first year, 2*s.* 3*d.* a day, rising 9*d.* each year per day to 6*s.* in the sixth year; in the North, the pay begins at 2*s.* 6*d.* and rises to 7*s.* a day. *Firemen* must be at least 5 ft. 6 in. in height, and must have served as cleaners, firemen, or drivers. The pay is: third class for first year, 6*s.* 9*d.* a day in the South, and 8*s.* in the North; second class, for next two years, 7*s.* 6*d.* in the South, and 8*s.* 6*d.* in the North; first class (maximum rate) 8*s.* 3*d.* in the South, and 9*s.* in the North. *Engine-drivers.*—Candidates must have served as firemen on the Queensland railways. The pay is:—

	In the South.		In the North.	
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
6th class for first year, per day	-	9 0	10	0
5th class for next two years, per day	9	9	10	6
4th " "	"	10 6	11	0
3rd " "	"	11 3	11	6
2nd " "	"	12 0	12	0
1st class (maximum rate)	"	12 6	12	6

Drivers to be eligible for the first class must have served for nine years. *Allowances*.—Men on the Southern and Central railways serving at stations far in the west receive 6*d.* to 1*s.* a day extra to meet the greater cost of living; men away from home at night receive 2*s.* to 3*s.* a night; engine-drivers and firemen receive two suits of uniform a year.

LIFE INSURANCE.—All employés must insure their lives; deductions are made from their salaries or wages for the payment of the premiums on their policies, the contract of insurance continuing till the assured dies, or attains the age of 60 years. The amount of insurance must be equal to at least one year's salary or wages of the assured, so that a man receiving from 100*l.* to 150*l.* a year must insure for 150*l.*, one receiving 151*l.* to 200*l.* a year must insure for 200*l.*, one receiving 201*l.* to 250*l.* must insure for 250*l.*, and so on until a maximum of 600*l.* is reached.

(Byelaws made under the Railways Act of 1888 on 26th March 1890, see the Government Gazette of 19th April, and Notice to Candidates for Employment in Government Gazette, 23rd August 1890, p. 1330, and as to Insurance, see the Regulations of 25th February 1891, in Government Gazette of 26th February 1891, p. 797.)

Some are Government lines; some, as the line from Albany to Beverley, are managed by private companies; there is no special demand for employés. Station-masters on Government lines receive from 100*l.* to 200*l.* a year, with quarters, the average being about 150*l.* Drivers receive 9*s.* to 12*s.*; guards, 6*s.* to 8*s.*; and porters, 5*s.* to 7*s.* per day; all work 54 hours a week. Appointments are in the hands of the Commissioner of Railways. (Railway Servants Act, 1887.) See also p. 88.

The lines are under Government, except that from Emu Bay to Bischoff (48 miles), and there is no opening for outside labour unless upon lines which are now under construction. Station-masters receive from 80*l.* to 190*l.*, and at Hobart 286*l.* a year, generally with quarters, &c. Drivers receive, without rations, 9*s.* to 15*s.* a day; guards, 6*s.* 6*d.* to 11*s.*; porters, 3*s.* to 8*s.*; enginemen, 6*s.* to 15*s.*; platelayers, 5*s.* to 10*s.*; firemen, 6*s.* 6*d.* to 12*s.*; fitters, 9*s.* to 14*s.* 6*d.*; turners, 8*s.* to 15*s.* 6*d.*; labourers, 5*s.* 6*d.* to 6*s.*; gangers, 7*s.* 6*d.* to 8*s.*; and inspectors, 10*s.* to 12*s.* 6*d.*

Candidates wishing to enter the railway service as cadets, porters, shunters, cleaners, platelayers, and apprentices must apply to the Railway Commissioners, Wellington, in their own handwriting, giving proof of date of birth, education, and character, and must, if selected, pass a medical examination. The best candidate is selected as a vacancy occurs; and if two or more appear equally eligible they are liable to a competitive examination. *Apprentices* for the Government railway shops must be between 14 and 17 years. Apprenticeships cease at 21 years; the pay is 5*s.* a week the first year, and rises 2*s.* a year to 9*s.*, and then 3*s.* a year to a maximum of 21*s.* in the seventh year. Apprentices who pass the Junior Civil Service examination before 18 years, and the Senior before 20 years, may be taught the business of a

Western
Australia.

Tasmania.

New Zealand.

mechanical engineer. *Porters, shunters, labourers, platelayers, and cleaners* must be between 16 and 19 years; one of 16 years receives 3s. a day, and rises 6d. a year to 5s. 6d. at 21 years. *Cadets* must be between 14 and 17 years; they receive 30l. the first year, 50l. the second, 80l. the third, 95l. the fourth, and 110l. the fifth (Regulations, 21st October 1889).

Station-masters are appointed from among the traffic employés; they receive from 130l. to 300l. a year with house, or allowance in lieu of 25l. to 50l. a year. In the *Out-door Staff*, appointees must be not over 35 years, and must be able to read and write; coaching and goods foremen receive 10s. to 12s. a day; brakemen, 8s. to 8s. 6d.; guards, 8s. to 10s., and are selected from porters and shunters; horse-drivers, shunters, signalmen, and storemen receive 7s. to 10s. a day; porters, 6s. 6d. to 7s. 6d.; labourers, 6s. 6d. In the *Locomotive Department*, fitters, turners, &c. receive 8s. to 10s. 6d. a day; shop foremen, 11s. to 15s. machinists, strikers, and railmakers, 7s. to 8s.; cleaners, 5s. 6d. to 7s.; firemen, who must have been cleaners, 7s. 6d. to 9s.; enginemmen, who must have been firemen, 10s. to 12s.; leading drivers, 13s. In the *Permanent Way*, labourers receive 6s. 6d. a day; gangers, 8s. to 10s.; inspectors, 11s. to 17s. *General*: Cadets of 21 years, or after five years' service in the clerical and drafting staff, receive 120l. to 250l., and some 300l. a year. As far as practicable, drivers and firemen work 10 hours a day or 60 a week; other employés 8 hours a day or 48 a week (Regulations, 12th June 1885).

Demand.

The number of lads applying in the colony is sufficient to supply the requirements of the service. The total number of employés decreased from 4,389 in 1887-8 to 4,326 in 1888-9. Nearly all the railways are Government lines; the Wellington and Manawatu is a private line.

Cape Colony.

These are almost entirely Government lines. Appointments on the clerical staff are given to successful candidates in the Civil Service examinations, 25 being the limit of age. Many clerks are appointed on probation, without passing this examination; but they cannot be placed on the fixed establishment until after 10 years' service. Clerks with home railway experience have, as a rule, no difficulty in obtaining temporary appointments, and, after 10 years' continuous good-conduct service, they are, if medically fit, placed on the fixed establishment. This applies also to engine-drivers and firemen, fitters and other mechanics, and guards. Station-masters receive from 118l. to 300l. a year and quarters; guards, 5s. 6d. to 8s. 6d. a day; drivers, 6s. 6d. to 10s. 6d.; firemen, 3s. 6d. to 8s.; engine fitters, 4s. 3d. to 12s.; boiler-makers, 5s. 4d. to 12s.; traffic inspectors, 9s. to 12s. 6d.; porters, 2s. 6d. to 7s. 6d.; signalmen, 4s. to 4s. 6d.; cleaners, 2s. to 7s.; telegraphists, 3s. 6d. to 7s. 6d. (male), and 3s. 6d. to 5s. (female); and clerks from about 90l. to 200l. a year. Goods clerks and mechanics are occasionally engaged in England for three years, with passage paid out. These engagements are effected through the Agent-General (*see* p. 89). (Per General Manager, 12th July 1889.)

The rates of pay for engine-drivers, boiler-makers, black-smiths, fitters, coachmakers, &c. are:—first year, 14*l.* per month; second year, 15*l.*; third year, 16*l.* Firemen, first year, 9*l.* per month; second year, 10*l.*; third year, 11*l.* Station-masters, guards, clerks, and checkers are recruited from men in the Colony, and those with railway experience who may go out on their own account. The yearly pay for station-masters is 120*l.* to 225*l.*, with house accommodation; for guards, 109*l.* to 132*l.*; for clerks, 109*l.* to 225*l.*; for checkers, 109*l.* to 180*l.* Owing to the railway extensions now going on, Europeans with railway experience have fair openings for employment. No porters or pointsmen are Europeans; all are either natives or Indians, whose pay is 25*s.* to 30*s.* a month. (Per General Manager, December 1889.)

No hands are now imported from England, nor are any likely to be so introduced, except in cases where workmen of a particular class, such as spring-makers and boiler-makers, cannot be procured on the spot. (Report on the Railway by a Select Committee of the Legislative Council, July 1891.)

SURVEYORS.

A qualified surveyor of the United Kingdom must serve for a year in Canada before he can be appointed a Dominion land or topographical surveyor. For persons without qualification an entrance examination, to be followed by a three years' service under articles, and a final examination, are necessary. The subjects for the entrance examination include penmanship and orthography, arithmetic and logarithms, algebra, geometry, plane and spherical trigonometry, and mensuration of superficies. Those for the final one include plane geometry and mensuration, solid geometry, spherical trigonometry, dividing and laying off of land, measurement of areas, descriptions, and practical astronomy (Act of 1886). (For Examination Papers, *see* Minister of Interior's Report, 1888, Pt. II., p. 91.)

No one may practise unless authorised to do so. Every surveyor must regulate his instruments once a year before the inspector of surveyors' instruments. Candidates for admission to practise are examined by a board of examiners. (Acts of 1884, ch. 5.)

Any person wishing to practise must first be examined by the board of examiners in arithmetic, algebra, geometry, mensuration, trigonometry, and the use of logarithms, surveying and dividing lands, plotting and map drawing, spherical trigonometry and astronomy so far as will enable him to lay down a true meridian line and ascertain the latitude, and practical use of instruments, and must produce a certificate from some licensed surveyor that he has had three months' practice in actual field work. The examination fee is \$15, and the certificate costs \$2. Each surveyor enters into a bond of \$1,000 to perform his duties properly (Consol. Stat., 1877, ch. 17).

Quebec.

No person may act as a surveyor unless authorised by the "Board of Management of the Land Surveyors and Geometers of the Province of Quebec" (Statutes of 1889, ch. 41, secs. 3 and 12). No person is admitted to study surveying until he has passed an examination in English and French (Revised Statutes, 1888, Art. 4111); and (2) general geography, on that of Canada in particular, history of Canada, arithmetic, elements of geometry, use of logarithms, and algebra, up to and including quadratic equations; the fee is \$20 (Statutes of 1889, ch. 41, secs. 7 and 8).

Before being admitted to practise a candidate (1) must be 21 years old; (2) must have passed the above examination; (3) must pass a further examination in geometry, rectilinear and spherical (theoretical and practical) trigonometry, practical astronomy, linear and topographical drawing, levelling and all other questions relating to practical surveying, the use and theory of instruments, geology, mineralogy and the forest flora of Canada, on the mode to be pursued in establishing boundary lines, on the investigation of titles to property, and finally on all fundamental questions of law connected with the measurement of land. The fee for examination is \$20, for licence \$20, and for registration \$4 (Statutes of 1889, ch. 41, secs. 9-10). He must also have served for three years under a surveyor of the province, and had one year's practice in the field (Revised Statutes, 1888, Art. 4119), or, if he has studied the above subjects for two years in some university or college in the province, and has received from it a diploma as civil engineer or surveyor, he may be received as a student by a surveyor, and one year's service with him, instead of three, is sufficient (*id.*, Art. 4124). Certain reciprocal privileges are granted to licensed surveyors of other provinces in Canada (Statutes of 1889, ch. 41, sec. 11).

Ontario.

No person may practise unless authorised by the Board of Examiners. No person is admitted as an apprentice unless he has passed an examination (fee \$10) in orthography and certain parts of mathematics (sec. 7). A person to be admitted to practise (1) must be at least 21 years old; (2) must pass an examination in geometry, algebra, plane and spherical trigonometry, mensuration of superficies, laying out and dividing of land, levelling, various Ontario Acts, &c.; and (3) must have served three years as apprentice to a surveyor in Ontario (sec. 10).

The following privileges, however, are granted to certain persons; (1) any one who has been admitted as a surveyor elsewhere in Her Majesty's Dominions need not serve three years as above, but may pass the examination after 12 months, or, in the case of a surveyor of the province of Quebec, after six months' actual practice in the field with an Ontario surveyor; (2) a person who has received, after two years' study, a diploma of qualification as civil engineer or land surveyor in any Ontario university or in McGill University at Montreal, and has passed the apprenticeship examination as above, need not serve with a surveyor for three years as above, but for 12 months only of actual service (or, if he has not studied for the full two years, for such time of actual service as will make up with the time of study three years) before

he goes up for his examination; (3) similar privileges are given to any person who has followed a regular course of study at the Ontario School of Practical Science or the Military College, Kingston, and if graduates thereof, they are also exempted from the apprenticeship examination; (4) a "Dominion Land Surveyor" may be admitted without any examination except as regards the system of survey of lands in Ontario.

Every person on receiving a certificate of admission to practise must enter into a bond for \$1,000 for the proper performance of his duties; the admission fee is \$20 (Revised Statutes 1887, ch. 152).

No person may practise unless admitted by the "Association of *Manitoba* Provincial Land Surveyors." An ordinary candidate must (1) pass an examination in English and elementary mathematics, and then (2) be articulated to a surveyor in the province for three years, and then (3) pass a final examination in mathematics and surveying. But (1) anyone who has after two years study in any college or university received a diploma of competency in mathematics and surveying need only serve one year with a surveyor in Manitoba before going up for his final examination; (2) duly licensed surveyors of Great Britain and Ireland, who have served three years with a surveyor there, are entitled to be admitted after service of one year only with a surveyor in Manitoba, and after passing the final examination; (3) persons who have served with a dominion land surveyor for three years before May 1875 are entitled to be admitted after passing the final examination; (4) persons who, since October 1875, have been admitted as surveyors in any Province of Canada, where the qualification required is similar to that in Manitoba, and when the province grants reciprocal privileges to Manitoba surveyors, are entitled to be admitted as surveyors in Manitoba without any examination other than one in the survey of lands and the law as to registration of plans in Manitoba. Each person on becoming a surveyor pays a fee of \$50 and enters into a bond for \$1,000 for faithful observance of duties (Land Surveyors Act, 1883).

No person may act as a surveyor of lands unless authorised by the Board of Examiners, to whom application must be made. *British Columbia.* But a properly qualified civil engineer on proof of his credentials to the Board, and of knowledge of the provincial system of surveys, may act as surveyor.

No person may be admitted as an articulated pupil to a surveyor *Articled pupils.* unless he has passed an examination (fee \$10) in British Columbia in penmanship, orthography, arithmetic, algebra, Euclid, plain trigonometry, and use of logarithms. He must then serve for three years with a surveyor in British Columbia, or for one year only, if (1) he has served three years elsewhere, or (2) has had two years' course of study in surveying in any college or university, and has received a certificate vouching therefor. He must then pass an examination (fee \$20) in plane and solid trigonometry, spherical trigonometry, so far as it includes the solution of triangles, the use of logarithms, measurement of areas, dividing or

laying off lands, elements of practical astronomy, the solution of some elementary problems, and the system of survey and registration of places in British Columbia. He then—if 21 years old—receives a commission (fee \$30) as a surveyor.

Persons holding certificates.

1. A properly qualified surveyor of any other Province of Canada, where a similar course of study is required by such Province or the Dominion, shall receive a commission as surveyor without serving articles, or passing any examination other than as regards the system of surveys of the lands of British Columbia. 2. A land surveyor admitted in any of Her Majesty's Dominions other than Canada, in which the standard of requirements is proved to the Board to be similar, both in theory and practice, to that prescribed in this Act, need not pass any examination other than as regards the system of surveys of the lands of the province, and need not serve articles. (Provincial Land Surveyors Act, 1891.)

New South Wales.

No person is allowed to practise as a surveyor under the provisions of the Real Property Act, 1862, unless (by sec. 100) he is specially licensed for that purpose by the Chief Surveyor and Superintendent of Trigonometrical Survey, as he is now called (Government Gazette, 31st July 1890). Surveyors in charge of parties in the field receive salaries of 325*l.* to 400*l.*, with equipment allowance of 150*l.*, and forage. District surveyors receive 625*l.*, with equipment allowance of 150*l.*, and travelling expenses; draughtsmen, 175*l.* to 550*l.*

Victoria.
Pupil surveyors and draughtsmen.

Crown Lands Department Survey Branch. Admission of Pupil Surveyors and Draughtsmen.—An applicant having first proved that he is from 16 to 20 years old, of good general education, including algebra, Euclid, and arithmetic, and with a knowledge of plan drawing, and having produced a medical certificate of health, undergoes a competitive examination in trigonometrical computation, plotting, and plan drawing; from successful competitors, who must find two sureties in 150*l.* each, appointments are made; the pupil's service in the department is for four years, and two years in the field; he is then qualified to be examined (without fees) for a certificate as land surveyor. During pupilage he receives 52*l.* the first year, 58*l.* the second, 66*l.* the third, and 72*l.* the fourth (Government Gazette, 16th May 1890).

Pupil draughtsmen.

Department of Lands and Survey.—An applicant for appointment must be from 16 to 20 years old, must produce a medical certificate of health, must have passed in algebra, Euclid, and arithmetic in a matriculation examination in Melbourne or other recognised university, or otherwise prove his competency in these subjects and his general education, and must prove his aptitude for drawing. Service is—after a month's probation—for two years; he receives the first year, 40*l.*, and the second year, 50*l.*; after passing examinations each year he receives a certificate of competency as draughtsman, and after another examination is eligible for appointment as junior draughtsman of the 5th Class in the Lands Department (22nd June 1886).

Regulations for the Examination of Land Surveyors.—The examination fee is 4*l.* 4*s.* A candidate must first prove (1) that he has passed the matriculation examination at Melbourne University, or its equivalent, and has served three years with a surveyor, two of which were in the field; or (2) that he has served four years (two in the field) with a surveyor, and is sufficiently educated; or (3) has completed the third year's course in the engineering school of Melbourne University, or has obtained a land surveyor's certificate prescribed in the School of Mines, Ballarat, and has served two years in the field with a surveyor; or (4) completed the full course in the engineering school as above, and served one year in the field. After proof of one of these qualifications he is eligible for examination. The examination is in the construction, adjustment, and use of instruments, principles and practice of land surveying, plane trigonometry (practical), computations connected with land surveying, determination of latitude, &c., levelling and mensuration of earth work, charting, and drawing. Certificates will also be granted *without* examination to persons who have (1) passed some examination (equivalent in the opinion of the Board of Examiners to that prescribed in Victoria) in Great Britain, United States of America, India, or some British Colony, and have successfully practised as surveyors for not less than 12 months in some of the Australian Colonies; or (2) prove to the Board sufficient professional qualifications and experience, and a successful practice as surveyors for not less than 12 months in some of the Australian Colonies (Regulations published in Government Gazette, 1st May 1891, p. 1817).

Regulations for the Employment of Authorised Surveyors. *Temporary appointments.*
—These regulations refer only to persons temporarily employed outside the regular staff. The Surveyor-General may authorise surveyors to effect surveys under the Land Act, 1884, within defined areas, but they must first deposit 50*l.* as a guarantee, which sum is liable to forfeiture in case of neglect or incompetency (1st June 1885).

Examinations are held by the Board of Examiners in April and October. Every candidate (1) must have previously obtained a certificate as Contract or Authorised Land Surveyor from the Department of Lands and Survey; (2) must have served at least six months under some competent mining surveyor or engineer, or mining manager, in the conduct of mining surveys or actual mining operations. After proving the above and payment of 2*l.* 2*s.*, he must pass an examination in mining surveying, levelling, mensuration of earth-work, practical mining, hydraulic engineering, and geology (Government Gazette, 19th September 1890). *Mining surveyors.*

Inspecting district surveyors receive 410*l.* to 600*l.* a year, *Salaries.* senior assistants, 385*l.*; assistant surveyors, 270*l.* to 360*l.*, and travelling expenses or allowances; draughtsmen, 240*l.* to 600*l.*; junior draughtsmen, 140*l.* to 200*l.*

Any person who is legally licensed as a surveyor in any part South of the world may receive from the "Board of Examiners for Australia.

Surveyors" in South Australia, without examination, but on payment of 5*l.* 5*s.* in fees, a certificate entitling him to practise in South Australia (Act of 1886). For others who wish to obtain licences, examinations are held half-yearly by the Board. Each candidate must prove that he has served for not less than three years with a licensed surveyor, and that he has had not less than three years experience in survey work under Government, or in private employment; and must not be under 21 years of age. Candidates are examined in mathematics, construction and adjustment of instruments, principles and practice of land surveying, drawing, astronomical subjects, and variation of the needle. Each candidate must also produce the original field notes of a survey made by him, together with a plan of such survey as a specimen of his drawing. (Gov. Gazette, 20th February 1889.) The Colony is well supplied. Surveyors in the field receive 110*l.* to 330*l.* a year.

Queensland.

Every candidate, before being examined for a licence as surveyor, must be 21 years old, and must produce to the Surveyor-General a certificate from a licensed surveyor employed by the Survey Department as to his term of service, which must not be less than three years, and general experience in field duties, and as to his competency to undertake surveys on his own responsibility. But a candidate who holds a licence as qualified surveyor under one of the other Australasian Governments, and who produces a satisfactory certificate from the Surveyor-General of such Colony, need not serve for the three years.

Examination.

The examination (fee 5*l.*) for a licence includes geometry, plane trigonometry, mensuration, plotting surveys, and checking same by calculation, general knowledge of the details of practical surveying in the field, writing descriptions of boundaries, the use and adjustments of the theodolite and level, methods of determining latitude and longitude, and of obtaining the true meridian; and each candidate will be required during the examination to take observations for azimuth by altitudes of the sun, and to work out the azimuth therefrom—(Rules of 30th May, 1890, in Government Gazette, vol. 50, p. 267).—*See also above, p. 54.*

Western
Australia.

Every candidate for the qualification of "licensed surveyor" must satisfy the requirements of the "Land Surveyor's Licensing Board"; the licence fee is 5*l.* Examinations are generally held in June and December. The candidate must show by documentary evidence (1) that he is over 21 years of age, and is of good character; (2) that he has served for three years with a surveyor or surveyors licensed under this or similar Acts in the Australasian Colonies, or has served for four years with a surveyor or surveyors of recognised standing in other countries; at least two years of such service shall have been in the field, and one year in a surveyor's office; (3) that he has served in Western Australia with a surveyor licensed under this Act, and is competent to undertake surveys on his own responsibility; the term of such service shall not be less than six months when the candidate has served his time in one of the Australasian Colonies,

and not less than 12 months in other cases. He must forward a plan of a survey made by himself, with the original notes taken by him on the ground.

The subjects of examination are (1) adjustment and use (by paper) of the theodolite, level, box sextant, prismatic compass, and chain; (2) computation of areas; (3) *vivâ voce* on the above, and generally on field practice; (4) mensuration, algebra, arithmetic, and logarithms; (5) principles and practice of land surveying, details of field practice, including the keeping of field notes, topographical surveying, setting out block surveys, and laying out roads; (6) trigonometry, plane and spherical; (7) levelling and earthwork; (8) plotting from field notes by protractor and by ordinates, construction of maps and charts, compilation of maps and charts from detached plans and notes, reduction of bearings to common datum, and mechanical work of map drawing, writing, &c.; (9) determination of latitude by astronomical observations, determination of the true meridian by astronomical observations, determination of relative latitude and longitude by triangulation and convergence of meridians.

Licences may, at the discretion of the Board, be recommended *without examination* to any surveyor holding a licence under a similar Act from the Government of one of the Australasian Colonies, who produces satisfactory documentary evidence from a surveyor-general of any such Colony, certifying as to his qualifications and character, or a similar certificate from one of the surveyors' institutes established in the Australasian Colonies, signed by the chairman at an ordinary meeting of the members, or from any other authority satisfactory to the Board. (Licensed Surveyors Act, 1886, and Rules of 16th October 1890, published in Government Gazette, 23rd October 1890.)

A candidate must (1) be over 21 years, (2) have had three years training, two years of which must have been spent in the field, (3) must then pass an examination (fee 2*l.* 2*s.*) in mathematics, use and adjustment of instruments, principles and practice of land surveying, computations connected with land surveying, plotting, drafting, geodesy, and mineralogy. District surveyors may be appointed and surveyors licensed by the Surveyor-General after passing the prescribed examination; or without any examination if the applicant is a certificated surveyor of one of the Australian Colonies giving the same privilege to Tasmanians. Surveyors are also, after fulfilling the above conditions, licensed by the Surveyor-General under the Real Property Act (the highest credential of all) and the Gold and Mineral Lands Act. The fee payable under the Crown Lands Act, 1890, has been, since the 1st October 1891, fixed at 4*l.* for a survey of 25 acres; 6*l.* 5*s.* for one of 25 to 50 acres; 12*l.* 10*s.* for one of 100 to 150 acres; 29*l.* 10*s.* for one of 1,000 to 1,500 acres; and 47*l.* for one of 2,560 to 3,200 acres. (Regulations 1st January 1890, in the Government Gazette 14 January 1890; Regulations in Government Gazette 22 September 1891.) The profession is adequately supplied.

New Zealand.
Private
Surveyors.

A surveyor in private practice, whose plans have to be approved by the Department, before obtaining a diploma must apply to the chief surveyor of the district in which he proposes to practise, who will require exhibition of certificates of (1) personal good character, (2) of professional proficiency, (3) of at least three years' service in the field in a system of surveying similar to that of New Zealand, or to six months service with an authorised surveyor in New Zealand, in addition to foreign cadet service.

If certificates be satisfactory, their surveying and mapping instruments complete will have to be shown. Candidates for authorisation may also have to pass an examination in mathematics, including geometry, mensuration, trigonometry, and algebra, and in the use of surveying instruments. They must also produce plans of land actually surveyed in the district and drawn by themselves, completely and in a workmanlike manner, in accordance with these rules and regulations. (Order in Council made under Land Act, 1885, dated 19th May 1886, Regulations 57-9.)

Official
Surveyors.

Persons desiring to practise as surveyors under the Land Transfer Act must be specially licensed for that purpose by the Surveyor-General (L.T. Act, 1885, § 170).

Cape Colony.

Admission of surveyors in this Colony is granted only to those who have qualified themselves for this profession in the Cape Colony, no foreign diploma or certificate being recognised.

First examina-
tion.

The professional qualification of Colonial Government surveyors is obtained by successful competition in two examinations. The first examination (fee 15*l.*), is held once a year in June by the University, and is purely theoretical. It embraces the following subjects:—

Arithmetic; algebra, including the binomial theorem; geometry, viz., the first four and sixth books, and propositions 1-21 inclusive of the eleventh book of Euclid; plane and spherical trigonometry, including the exponential theorem, and some of the expansions derived from it; co-ordinate geometry of the straight line; and spherical astronomy and geodesy as far as these two subjects can be treated with the aid of the branches of mathematics above specified.

Second exami-
nation.

The second examination is held once a year in February in the Surveyor-General's office, free of charge; it is of a practical nature, and is divided into the following two branches:—

A.—Drawing.

Including topography, copying plans and drawing from models. Neatness as well as accuracy in this branch will be essential.

B.—Application of the Theory of Land Surveying to Practice, and the working of the Land Beacons Acts, No. 7 of 1865 and No. 9 of 1879.

1. Use and adjustment of theodolites, and use of scales and planimeter.
2. Co-ordinates and their practical application to land surveying.

3. Overcoming difficulties in the field, such as observation of angles, the vertices of which are inaccessible, and reduction of observations when there are small known errors in the positions of the observed signals.

4. Re-survey, under Land Beacons Acts or otherwise, subdivision of private property, and construction of plans and diagrams according to the regulations in force.

5. Construction of maps on the principle of projection on the developed surface of a cone.

The above Examination is to be followed by a Trial Survey.

In this survey candidates may be required—

1. To measure a baseline.
2. To determine the co-ordinates of a number of given points.
3. To fix in the field the positions of points the co-ordinates of which are given.
4. To frame a plan of the survey, and to lay down on it accurately rivers, roads, &c., or other marked features of the ground within the limits of the survey.
5. To determine, by astronomical observations, the direction of the meridian with reference to given points, and to determine the variation of the compass.

NOTE.—Practical work in the field, with an able and experienced surveyor, is strongly recommended as important in the preparation of candidates for this examination.

In order to pass the examination in Branch B., candidates must attain at least 120 marks in the aggregate, the maximum number of marks obtainable being 200.

Copies of all Government notices and circulars bearing on the framing of diagrams and the working of the Land Beacons Acts are obtainable on application to the office of the Surveyor-General. (*See Government Gazette, 12th January 1892.*)

Candidates who have passed the two examinations must sign a declaration by which they promise to be conscientious and accurate in their professional work, and to abide by certain proceedings to be taken against them in case they fail to fulfil their promise (*see Government Notices, 202, February 1890*). After having taken out a licence (fee, 5*l.*) they are gazetted as land surveyors in the Cape Government Gazette.

The profession of land surveyors is at present rather over-*Demand.*
crowded.

Persons desirous of practising land surveying must apply to the Surveyor-General, pass an examination, sign a security bond, and pay an admission fee of 10*l.* Permission to practise may then be given by the Governor through the Colonial Secretary. The annual licence fee is 5*l.* *Natal.*

The regulations in force in Bechuanaland are similar to those *British*
in Cape Colony, except that no surveyor may engage in any *Bechuanaland.*
survey in Bechuanaland, the result of which is to be enregistered in the Public Land Register, unless he shall previously have received an appointment from the Surveyor-General (*Argus Annual, 1892*).

TEACHERS.

- Canada. British certificates are recognised when endorsed by the Provincial Minister of Education. Teachers are trained at the normal schools in Canada at the public expense, and fully supply the vacancies that occur.
- Prince Edward Island. Licences. No one is entitled to receive a licence to teach under this Act unless, (1) if a male, he is 18 years of age, or, if a female, she is 16; (2) unless he or she is of temperate habits and of good moral character; and (3) has attended the Provincial Training School for at least one term. (40 Vict. c. 1. s. 85.)
- Examinations. The subjects of examination for a third class licence include reading, orthography, arithmetic, English, geography, history, school management, organisation, teaching, agriculture, and chemistry. Those for a second class licence include English, history, geography, arithmetic, algebra, geometry, physics, Latin, French or book-keeping, school management, teaching, music, and chemistry. Those for a first class licence include English, English literature, history, physical geography, arithmetic, geometry, chemistry, Latin, algebra, Greek, French, trigonometry, and teaching. All candidates for teachers' licences must pass an examination in agriculture and agricultural chemistry.
- Salaries. Salaries during 1890 were as follows:—*First class*, males, \$300 to \$820, average \$486; females, \$270. *Second class*, males, \$225 to \$468, average, \$276; females, \$180 to \$420, average, \$214. *Third class*, males, \$180 to \$313, average, 202; females, \$130 to \$320, average, \$148. The highest bonus grant was \$20, and the lowest \$10.
- Demand. There is a surplus of teachers, and many left in 1890. The Board of Education is endeavouring to reduce the number by exacting a more searching and extensive examination for licence. (Public Schools Report 1890.)
- New Brunswick. Examinations for teachers are held by the Board of Education at Fredericton on the second Tuesday in each year, and their salaries are provided for by the Provincial Treasury, the County School Fund, and the District Assessment. The average yearly salaries from all sources are: *1st class*, male, \$521, female, \$324; *2nd class*, male, \$307, female, \$226; *3rd class*, male, \$231, female, \$187. In grammar schools the yearly salary of a head master ranges from \$600 to \$1,400, the average being \$811. (Consol. Stat., ch. 65, and Schools Amendment Act, 1884, and Annual Report, 1887.)
- Nova Scotia. In Nova Scotia no person may teach in the public schools without a licence from the Council of Public Instruction. (Revised Statutes, 1884, chap. 29, § 74.) Nor in the night schools established by Statutes of 1890, ch. 50. *Male* teachers receive a year, 1st class, \$290 to \$553, and at Halifax \$782; 2nd class, \$211 to \$338, and at Halifax \$550; 3rd class, \$141 to \$216: *female*, 1st class, \$246 to \$460; 2nd class, \$177 to \$372; 3rd class, \$140 to \$284 (Education Report).

No teacher in a public school is deemed "legally qualified" *Ontario.* who does not hold a certificate from the Education Department. Teachers must be at least 18 years old, and must pass the prescribed examinations. Certificates are ranked, 1st, 2nd, and 3rd class. "Upon passing the requisite examination, special certificates of the 1st and 2nd class may be issued to any person who has been trained at any normal school or other training institution for teachers, or who has been duly certified or licensed by any recognised body as a school teacher in any part of the British Dominions." (Sec. 163, Revised Statutes, 1887, chap. 225, Stat. of 1891, ch. 55.)

No person can be appointed (1) principal of a high school *High Schools.* unless he is a graduate in Arts of some university within the British dominions, and furnishes satisfactory evidence to the Minister of Education of his knowledge of the science and art of teaching, and of the management and discipline of schools; nor (2) an assistant, unless he possesses the qualifications required by the Education Department. (Stat. of 1891, ch. 57.)

In 1889 there were 2,774 male and 5,193 female teachers in the public schools, or 7,967 altogether. The highest salary was \$1,500. The average salary for males was \$421 for the province, \$389 for country districts, \$870 for cities, and \$605 for towns. The average salary for females was \$296 for the province, \$269 for country districts, \$389 for cities, and \$296 for towns. For High Schools the highest salary was in Toronto, viz., \$2,500; the average salary for head masters throughout the province was \$1,122, and of assistant masters, \$765. (Report of the Minister of Education of Ontario, 1891.) *Salaries.*

No teacher is legally qualified who does not hold a legal certificate of qualification issued by the Department of Education and Advisory Board. The applicant must be of good character, at least 18 years old if a male, or 16 if a female, and must pass the examinations prescribed by the Department (Act of 1890, ch. 38, secs. 125-134). Certificates outside the province may be recognised by the Advisory Board instead of an examination. (Stat. of 1891, ch. 1, sec. 12.) *Manitoba.*

All applicants for certificates as teachers, except graduates in Arts of any university in Her Majesty's dominions, must pass the Territorial examination before a certificate of qualification can be granted. The examination is held annually in various places. They must obtain a diploma in one of the local normal schools (which are departments of the union schools mentioned below), or be certified by the inspector as efficient. Any person who holds a professional certificate as a teacher, obtained in any part of Her Majesty's dominions, and valid where obtained, will be granted a licence to teach until the next ensuing Territorial examination. There is a general Board of Examiners, composed of two Protestants and two Roman Catholics, to prepare the examination papers and examine the candidates' answers. The following are the subjects of examination for candidates for third class certificates, viz.:—reading, spelling and dictation, *The North-West Territories.*

composition, writing, arithmetic, grammar, geography, history (British and Canadian), literature, book keeping, drawing, algebra (to the end of simple equations), Euclid (Book I. with easy deductions), and science and art of teaching. For candidates for second and first class certificates the syllabus is proportionately higher. Agriculture and needle-work are optional "bonus" subjects for all candidates. All teachers must now be able to teach calisthenics and drill.

Graduates.

In the case of graduates in Arts of any university in Her Majesty's Dominions, first class certificates are granted to them, without examination, on proof of their having had normal training, or having taught a school for five years within the ten immediately preceding their application. If they have not had this experience they are granted a first class licence to teach, and are eligible for any position except that of principal of a Union school.

There are a few "Union schools" where higher education is taught. In those the head teacher must be a graduate in Arts of some university in Her Majesty's dominions, or have attainments equivalent thereto, and must also be able to train teachers according to the most approved methods of teaching; salaries range up to \$1,500 a year, but there is a possible maximum of \$1,400.

Some 230 teachers are employed altogether. In the whole year schools, which are half the total number, the average salary is \$682 a year for males and \$557 for females, in summer schools the average is \$475 for males and \$419 for females. (See Report of the Department of the Interior, for 1890, Part III., p. 17.)

British
Columbia.

In British Columbia male and female teachers receive, 1st class, from \$50 to \$110 a month; 2nd class, \$50 to \$70; 3rd class, \$50 to \$60. No one may be a teacher without holding a 1st, 2nd, or 3rd class, or temporary certificate (Act of 1891). The subjects for examination for the 3rd class include reading, writing, written and mental arithmetic, geography, English grammar, English and Canadian history, anatomy, physiology and hygiene, composition and education (*i.e.*, teaching). In the 2nd class, Grade B., all the above, and mensuration, book-keeping, and either music, drawing, or botany; Grade A., all the above, and algebra, geometry, and either zoology, astronomy, or rhetoric. For the 1st class, Grade B., all the above, and natural philosophy, English literature, and either general history, chemistry, or geology; Grade A., all the above, and practical mathematics, ancient history, Latin, and Greek or French. (B.C. Public Schools Report for 1888; Consol. Stat. 1888, chap. 104, and Statutes of 1889, chap. 25).

Temporary certificates to teachers are granted in certain cases, where no properly qualified teacher is available. The trustees of each school district appoint the teachers in that district. Graduates in Arts of recognised British or Canadian universities are exempt from examination in other than professional subjects; but may be required by oral examination to further satisfy the

examiners as to their knowledge of the art of teaching, school discipline and management, and the school law of the province. (Public School Act, 1891.)

As a general rule, no person is appointed as a teacher (previous training in the Colonial or other training school is always required, Reg. 71 of 1886) unless he has been examined and classified. In some cases a teacher may be appointed provisionally who has not undergone examination, but his appointment will not be ratified unless his competency has been tested in that manner (Reg. 73 of 1886). Assistant teachers may be (1) persons who have been pupil teachers for at least four years, or (2) persons who have been examined and classified (Reg. 80 of 1888). Pupil teachers must be from 13 to 17 years old, and must pass an examination (Reg. 82 of 1886). Teachers can only be promoted from one class to another by examination (Reg. 86 of 1886). Male teachers receive from 108*l.* to 400*l.* a year, and mistresses from 180*l.* to 300*l.*, in both cases with residence or allowance in lieu, if married. Male assistant teachers receive 150*l.* to 250*l.*, and female 114*l.* to 168*l.* a year. By rules in Government Gazette, 17th January, 1890, male pupil teachers receive 42*l.* to 72*l.* a year; female, 24*l.* to 48*l.*; and teachers of provisional schools, 72*l.* to 96*l.* There is no payment by results, as in Victoria.

New South
Wales.

Teachers, students of training schools, and pupil-teachers are classified into three classes, and are examined in the following subjects (Reg. 84 of 1889 in Government Gazette of 16th January, 1890):—

Examinations.

For a third-class certificate.—Reading, writing, and dictation, arithmetic, grammar, geography, history, school management, domestic economy (for female teachers only) including needle-work, drawing, and vocal music.

For a second-class certificate.—British literature, and more advanced course of the same subjects as for Class III., except that dictation, school management, and domestic economy are left out, and the art of teaching and sanitary science are inserted. There are in addition alternative subjects, viz., for *males*, (1) Euclid and algebra, or (2) Latin, or (3) Euclid, algebra, and science; and for *females*, (1) French; or (2) Latin; or (3) Euclid and algebra; or (4) any two of the following sciences, viz., experimental physics, chemistry, geology, botany, and physiology.

For a first-class certificate.—The same subjects as for the second class, but rather more advanced. The alternate* subjects are different; they are, for *males*, (1) algebra, Euclid, and plane trigonometry; or (2) Latin, and either Greek, French, or German; or (3) any four of these sciences, viz., physics, chemistry, geology, botany, physiology, sanitary science; or (4) Euclid, algebra, and Latin; or (5) Euclid and algebra, and any two of the above sciences; or (6) Latin, and any two of the above sciences. For *females*, either

* Graduates of any British or Colonial University may be exempted from these.

(1) French; or (2) German; or (3) Latin; or (4) Euclid and algebra; or (5) any two of these sciences, viz., experimental physics, chemistry, botany, geology, physiology.

Pupil Teachers.

For pupil teachers the subjects are (1) before appointment, reading, writing, dictation, arithmetic, grammar, geography, drawing, vocal music, skill in teaching; (2) For Class IV.—The same as before appointment, but more advanced; also history; and for *males*, geometry, algebra, and Latin; and for *females*, needlework and French, or instead of French, in country districts, Latin, or algebra and Euclid; (3) For Class III. The subjects are the same as for Class IV., but more advanced; and females as well as males take up Latin, geometry, and algebra; (4) For Classes II. and I.—The same subjects as for Class III., but in each case more advanced.

Examinations of teachers are held annually in each inspector's district; candidates must send in their names to the inspector at least a month previous (Reg. 85 of 1888).

Training Colleges.

The training colleges are open to (1) pupil teachers, or (2) to other persons who pass the entrance examination, and can pay for their maintenance (Regs. 97 and 99 of 1888). (Public Instruction Act, 1880; Regulations, February 12, 1886, September 25, 1888, and December 17, 1889.)

Victoria.

Unclassified schools.

There are some temporary unclassified schools (*i.e.*, those where the average attendance is from 8 to 20 only) in which permits to teach are granted to females of not less than 17 years of age, or males of not less than 18, who hold certain certificates or pass an examination in reading, writing, arithmetic, grammar, and geography. Such male teachers receive 75*l.*, and female 60*l.* a year, a maximum of half such salary of results, and a maintenance allowance for keeping schoolrooms, &c. in order. (Government Gazette, October 16, 1891, p. 4219.)

Classified schools.

Most of the schools are classified, and in these no person may be employed as head, assistant, or relieving teacher, unless he holds, (a) a *licence to teach*, or (b) a *certificate of competency*. Examinations for certificates of competency are held annually at Melbourne and elsewhere; male candidates must be 18, and female 17 years of age; the fee is 10*s.*

(a) *Licence to teach.*

Licences to teach will be granted (1) to candidates who have passed an examination in reading, dictation, and composition, writing, grammar, geography, arithmetic, book-keeping, history, elementary science, needlework (for females), the art of teaching (elementary), and, after the end of 1890, in singing and drawing; or (2) to pupil-teachers (*see* below) who have completed their course.

(b) *Certificate of competency.*

To obtain a certificate of competency candidates must pass in the subjects mentioned in (1) above, except that for the art of teaching is substituted the higher subject of the theory and practice of teaching. 191 passed for this in 1890 out of 421 candidates; the number of candidates was much larger than usual.

(c) *Honours.*

Classification in *Second Honours* may be obtained by candidates who pass other examinations, such as one in science, or at Melbourne University; and in *First Honours* by those who, *e.g.*, have

obtained second-class honours and passed other examinations at Melbourne University.

Pupil-teachers are divided into four classes; examinations are held yearly. The requirements for the *fourth or lowest class* may be regulated under the Public Service Act, 1890, sec. 68, but are not set out in detail; for the *third class*, reading, poetry, writing, dictation, arithmetic, grammar, geography, history, elementary science, needlework (for girls), the art of teaching, and (after 1890) singing and drawing. For *second class* the same subjects as for the third class, but more advanced, and composition is substituted for dictation. For the *first class* the same as for the second class, but more advanced, and book-keeping is substituted for poetry. Pupil-teachers

Licences to teach music and certificates of competency will be granted upon examination. The candidate for a *licence to teach* must pass in the reading, writing, theory of, and teaching of music; for a *certificate of competency*, in the same subjects, but more advanced. Teachers of singing receive (Public Service Act, 1890, sec. 100, Sched. IV., Part IV.) from 10*l.* in addition to their other pay, to 400*l.* a year for special teachers. Music.

Licences to teach and certificates of competency will be granted upon examination. A candidate after 1890 for a *licence to teach* must pass in freehand, practical geometry, perspective, model drawing and teaching, and for a *certificate of competency* in linear drawing, shading, and teaching, and have passed the above examination for a licence to teach drawing. Such persons receive in schools of 50 pupils and upwards a small extra allowance. Teachers of drawing receive (Public Service Act, 1890, sec. 100, Sched. IV., Part IV.) from 10*l.*, in addition to their other pay, to 400*l.* a year for special teachers. Drawing.

Certificates in gymnastics will be granted by the Defence Department to those who pass an examination in the theory, the practice, and the teaching of gymnastics; they entitle teachers to 10*l.* to 15*l.* a year extra when combined with the teaching of drill. (Government Gazette, 8 May 1891, p. 1932.) Gymnastics.

Certificates for each of the following subjects will be granted upon examination: botany, chemistry, dynamics and heat, electricity and magnetism, geology and mineralogy, metallurgy, physiology (but not after 31st December 1892), sound and light, and agriculture. Examinations are held annually, and are open to all teachers who hold a certificate of competency, or have passed in all the literary subjects required for that certificate. Science.

Night schools are established where necessary; they are not necessarily conducted by the teacher of the day school. Teachers in night schools, where the average attendance is 30 to 40, receive 40*l.* a year, 10*l.* a year for fuel, &c., and a maximum of 20*l.* for payment by results; where the average is 40 to 50, they receive 50*l.*, 12*l.*, and 25*l.* respectively; where the average is 50 to 60, they receive 60*l.*, 14*l.*, and 30*l.* respectively, and so on. Night Schools.

The training of teachers is conducted in the Training College at Melbourne, and in district training schools. There is a competitive examination for admission, except in the case Training college and schools.

of first-class pupil-teachers. The course of instruction is free, and lasts for two years. Students also receive free board and lodging, or an allowance in lieu. Students must bind themselves to teach in a school for at least four years after their studentship is over. Each associate or teacher receives 50*l.* a year, and 10*l.* for every student whom, after not less than six months' instruction, he qualifies for admission to the second year's course. Examinations are held at the end of the first and second year; if the student passes both he receives a trained teacher's certificate, which makes him eligible for employment in the State schools, and ranks higher than the certificate of competency mentioned above (Education Act, 1890, and Regulations made 16th October 1890, published in Government Gazette, 21st October 1890). To obtain a trained teacher's certificate the candidate must pass in school management, collective lesson, English language and literature or history, geometry, algebra, Latin, French or German, physics, chemistry, physiology, or botany. (Report for 1890-91.)

Salaries of teachers.

Teachers must insure their lives. *First class* teachers (i.e., graduates, or classified in First Honours, and in charge of large schools,) receive a year 280*l.* to 330*l.*; *second class*, males, 220*l.* to 270*l.*, females, 176*l.* to 216*l.*; *third class*, males, 176*l.* to 208*l.*, females, 121*l.* 12*s.* to 166*l.* 8*s.*; *fourth class*, 144*l.* to 168*l.*, females, 89*l.* 12*s.* to 115*l.* 4*s.*; *fifth class*, males, 88*l.* to 136*l.*, females, 61*l.* to 83*l.* 4*s.*; junior assistants, male, 80*l.*, females, 64*l.* In addition to the above fixed salaries a sum equal to one half the amount of such salary shall be obtainable by way of results, this forming an average increase of 40 per cent. to the fixed salary (Public Service Act, 1890, secs. 89 and 100, and Fourth Schedule). Every officer in the public service may be called upon to retire at 60 years of age (*id.*, sec. 143). In addition to the above salaries, head teachers (1) are granted a monthly allowance for keeping school-houses, &c. in order; (2) receive 6*l.* bonus for every pupil-teacher in their school (whom they must instruct outside ordinary school hours) who passes the annual examination for promotion; (3) must, where schools are provided with residences pay rent for them; and teachers receive for extra subjects, 3*d.* to 1*s.* a week. (Regulations under the Education Act, 1890, made 16th October 1890, and published in Government Gazette, 21st October 1890.)

Salaries of Pupil-teachers &c.

Pupil-teachers receive a year: *first class*, male, 50*l.*, and female, 40*l.*; *second class*, male, 40*l.*, female, 32*l.*; *third class*, male, 30*l.*, female, 24*l.*; *fourth class*, male, 20*l.*, female, 16*l.* Sewing mistresses receive 30*l.* a year (Public Service Act, 1890, sec. 100, Fourth Schedule, Part III.).

Number of teachers.

On the 31st December 1890 there were 2,040 (1,380 male) head teachers, 872 assistant (669 female), and 81 relieving teachers, and 1,230 (1,001 female) pupil-teachers, and 485 sewing mistresses, or 4,708 altogether, being 122 more than in 1889; of these, 2,863 were female. (Report of the Minister of Public Instruction for 1890-91.)

The local supply of teachers is generally sufficient.

Pupil teachers must pass an entrance examination in reading, writing, spelling, composition, arithmetic, grammar, geography, history, drawing, and needlework (females only). None are appointed under 14 years old. They are divided into four classes, serve for four years, passing an examination each year.

South
Australia.

Pupil teachers.

(1.) Pupil teachers who have passed the fourth year's examination, or (2.) persons of 20 to 35 years of age who have had six months' experience in teaching, and who pass the entrance examination, or (3.) teachers trained in other countries, or (4.) graduates of a university who have had six months' experience in teaching are eligible for admission to the training college. An allowance for maintenance of 30*l.* to 50*l.* is paid during the first year of training, and up to 80*l.* to married men; and of 90*l.* for a second year, if any. Those who have completed their course at the college have a prior claim for appointments.

*Training
College.*

Candidates are examined in the following optional subjects, principles and history of education, drawing and modelling, music, and English literature.

*Examination
of teachers.*

The following are the classes of teachers:—(1.) Provisional teachers, who must give satisfactory proof of competent knowledge. (2.) Public school teachers, who are divided into classes according to merit and length of service. Also persons who hold any of the following certificates are eligible for employment in public schools:—

*Classification
of teachers.*

England.—Certificate from the Committee of Council on Education.

*Certificates
of other
countries.*

Ireland.—Certificate of the first or second class issued by the National Board of Education.

Victoria.—Certificate of Competency.

New South Wales.—Certificate of the first or second class.

Queensland.—Certificate of the first or second class.

And university graduates, if they give satisfactory proof of skill in teaching.

Teachers are appointed by the Minister Controlling Education; promotions are influenced by teachers' length of service, efficiency, and classification.

*Appointments
and promotions*

In public schools male head teachers receive from 110*l.* to 450*l.* a year according to the size of the school, the annual increment being 10*l.*; and female receive 92*l.* to 156*l.*, the annual increment being 8*l.*, and in certain schools from 200*l.* to 250*l.* Male assistant teachers receive 100*l.* to 200*l.* a year, and female, 84*l.* to 148*l.* Male pupil teachers receive, 20*l.* to 50*l.* a year, and female, 18*l.* to 36*l.* Teachers of sewing receive 12*s.* a year per girl. In provisional schools teachers receive 66*l.* to 96*l.* a year. Allowances of 2*l.* to 15*l.* a year are given for keeping the premises clean, &c.

Salaries.

(Education Regulations of 11th January 1892, published in Government Gazette, 14th January 1892, and Amendments of 5th February in Gazette of 11th February 1892.)

Superannuation.

There is now a Public Schools Teachers' Superannuation Fund. Persons employed by the Education Department may subscribe to it, any such subscriber receiving an annuity on retiring. The subscriptions are 4*l.*, 8*l.*, 12*l.*, or 16*l.* a year for men, and 3*l.*, 6*l.*, 9*l.*, or 12*l.* a year for women. Head or assistant teachers appointed in future must, if under 32 years of age, subscribe at least 8*l.* a year if a man, and at least 3*l.* a year if a woman. A man who subscribes 16*l.* a year for 10 years is entitled to a superannuation allowance of 65*l.* 6*s.* 8*d.*, and a woman who subscribes 12*l.* a year for 10 years is entitled to one of 46*l.* 10*s.*, and so in like proportion, according to the sum subscribed annually, and the number of years served. A person retiring on the ground of age must have subscribed for 20 years, and be, on retiring, 60 years old if a man, and 50 years if a woman. (Teachers' Superannuation Act, 1890.) (Reg. in Government Gazette, 27th August 1891.)

During 1890 there were 395 male and 672 female teachers, or 14 less male, and 5 more female teachers than in 1889. Hardly any of these were receiving less than 100*l.* a year; there were four more schools. There was also a large number of private schools and teachers.

Queensland.

Primary education is free, and teachers are paid entirely by the State. Schools with an average attendance from 12 to 29 are called provisional schools. Of these there were 272 in December 1890. The salaries of provisional school teachers range from 80*l.* to 120*l.* for males, and from 65*l.* to 90*l.* for females. Provisional school teachers are not necessarily certificated. Schools with an average attendance above 30 are called State schools. Of these there were 329 in December 1890. State school teachers must be certificated. Certificated teachers are of three classes, the salaries being:—Class I., males, 180*l.* to 204*l.*, females, 156*l.* to 180*l.*; Class II., males, 144*l.* to 168*l.*, females, 114*l.* to 138*l.*; Class III., males, 102*l.* to 126*l.*, females, 72*l.* to 96*l.* In addition to the salaries attached to their classification, head teachers in State schools are paid sums ranging from 36*l.* to 276*l.* per annum for males, and from 18*l.* to 184*l.* per annum for females, according to the size of their schools, and married men in charge of State schools are provided with residences, or rent. Principal assistant teachers get additional emoluments, ranging from 24*l.* to 72*l.* for males, and from 12*l.* to 48*l.* for females. Ordinary assistants receive classification salary only. Male pupil teachers are paid from 30*l.* to 65*l.*, and females from 20*l.* to 50*l.* All teachers on their first admission into the service are appointed on probation at salaries specially fixed by the Minister. Their classification is determined by their attainments, as testified by examinations passed before examiners appointed by the Minister, or by the standards of the examinations passed in the United Kingdom or elsewhere in the British Dominions, together with their skill in practical school management, as exhibited while on probation. British certificates below Class II. are not recognised as qualifying for any classification under the Queensland regulations. The

subjects of examination for Class II. are reading, writing, arithmetic, geography, grammar, music, drill and gymnastics, needlework (for females only), class teaching, school management, history, and for males only Euclid and algebra. The subjects for Class I. are (1) English language and literature; (2) *one* of the following, viz., mathematics, Latin, Greek, French, German, or either *two* of these sciences, viz., animal physiology, botany, inorganic chemistry, mechanics, acoustics (light and heat), magnetism and electricity, geology, or history with one of them. (Regs. in Government Gazette 6th July 1891, which came into operation on 1st January 1892.)

The establishment of a training college is contemplated, and the local supply of teachers is now sufficient.

State school teachers are officers of the Civil Service, are appointed by the Governor in Council, and share in the benefits of the superannuation provisions of "the Civil Service Act of 1889." (See p. 30.)

British certificates qualify for appointment; but now, by a notice of 13th December 1888, teachers appointed to Government schools must pass the local examination for a certificate either of competency or efficiency upon or before appointment. Teachers who hold a certificate of competency only will be expected to gain the higher certificate within three years of first appointment. Vacancies are infrequent, and are practically always filled upon the spot by the district boards. Salaries vary according to attendance, but are roughly; for male teachers, from 60*l.* to 160*l.* a year, and for female about a fifth less. Besides this there is a result grant, which may be reckoned at about a third of the salary. There are no pensions. (W.A. Regulation, 1877.)

Candidates to practise as teachers in the public schools must be not less than 19 years old, and are admitted by examination only. Teachers are divided into four classes, and are generally appointed first to the fourth or lowest class, and as probationers only. Promotion to Classes III., II., and I. is, as a rule, granted after examination only. The examination for Class III. includes these subjects:—Reading, writing, arithmetic, grammar, geography, history, school-books, school management. For Class II., the same as Class I., only more advanced, and also either Latin or "technical," *i.e.*, one of the following subjects:—Drawing, the principles of agriculture or mining, applied or theoretical mechanics, practical plane and solid geometry, inorganic chemistry, or cookery. For Class I. the same as Class II. (except reading and writing), but more advanced. Female candidates for Class I. are examined in the above subjects for Class II., and for Class II. in those above for Class III., and need not pass in Latin or "technical."

Trained or certificated teachers from other countries, and candidates who have successfully passed any public examination comprising subjects similar to those required from teachers, may be temporarily placed in any grade below the First Class, according to the value of their certificate; but will not be entitled to

draw salary at a higher rate than is assigned to the division immediately below that in which they are placed, until their qualifications as teachers have been tested by at least a year's experience. (Reg. 52.)

Salaries.

Teachers' annual salaries are, in Class I., male, 156*l.*, female, 80*l.*; Class II., male, 132*l.* to 144*l.*, female, 70*l.*; Class III., male, 108*l.* to 120*l.*, female, 40*l.* to 60*l.*. Probationers (male) in Class IV., 72*l.* to 96*l.*

From male teachers—unless married, and the wife helps in the school,—one-fourth of the above salaries is deducted towards paying for a female assistant.

Assistant teachers receive one-fourth of the teachers' salary, and this sum is deducted from it; also 10 per cent. of the fees paid to the teacher.

Paid monitors receive 12*l.* a year; and pupil-teachers must be not less than 13 years old.

Teachers, in addition to the above salaries, receive all the school fees, except the 10 per cent. for their assistants, and also, in larger schools, from 8*l.* to 18*l.* a year for instructing pupil-teachers, where any. The school fees amount to 6*s.* and upwards a quarter per child, and aggregate in some schools, 300*l.* or 400*l.* a year. (Regulations passed under the Education Act, 1885, on 25th June 1887, and as to paid monitors only on 20th August, 1888. See Gov. Gazette, 1887, p. 989; and 1888, p. 1259.)

The incomes of head teachers in 1890 were—*male teachers*: in Class I., from 216*l.* to 798*l.*, average 441*l.*; Class II., from 112*l.* to 326*l.*, average 194*l.*; Class III., from 91*l.* to 253*l.*, average 140*l.*; Class IV. (probationers), from 56*l.* to 225*l.*, average, 101*l.* *female teachers* in Class I., none; Class II., from 68*l.* to 105*l.*; Class III. (probationers), from 48*l.* to 99*l.*, average, 70*l.* There are no pensions. The supply of eligible candidates for the position of teachers is fairly equal to the demand. Numerous applications are received from certificated teachers in the United Kingdom and the neighbouring Colonies, but "the experience gained in " former years of the mischief done by the employment of persons " the evidence of whose fitness rests upon testimonials alone, " should always prevent such applications from being enter- " tained." (Report of the Education Department for 1890.)

Numbers.

In the ordinary State schools there are 230 head teachers, at salaries and allowances (excluding school fees) ranging from 40*l.* to 207*l.* a year, and 178 assistant teachers, pupil-teachers, and paid monitors, at salaries from 15*l.* to 200*l.* a year; head teachers also receive for school fees in full-time schools 4*s.* to 6*s.*, and in half-time schools 3*s.* to 4*s.* per quarter per child. In connexion with the technical schools at Hobart and Launceston, there are several masters at salaries ranging from 50*l.* to 200*l.* a year, exclusive of fees; they also receive for fees per pupil, first grade 9*d.*, second grade 1*s.* per week. (Statistics of Tasmania, 1890, p. 48-9.)

Teachers in public schools are appointed by the education New Zealand board of the district: but no person is eligible for appointment who does not produce a certificate of competency from the Minister of Education, and such other certificates of fitness as the regulations in force require (such as character, health, &c.) (The Education Act, 1877, s. 45.) The Minister would issue such certificate on a satisfactory British certificate being submitted to him.

Each Board fixes its own scale of payments. At the end of *Salaries*, 1888, out of an aggregate of 2,994 teachers, 1,747 (including 913 pupil-teachers and 155 sewing mistresses) received less than 100*l.* a year, 975 from 100*l.* to 200*l.*, 219 from 200*l.* to 300*l.*, 16 from 300*l.* to 400*l.*, and 7 received 400*l.* and over, the highest of all being 475*l.* 18*s.* No retiring allowances are paid.

The principal regulations affecting teachers' certificates are as follows:—There are five classes of certificates, viz., A, B, C, D, and E, and in each class there are five divisions. A candidate for a certificate— *Certificates.*

- (1.) Must have taught for two years in a public school in New Zealand or elsewhere.
- (2.) Must be of good character.
- (3.) Must pass the regular examination, or prove the passing of an equivalent one held by some sufficient public authority.
- (4.) Must be 19 years old (or have been before passing the equivalent examination in (3) above), or have served as pupil-teacher for four years, or been a student in a teachers' training college for one year.

The examination for Class E,—*i.e.*, the lowest class,—includes the following subjects:—Reading, writing, spelling, English grammar and composition (including punctuation), arithmetic, geography, English history, elementary science, vocal music, drawing, the art of teaching and school management, and (for women) needlework. Elementary agriculture may now (Government Gazette, 17th September 1891) be substituted for elementary science.

For Class D (the next highest class) the subjects include those of Class E, the questions being rather more difficult, elementary experimental science (or, since 17th September 1891, elementary agriculture), and any two subjects from the following list:—Latin, Greek, French, German, or Italian, algebra, Euclid, elementary mechanics, physics, chemistry, or biology.

For Class C the subjects include all those of Class D, except the two optional subjects, and the first section of the examination for the degree of B.A. in the University of New Zealand.

Subject to the regulation that he has taught in a public school in New Zealand for two years, a person who has kept two years terms and has taken the degree of B.A. at the New Zealand University may be admitted to Class B, and a graduate in first or second class honours to Class A (the highest class of all), without examination.

Examinations are held in January, and candidates must give notice by 31st October previous, and enclose a fee of 1*l*.

Pupil-teachers. Pupil-teachers must be at least 13 years old, and are appointed by the district education boards; and any person also who has passed the examination for Class D above, may (Government Gazette, 18th Sept. 1890) be appointed a pupil-teacher with position equal to that of a third year pupil-teacher. (Regulations under the Education Act, 1877, Parts VI. and VII. Government Gazette, July 7th, 1887.)

Demand. Schoolmasters and schoolmistresses holding good British certificates have some prospect of employment in the board schools.

Cape Colony. Certificated teachers who may desire to settle in the Cape Colony with a view to obtaining employment as teachers there, should submit their testimonials, &c. direct to "The Superintendent-General of Education, Cape Town, Cape of Good Hope," on whose recommendation most appointments to teacherships are made. In public schools principals receive from Government, in aid of their salary, from 60*l*. to 200*l*. a year, and assistants, 30*l*. to 100*l*. In the Western Province teachers will generally find it necessary to be able to speak Dutch as well as English. The subjects for examination for third or lowest class certificates include school management, English, geography, history, arithmetic, drawing, &c. After five years' service a teacher in a public school is eligible for a good service allowance of 10*l*. to 25*l*., of 15*l*. to 37*l*. 10*s*. after 10 years' service, and 20*l*. to 50*l*. after 15 years. From such allowance 5 per cent. a year is deducted, and paid into the Teachers' Pension Fund. After 25 years' service, and on retirement at 60 or from ill-health, this allowance continues for the rest of his life, with an addition of 50 per cent. for a service of 15 to 20 years, 75 per cent. for one of 20 to 30 years, and 100 per cent. for one of, or over, 30 years. (Teachers' Pension and Fund Act, 1887.) The Principal of a first class Public School must bring boys up to the standard of the London Matriculation; his emoluments are 400*l*. a year and house. Teachers of private farm schools are entitled to the good service allowance of 10*l*. a year after five years' service, 15*l*. a year after 10 years' service, and 20*l*. a year after 15 years' service. (Additional regulation, Government Gazette, 15th September 1891.)

Natal. Applications for employment in the Government schools must be made to "The Council of Education, Pietermaritzburg, Natal." Teachers in Government schools are paid (1) by fixed salaries, and (2) by a capitation grant of 6*s*. for each separate pass in English, writing, and arithmetic, the maximum per pupil being 18*s*., and 6*s*. for infants. (See the Report of the Commission on Education in Government Gazette, 19th May 1891.) At the Maritzburg College the head master receives 500*l*. a year and quarters, and assistants 120*l*. to 300*l*. At the High School, Durban, the head master receives 500*l*. a year and house, assistants, 250*l*. to 300*l*., and junior masters, 160*l*. At Durban and Maritzburg, in addition to a share in the capitation grants, the head master in the Model Primary Schools receives

350*l.* a year and 50*l.* for house, assistants, 110*l.* to 200*l.*, and juniors, 120*l.*; head mistresses 300*l.* to 350*l.* and 50*l.* for house, assistants 120*l.* to 200*l.*, and juniors, 18*l.* to 130*l.* At Primary Schools in all parts head masters receive 200*l.* to 300*l.* a year and house, assistants, 70*l.* to 130*l.*, head mistresses up to 250*l.* and house, and assistants 100*l.*; all these receive also shares of the capitation grants. The average capitation grant in all schools in 1890-91 was 10*s.* 6*d.* a pupil. (Blue Book and Report of Inspector, 1890-91.) Head teachers of model schools must hold Privy Council certificates; those of all other schools must hold Colonial certificates, which involves passing an examination. There is no regular Training College for teachers.

VETERINARY SURGEONS.

Certificates are issued by the Ontario Veterinary College at Toronto, which also grants a large number of diplomas every year to students, who are required to attend two sessions, at least, and pass all examinations. Canada:
Ontario.

Veterinary surgeons must be registered; the fee is \$10. No person may be so registered unless he is (1) a graduate of the Provincial Veterinary College, and has received a diploma of competency; or (2) possesses a diploma or certificate of admission to practise as a veterinary surgeon in any part of Her Majesty's Dominions, by any body or association empowered by law to grant it. Proof of identity must be given, and the diploma or certificate must be produced. A surgeon qualified as above, may be appointed by the Lieutenant-Governor a } "district veterinarian." (Stat. of Man. 1883, ch. 19, secs. 21-3, 68.) Manitoba.

No person may practise, or recover fees, as a veterinary surgeon unless he is registered by the Veterinary Board of Victoria. No person shall receive from the Board a certificate that he is duly qualified for registration unless he is 21 years of age, and (1) holds a certificate or diploma of competency (which must be produced) as a veterinary surgeon from the Royal College of Veterinary Surgeons of Great Britain, or from any veterinary school or college recognised by the Veterinary Board of Victoria; or (2) unless he has been a veterinary student for not less than four years at some school or college recognised by the Board, and has passed an examination in each of the following subjects before the Board, or before examiners appointed by the Board; and such examination shall include the following subjects,—*materia medica*, pharmacy, medical botany, practical chemistry, toxicology, anatomy of the horse and other domesticated animals, physiology and histology, morbid anatomy, pathology and pathological toxicology, diseases of the horse and other domesticated animals, veterinary medicine and surgery, and therapeutics, together with any subject bearing upon veterinary practice which may have been prescribed by the Board with the approval of the Governor in Council. The Board shall grant a diploma to such students as pass such an examination. (Veterinary Surgeons Act, 1890.) Victoria.

The above subjects are divided into three examinations. The fee on registration without examination is 6*l.* 6*s.*; for each of the three examinations 3*l.* 3*s.*; on registration after examination 1*l.* 1*s.* Diplomas and certificates of the following colleges and schools are recognised:—The Colleges of Alfort in Paris, of Lyons, Berlin, Copenhagen, New York, Bombay, Montreal, and Stockholm, (Regs. in Government Gazette, 13th February 1891, p. 825.)

- Western Australia.** A veterinary surgeon can practise without any licence or examination. There is no statute affecting the profession specially. (Dec. 1889.)
- Tasmania.** Veterinary surgeons who have qualified in England are not called upon to produce any other qualification: English diplomas or certificates are recognised. There is a limited demand for them.
- New Zealand.** The law has not imposed any restriction on the practice of veterinary surgery. No examination has to be passed; no licence is required, nor is there any official recognition of British or other qualifications. There is probably not much demand for members of the profession. (Dec. 1889.)
- Cape Colony.** There is no law in the colony to prevent anyone from practising as a veterinary surgeon, nor is any licence required to enable anyone to practise, nor has any examination to be passed. There is no opening just now for such surgeons which promises immediate satisfactory returns. A fair practice could be established at Kimberley, and in course of time at Cape Town, Port Elizabeth, King Williams Town, &c., but several surgeons, who came out to practise, have found the prospects too unpromising, and have taken to other work. (Dep. of Agriculture, Nov. 1889.) The veterinary surgeon attached to the Department of Agriculture receives 700*l.* a year; the first assistant, 400*l.*; and the second and third assistants, 300*l.* each.
- Natal.** The Commission on the Importation of Stock point out in their report (dated February 1890) the want of veterinary surgeons in the Colony, and urge the Government to appoint more (Government Gazette, 4th March 1890).

Western Australia.* Appointments are made for three months probation. Candidates must be from 14 to 18 years of age (except as noted below), must bring testimonials of character and a medical certificate, and must, as a rule, pass an examination. Every permanent employé must insure his life. Appointments are made in order of merit.

Salaries. In the *Clerical and Traffic Branches* cadets receive 30*l.* to 60*l.* a year; clerks, 70*l.* to 150*l.*; stationmasters, 120*l.* to 250*l.*, both with house; porters, from 15 to 20 years old, 2*s.* 6*d.* to 5*s.* a day; porters and shunters, 6*s.* to 6*s.* 6*d.*; foremen porters, 7*s.* to 10*s.*; guards, 7*s.* to 9*s.*; the hours are 60 a week; but for porters under 17 years, eight a day.

* These Regulations were received too late for insertion on p. 63.

In the *Locomotive Branch* apprentices in the mechanical workshops serve for five years and receive from 8s. to 5s. a day; enginemen receive 10s. to 12s.; firemen, 7s. to 9s.; cleaners, 5s. to 6s. 6d.; and youth cleaners, 2s. 6d. to 5s.; all per day of nine hours.

In the *Permanent Way Branch* assistant inspectors receive 150*l.* to 175*l.* a year, and 52*l.* travelling allowance; walking gangers, 8s. to 9s.; gangers, 7s. 6d.; and platelayers, 6s. 6d. to 7s.; all per day of nine hours; labourers (16 to 20 years), 2s. 6d. to 5s. a day. (Regulations of 30th January 1892 in Government Gazette of 11th February 1892.)

The chief authorities for the Professional Handbook are the Colonial Statutes, Government Gazettes, and Official Rules and Regulations drawn up by the different professional bodies. Much useful information has been kindly supplied by official and private professional correspondents in the Colonies. Authorities.

Further information may be obtained from the Chief Clerk, Emigrants' Information Office, 31, Broadway, Westminster, S.W. (office hours 10 to 6, Saturdays 10 to 1.30); or from one of the following Colonial Government representatives in London:

CANADA.—The High Commissioner, Victoria Chambers, 17, Victoria Street, Westminster, S.W.

NEW SOUTH WALES.—Agent General, Westminster Chambers, 9, Victoria Street, S.W.

VICTORIA.—Agent General, 15, Victoria Street, S.W.

SOUTH AUSTRALIA.—Agent General, Victoria Chambers, 15, Victoria Street, S.W.

QUEENSLAND.—Agent General, Westminster Chambers, 1, Victoria Street, S.W.

WESTERN AUSTRALIA.—Agent General, 15, Victoria Street, S.W.

TASMANIA.—Agent General, Westminster Chambers, 5, Victoria Street, S.W.

NEW ZEALAND.—Agent General, Westminster Chambers, 13, Victoria Street, S.W.

CAPE OF GOOD HOPE.—Agent General, 112, Victoria Street, S.W.

NATAL.—Emigration Agent for Natal, 21, Finsbury Circus, E.C.

LONDON: Printed by EYRE and SPOTTISWOODE,
Printers to the Queen's most Excellent Majesty.
For Her Majesty's Stationery Office.