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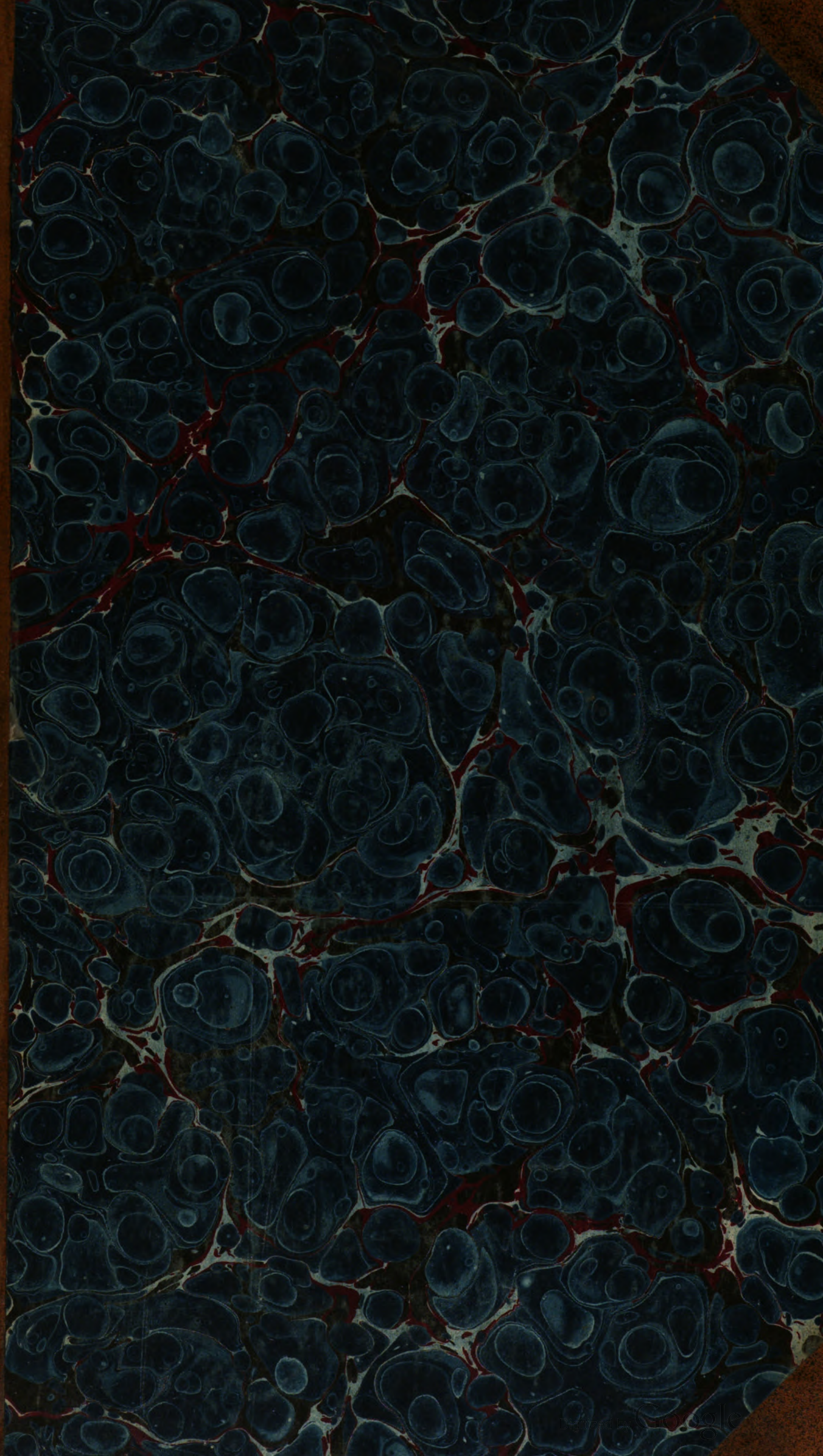
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Pp. Eng. $\frac{1867}{7}$

REPORTS
FROM
COMMITTEES:
EIGHT VOLUMES.

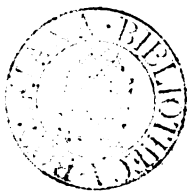
—(1.)—

ARMY (SYSTEM OF RETIREMENT);
ARMY (INDIA AND THE COLONIES);
MILITARY RESERVE FUNDS;

Session
5 February — 21 August 1867.

VOL. VII.

1867.



REPORTS FROM COMMITTEES:

1867.

EIGHT VOLUMES:—CONTENTS OF THE

FIRST VOLUME.

N.B.—*THE* Figures at the beginning of the line, correspond with the N° at the foot of each Report; and the Figures at the end of the line, refer to the MS. Paging of the Volumes arranged for The House of Commons.

ARMY (SYSTEM OF RETIREMENT) :

482. REPORT from the Select Committee on ARMY (SYSTEM of RETIREMENT); together with the PROCEEDINGS of the COMMITTEE, MINUTES of EVIDENCE, and APPENDIX - - - - p. 1
- 482-I. INDEX to Ditto - - - - - 165

ARMY (INDIA AND THE COLONIES) :

478. REPORT of the Select Committee on ARMY (INDIA and the COLONIES); together with the PROCEEDINGS of the COMMITTEE, MINUTES of EVIDENCE, and APPENDIX - - - - 197
- 478-I. INDEX to Ditto - - - - - 553

MILITARY RESERVE FUNDS :

453. REPORT of the Select Committee on MILITARY RESERVE FUNDS; together with the PROCEEDINGS of the COMMITTEE, MINUTES of EVIDENCE, and APPENDIX - - - - 713
-

R E P O R T

FROM THE

SELECT COMMITTEE

ON

ARMY (SYSTEM OF RETIREMENT)

TOGETHER WITH THE

PROCEEDINGS OF THE COMMITTEE,

MINUTES OF EVIDENCE,

AND APPENDIX.

*Ordered, by The House of Commons, to be Printed,
26 July 1867.*

Monday, 6th May 1867.

Ordered, THAT a Select Committee be appointed “to inquire into the System of Retirement from the three non-purchase corps of Royal Artillery, Royal Engineers, and Royal Marines.”

Tuesday, 14th May 1867.

Select Committee nominated of,—

Mr. Childers.
Colonel Percy Herbert.
Marquis of Hartington.
Major Jervis.
Mr. Grenfell.
Mr. Pack-Beresford.
Major O'Reilly.
Colonel Sturt.

Mr. Trevelyan.
Sir John Hay.
Mr. Otway.
Colonel North.
Captain Vivian.
Mr. Evans.
Mr. De Grey.

Ordered, THAT the Committee have power to send for Persons, Papers, and Records.

Ordered, THAT Five be the Quorum of the Committee.

Friday, 26th July 1867.

Ordered, THAT the Committee have power to Report their Observations, together with the Minutes of Evidence taken before them, to The House.

REPORT	- - - - -	p. iii
PROCEEDINGS OF THE COMMITTEE	- - - - -	p. viii
MINUTES OF EVIDENCE	- - - - -	p. 1
APPENDIX	- - - - -	p. 99

R E P O R T.

THE SELECT COMMITTEE appointed to inquire into the SYSTEM of RETIREMENT from the three non-purchase Corps of ROYAL ARTILLERY, ROYAL ENGINEERS, and ROYAL MARINES :—HAVE considered the matters to them referred, and have agreed to the following REPORT :—

Present System of Retirement.—(Artillery and Engineers.)

1. THE present system of full pay retirement from the Ordnance Corps was established in 1854, after the report of the “Commissioners on Promotion in the Army.” That Commission was of opinion that the mode provided by the then existing warrants for relieving the upper ranks of the two corps, of officers who had become unequal to the duties required of them, had proved to be a “total failure;” and it recommended that the arrangements in force under which a limited number of officers, of and below the rank of lieutenant colonel, could be retired annually, should be greatly modified, and that the future provision for this purpose should be fixed at a gross sum of 48,000 *l.* a year.

2. The warrant of the 3rd November 1854, carried into effect this recommendation. Under that warrant (which, with slight modifications, is at the present time in force) 32,000 *l.* a year has been available for the retirement of Artillery, and 16,000 *l.* for that of Engineer officers. These sums have been temporarily increased during the present year; but so far as the Artillery are concerned, not in proportion to the augmentation of the corps since 1854. The regulations under which these grants are applied, appear to be identical in the two corps. The grants are charged in the first place with the retirements anterior to the warrant. The balance (and any sum falling in by the death of an officer retired under the old system) is applied to the payment of annuities on retirement, with generally a step in rank, of 600 *l.* to major generals or regimental colonels; of 400 *l.* to regimental lieutenant colonels, with the brevet rank of colonel; or of sums equivalent to their regimental pay to officers of lower rank. No officer can claim to be retired until he has served 30 years, except under very special circumstances, which do not appear to have arisen since 1854.

3. Retirement under these regulations is virtually limited to major generals, colonels, and lieutenant colonels. The practice observed in carrying out the system is somewhat remarkable. Lists are kept at the Horse Guards of the officers of each rank who have applied to be retired. When, through the death of a retired officer, a balance of more than 600 *l.* a year is available, the senior major general or regimental colonel on the list is retired; when the balance is less than 600 *l.* but exceeds 400 *l.*, the senior brevet colonel; when below 400 *l.*, the senior officer of lower rank (if there be such on the list) whose regimental pay is less than the amount in hand.

Present System of Retirement.—(Marines.)

4. The present system of retirement from the Marines is regulated by an Order in Council, which came into operation in 1858. Under it, any officer of 30 years' standing may retire on the pay of his rank; and this, in the case of a colonel commandant, exceeds 700 *l.* a year. If an officer is 60 years of age, or 482. a 2 if

146. 784.
142.

if he is unfit for duty, whatever may be his length of service, he may be compelled by the Admiralty to retire. £. 35,000 a year is the nominal limit of full-pay retirements from the Marines; but, after satisfying the claims of all applicants whom the Admiralty have thought right to retire, this grant has hitherto been more than sufficient by about 4,000 *l.* a year.

150.

Other Provisions.

109.
630. 1653.

5. But in addition to these grants of 32,000 *l.*, 16,000*l.*, and 35,000 *l.* a year, other provisions are made for the virtual retirement of officers unfit, through age or infirmity, for active service, or desirous on other grounds to leave the corps. Under the warrant of 1854, six officers of Artillery and three officers of Engineers may annually retire on permanent half-pay. Under the warrant of last year every officer is entitled to retire on half-pay after 25 years' service. Further, the Army Reserve Fund has at various times been available to buy out officers of Artillery or Engineers; the present rates of purchase being 4,500 *l.* for a lieutenant colonel's commission, and a sum calculated at 100 *l.* for every year's service, for a captain's commission.

Operation of the present Systems.—(Artillery and Engineers.)

179. 965. 1105.
1264. 1453. 1528.
1672. 1840. 100.

6. Your Committee are of opinion that the system, or rather the combination of contrivances, under which officers are retired from the Artillery and Engineers, is unsatisfactory. It is complicated, uncertain in its operation, based upon no clear principle, and inadequate for its purpose. The objects of any system of retirement, from corps requiring great scientific and military attainments, should be to secure to the officer an adequate and certain provision when no longer fit for active service, and on the other hand to secure to the administration the means of keeping each rank in an efficient state, and of getting rid of worn-out officers. If these objects be obtained, sufficient flow of promotion may be anticipated. But in all these respects the present arrangements work badly. That they are complicated is evident. That they are uncertain will be admitted on a consideration of the differences between the ages of the senior officers of each rank in the two corps, and of the numbers retired in different years. Regulations cannot be said to be based on any clear principle which make retirement depend on the accidental amount of the balance on a fixed fund, and the operation of which appears to be to retire junior officers rather than their seniors, however unfit the latter may be for service. That they are inadequate, all the witnesses whom your Committee have examined maintain; and, even if their operation should not be in this respect hurtful in the Artillery for a few years to come, there can be no doubt, from the evidence of General Lefroy, that under them at a future date, promotion in that corps will be entirely paralysed. Besides, they make no provision for the addition to the establishment occasioned by the amalgamation of the Royal and Indian corps.

182. 1841.
1106. 1265.

455. 953. 1842.

49. 52. 181. 328.
366.

462.

446. 449. 563. 672.

Right Principles to be applied.

7. The principles which should, in the opinion of your Committee, govern an improved system of retirement, are —

189.

(a.) A limit of age for compulsory retirement from active duties.

1870.

(b.) A graduated rate of retired pay, which every officer should be entitled to claim after a given number of years' service.

(c.) Facilities for compounding the retired pay of officers for a sum of money down.

190. 206. 1909.
417. 744. 848.
1806.

8. If the principle be admitted of a maximum age, on attaining which, an officer should no longer be eligible for regimental duties, your Committee are of opinion that the limit should be the same as that in force for captains in the Navy, and partially in the Army, namely, 60 years. But, as many colonels in these corps, and nearly all officers of higher rank, are treated already as if on a retired list, your Committee do not think it necessary that any officer should be compelled, on account of age, absolutely to retire from the Army; but they propose that at 60, such officers should be placed on a separate or reserved list, retaining their

1856.

their prospect of succession to the higher grades of the service. The removal of an officer to this separate list would give a step through the corps.

9. What should be the minimum service after which an officer of these corps should be entitled to retire, what the commencing rate of retired pay, and in what manner it should be graduated, are questions of some nicety, which your Committee have carefully considered. To one difficulty they attach little weight. The purchase system must so materially affect any regulations for retirement from the corps in which it prevails, that proposals for the Ordnance corps could not, with fairness, be quoted as precedents for the other branches of the service. But your Committee do not see any reason for materially shortening the time of service after which the right to retire now accrues; although they think that it should be fixed at 22 years, considering that the officer will have been a cadet for two or three years. The scale of retired pay or pension which they would suggest, has for its minimum and maximum limits 250 *l.* and 600 *l.* a year; and they think that it should be so graduated as to give an officer after 30 years' service little or no inducement to remain in the corps solely on account of any prospect of better retirement at a greater age. At 50 an officer should practically have to make his election between seeking the higher commands in the corps, or (if his qualifications or circumstances unfit him for them) retiring from the service. 1535. 881.

10. This object would be promoted if, on retirement, an officer were enabled to obtain, from a department of the Government, the equivalent, in an immediate payment, of his annuity. For after the age of 50, the "present value" of an annuity diminishes so rapidly as to render it easy to graduate the scale of pension in such a manner as to make the equivalent composition in each year nearly the same. 1852.

11. On other grounds the power of compounding pensions of this kind would appear to be advantageous to the service. And your Committee, having examined Sir Alexander Spearman, the Comptroller, and Mr. Finlaison, the Actuary of the National Debt Office, are satisfied, that from a financial point of view no difficulties need be anticipated in the details of the measure, if the regulations suggested by those witnesses should be established. 1864. 1871. 2002.

12. Proposals have been made on several occasions, for compounding the pensions of other officers, and especially in the Naval Service; and if the experiment should be successful when tried on the small scale necessary for the Ordnance corps, it might be extended to other services.

Other Proposals.

13. Several other plans have been proposed to, or considered by, your Committee.

14. It has been suggested that a bonus system should be established, and that officers should be bought out of the service by means of a fund created by the subscriptions of their brother officers. To this, as introducing an objectionable purchase system into these corps, your Committee are opposed. 526. 1862. 618.

15. It has also been suggested that, in addition to a reduced rate of pension, a small bonus should be given, from a limited annual Vote of Parliament, to an officer on his retirement. This would be unnecessary if means for compounding retired pay were established. 535.

16. Proposals to re-arrange the rates of pay, to diminish the number of subaltern officers, to reduce the captains' list, increasing that of the lieutenant colonels, to increase the establishment of general officers, and to introduce the substantive rank of major, have been advocated as tending to improve the flow of promotion and so to affect retirement. Your Committee, however, have not considered these questions to be strictly within the reference to them; and, whatever advantages any of the schemes may have, they think that the future system of retirement should be simple and self-acting, not complicated by connection with other arrangements, which should stand or fall by their own merits. 1500. 1574. 1897. 656. 1505. 587. 605. 1448. 1454. 348. 1826. 464.

581. 626. 1136.
1191. 1352. 1583.
1723. 1866.

17. One question has, however, been raised, which is so intimately connected with retirement (as influencing the age or length of service at which the right to retire should commence) that your Committee recommend it to the serious consideration of the military authorities. It is the unanimous opinion of the witnesses who have given evidence on the subject, that the age of admission to the Academy is too high.

Recommendations in Detail.

18. The following are, in detail, the recommendations of your Committee :

(a.) That the present system of retirement, on annuities of 600 *l.* or 400 *l.* a year, or on permanent half-pay after 25 years' service, and the practice of purchasing commissions by means of the Army Reserve Fund, be discontinued.

(b.) That at the age of 60 every colonel of Artillery or Engineers be placed on a reserved list, and while on that list, be considered ineligible for ordinary regimental duties, but eligible for staff or special employments, if selected by the military authorities. That an officer so removed should receive the pay of a major general, and retain his right of succession to the Major Generals' establishment and to the command of a battalion.

(c.) That every colonel, on removal to the reserved list, should have the option of retiring from the army on 600 *l.* a year, with a step in honorary rank.

(d.) That every officer, after completing 22 years' service, should have the absolute right to retire, with a step of honorary rank, and with an annuity according to the following scale, irrespective of pensions for wounds or distinguished service :

	Number of Years' Service.	Annuity.	Probable Age.	Probable Value of Annuity.
		£.		£.
1492.	22	250	42	3,270
		increasing by 25 <i>l.</i> annually to		
	25	325	45	4,050
	28	400	48	4,780
	30	450	50	5,050
		increasing by 15 <i>l.</i> annually to		
	35	525	55	5,400
	40	600	60	5,510

(e.) That provision be made by Parliament to enable an officer to compound (through the agency of the National Debt Office) his annuity for its "present value," regard being had to his age and the state of his health, and the computation of value being made at 5 per cent. interest.

(The fourth column in the above table shows the values of the proposed annuities on the assumption that the life is good, and that the officer obtained his commission at 20 years of age.)

(f.) That no commutation of pension be allowed except on the retirement of the officer.

(g.) That no officer be retired on half-pay except for wounds or ill-health, and that officers rendered unfit for service by ill-health, be allowed to continue on the half-pay list, whatever their length of service may have been, power being retained to bring them back to their former place in the corps when pronounced fit for duty.

(Your Committee would refer to the evidence given by His Royal Highness the Field Marshal Commanding in Chief, with respect to officers placed on temporary half-pay.)

(h.) That

529. 1371. 1803.
1815. 1863.

1924. 1933.

(h.) That it should be in the discretion of the military authorities to employ or not any officer who shall have acquired the right to retire on a pension. 1871. 1893.

(i.) That retirement from the Marines should be governed by similar regulations, the maximum annuity being 600 *l.*, except in the case of an existing colonel commandant, whose annuity may be 700 *l.* a year. 808.

19. It will be necessary, in future arrangements with the Government of India, to provide for the due proportion of the cost of the retirements of Artillery and Engineer officers being defrayed from Indian revenues. 993. 1501.

20. In conclusion, your Committee would direct attention to the evidence of Sir Alexander Spearman and Mr. Finlaison, as to the machinery and conditions requisite for properly commuting these annuities at the National Debt Office. Whether the purchase of an annuity should, in the same manner as the sale of an annuity, be accompanied by a reduction *pro tanto* of the National Debt, is a financial question upon which your Committee express no opinion. This would be effected if the instalments of the annuity received by the National Debt Office were invested in Government stocks, to be cancelled when the annuity ceased. 1976. 1982. 1997. 2000. 2003-2011.

26 July 1867.

PROCEEDINGS OF THE COMMITTEE.

Friday, 17th May 1867.

MEMBERS PRESENT :

Mr. Childers.
Mr. De Grey.
Major Jervis.
Sir John Hay.
Mr. Trevelyan.

Colonel Percy Herbert.
Mr. Pack-Beresford.
Mr. Evans.
Marquis of Hartington.

Mr. CHILDERS was called to the Chair.

The Committee deliberated.

[Adjourned till Monday next, at Two o'clock.]

Monday, 20th May 1867.

MEMBERS PRESENT :

Mr. CHILDERS in the Chair.

Mr. De Grey.
Colonel Sturt.
Mr. Grenfell.
Mr. Trevelyan.
Mr. Otway.
Mr. Pack-Beresford.
Sir John Hay.

Mr. Evans.
Captain Vivian.
Colonel Percy Herbert.
Major Jervis.
Marquis of Hartington.
Colonel North.

Colonel *Gambier*, Lieut. Colonel Hon. *H. Fane Keane*, and Major General *Langley*, severally Examined.

[Adjourned till Monday, 3rd June, at One o'clock.]

Monday, 3rd June 1867.

MEMBERS PRESENT :

Mr. CHILDERS in the Chair.

Mr. Grenfell.
Mr. Pack-Beresford.
Major Jervis.
Sir John Hay.
Mr. De Grey.
Mr. Evans.
Colonel Percy Herbert.

Major O'Reilly.
Colonel North.
Colonel Sturt.
Captain Vivian.
Marquis of Hartington.
Mr. Otway.

Captain *Douglas Galton* and Brigadier General *Lefroy*, severally Examined.

[Adjourned till Monday, 17th June, at One o'clock.]

Monday, 17th June 1867.

MEMBERS PRESENT:

Mr. CHILDERS in the Chair.

Major Jervis.
Colonel Percy Herbert.
Mr. Pack-Beresford.
Colonel Sturt.
Colonel North.

Sir John Hay.
Mr. De Grey.
Mr. Trevelyan.
Mr. Otway.
Marquis of Hartington.

Brigadier General *Lefroy* and Colonel *Gambier*, further Examined.

[Adjourned till Thursday next, at One o'clock.]

Thursday, 20th June 1867.

MEMBERS PRESENT:

Mr. CHILDERS in the Chair.

Mr. Pack-Beresford.
Major O'Reilly.
Colonel Sturt.
Sir John Hay.
Colonel Percy Herbert.
Mr. Grenfell.

Captain Vivian.
Mr. Evans.
Colonel North.
Mr. Otway.
Major Jervis.

Admiral Sir *Sydney Dacres*, Examined.

Brigadier General *Lefroy*, Colonel *Gambier*, and Colonel Hon. *H. Fane Keane*, further Examined.

[Adjourned till Monday, 24th June, at One o'clock.]

Monday, 24th June 1867.

MEMBERS PRESENT:

Mr. CHILDERS in the Chair.

Colonel Percy Herbert.
Mr. De Grey.
Captain Vivian.
Mr. Otway.
Mr. Pack-Beresford.
Major O'Reilly.

Major Jervis.
Colonel Sturt.
Mr. Trevelyan.
Sir John Hay.
Colonel North.
Marquis of Hartington.

General Sir *J. F. Burgoyne*, Examined.

Colonel Hon. *H. Fane Keane*, further Examined.

Major General *Dickson*, and Colonel *Adye*, severally Examined.

[Adjourned till Thursday next, at One o'clock.]

Thursday, 27th June 1867.

MEMBERS PRESENT:

Mr. CHILDERS in the Chair.

Colonel Percy Herbert.
Captain Vivian.
Mr. Evans.
Colonel Sturt.
Mr. De Grey.

Colonel North.
Mr. Trevelyan.
Sir J. Hay.
Major Jervis.
Mr. Pack-Beresford.

Lieutenant Colonel *Biddulph* and Lieutenant Colonel *Charles Ewart*, Examined.

Major General *Langley*, further Examined.

[Adjourned *sine die*.

Monday, 15th July 1867.

MEMBERS PRESENT:

Mr. CHILDERS in the Chair.

Colonel Percy Herbert.
Colonel Sturt.
Major Jervis.
Captain Vivian.
Mr. Pack-Beresford.

Mr. Otway.
Mr. Evans.
Colonel North.
Mr. Trevelyan.
Marquis of Hartington.

His Royal Highness the Duke of *Cambridge* (attending by permission of the House of Lords), Sir *Alexander Spearman*, and Mr. *Alexander Glen Finlaison*, severally Examined.

[Adjourned till Friday, 26th July, at Two o'clock.

Friday, 26th July 1867.

MEMBERS PRESENT:

Mr. CHILDERS in the Chair.

Mr. Pack-Beresford.
Major O'Reilly.
Major Jervis.
Colonel Percy Herbert.
Colonel North.

Mr. De Grey.
Sir John Hay.
Marquis of Hartington.
Captain Vivian.
Mr. Otway.

The Committee deliberated.

DRAFT REPORT proposed by the Chairman, read the first time, as follows:

" Present System of Retirement—(Artillery and Engineers)."

"1. The present system of full pay retirement from the Ordnance Corps was established in 1854, after the report of the 'Commissioners on Promotion in the Army.' That Commission was of opinion that the mode provided by the then existing warrants for relieving the upper ranks of the two corps of officers, who had become unequal to the duties required of them, had proved to be a 'total failure;' and it recommended that the arrangements then in force, under which a limited number of officers, of and below the rank of lieutenant colonel, could be retired annually, should be greatly modified, and that the future provision for this purpose should be fixed at a gross sum of 48,000 *l.* a year.

"2. The

"2. The warrant of the 3rd November 1854 carried into effect this recommendation. Under that warrant (which, with slight modifications, is at the present time in force) 32,000 *l.* a year is available for the retirement of artillery, and 16,000 *l.* for that of engineer officers. The regulations under which these grants are applied appear to be identical in the two corps. The grants are charged in the first place with the retirements anterior to the warrant. The balance (and any sum falling in by the death of an officer retired under the old system) is applied to the payment of annuities on retirement, with generally a step in rank, of 600 *l.* to major generals or regimental colonels; of 400 *l.* to regimental lieutenant colonels, with the brevet rank of colonel; or of sums equivalent to their regimental pay to officers of lower rank. No officer can claim to be retired until he has served 30 years, except under very special circumstances, which do not appear to have arisen since 1854.

"3. Retirement under these regulations is virtually limited to major generals, colonels, and lieutenant colonels. The practice observed in carrying out the system is somewhat remarkable. Lists are kept at the Horse Guards of the officers of each rank who have applied to be retired. When, through the death of a retired officer, a balance of more than 600 *l.* a year is available, the senior major general or regimental colonel on the list is retired; when the balance is less than 600 *l.*, but exceeds 400 *l.*, the senior brevet colonel; when below 400 *l.*, the senior officer of lower rank (if there be such on the list) whose regimental pay is less than the amount in hand.

" Present System of Retirement.—(Marines.)

"4. The present system of retirements from the Marines is regulated by an Order in Council, which came into operation in 1858. Under it, any officer of 30 years' standing may retire on the pay of his rank; and this, in the case of a colonel commandant, exceeds 700 *l.* a year. If an officer is 60 years of age, or if he is unfit for duty, whatever may be his length of service, he may be compelled by the Admiralty to retire. £. 35,000 a year is the nominal limit of full-pay retirements from the Marines; but, after satisfying the claims of all applicants entitled to retire, this grant has, on the average, been more than sufficient by 4,000 *l.* a year.

" Other Provisions.

"5. But in addition to these grants of 32,000 *l.*, 16,000 *l.*, and 35,000 *l.* a year, other provisions are made for the virtual retirement of officers unfit, through age or infirmity, for active service, or desirous on other grounds to leave the corps. Under the warrant of 1854, six officers of Artillery and three officers of Engineers may annually retire on permanent half-pay. Under the warrant of last year every officer is entitled to retire on half-pay after 25 years' service. Further, the Army Reserve Fund has at various times been available to buy out officers of Artillery or Engineers desiring to retire; the present rates of purchase being 4,500 *l.* for a lieutenant colonel's commission, and a sum calculated at 100 *l.* for every year's service, for a captain's commission.

" Operation of the Present Systems.

"6. Your Committee are of opinion that the system, or rather the combination of contrivances, under which officers are retired from the Artillery and Engineers, is unsatisfactory. It is complicated, uncertain in its operation, based upon no clear principle, and inadequate for its purpose. The objects of any system of retirement from corps requiring great scientific and military accomplishments, should be to secure to the officer an adequate and certain provision when no longer fit for active service, and on the other hand to secure to the administration the means of getting rid of inefficient servants. If these objects be obtained, the complaint of insufficient flow of promotion will never be heard. But in all these respects the present arrangements work badly. That they are complicated is evident. That they are uncertain will be admitted on a consideration of the differences between the ages of the senior officers of each rank in the two corps, and of the numbers retired in different years. Regulations cannot be said to be based on any clear principles, which make retirement depend on the accidental amount of the balance on a fixed fund, and the operation of which appears to be to retire junior officers rather than their seniors, however unfit the latter may be for service. That they are inadequate, all the witnesses whom we have examined maintain; and, even if their operation should not be in this respect hurtful in the Artillery for a few years to come, there can be no doubt, from the evidence of General Lefroy, that under them, at a future date, promotion in that corps will be entirely paralysed. Besides, they make no provision for the addition to the establishment occasioned by the amalgamation of the Royal and Indian corps.

" Right Principles to be applied.

"7. The principles which should, in the opinion of your Committee, govern an improved system of retirement, are—

"(a.) A limit of age for compulsory retirement from active duties.

"(b.) A graduated

"(b.) A graduated rate of retired pay, which every officer should be entitled to claim after a given number of years' service.

"(c.) Facilities for compounding the retired pay of officers in sound health, for a sum of money down.

"8. If the principle be admitted of a maximum age, on attaining which an officer should no longer be eligible for active duties, your Committee are of opinion that the limit should be the same as that in force in the Navy, and partially in the Line, namely, 60 years. But, as many colonels in this corps, and nearly all officers of higher rank, are treated already as if on a retired list, your Committee do not think it necessary that any officer should be compelled, on account of age, absolutely to retire from the Army; but they propose that at 60, such officers should be placed on a separate or reserved list, retaining their prospect of succession to the higher grades of the service. The removal of an officer to this separate list would give a step through the corps.

"9. What should be the minimum service after which an officer of these corps should be entitled to retire, what the commencing rate of retired pay, and in what manner it should be graduated, are questions of some nicety, which your Committee have carefully considered. To one difficulty they attach little weight. The purchase system must so materially affect any regulations for retirement from the corps in which it prevails, that proposals for the Ordnance corps could not, with fairness, be quoted as precedents for the other branches of the service. But your Committee do not see any reason for materially shortening the time of service after which the right to retire now accrues; although they think that it might include the two or three years spent at the academy. The scale of retired pay or pension which they would suggest, has for its minimum and maximum limits 250 £. and 600 £. a year; and they think that it should be so graduated as to give an officer after 30 years' service little or no inducement to remain in the corps solely on account of any prospect of better retirement at a greater age. At 50 an officer should have to make his election between seeking the higher commands in the corps, or (if his qualifications or circumstances unfit him for them) retiring from the service.

"10. This object would be promoted if, on retirement, an officer were enabled to obtain, from a department of the Government, the equivalent, in an immediate payment, of his annuity. For after the age of 50, the 'present value' of an annuity diminishes so rapidly as to render it easy to graduate the scale of pensions in such a manner as to make the equivalent composition in each year nearly the same.

"11. On other grounds the power of compounding pensions of this kind would appear to be advantageous to the service. And your Committee, having examined Sir Alexander Spearman, the Comptroller, and Mr. Finlaison, the Actuary of the National Debt Office, are satisfied that, from a financial point of view, no difficulties need be anticipated in the details of the measure, if the regulations suggested by those witnesses should be established.

"12. Proposals have been made on several occasions for compounding the pensions of other officers, and especially in the Naval Service; and if the experiment should be successful when tried on the small scale necessary for the Ordnance corps, it might be extended to other services.

" Other Proposals.

"13. Several other plans have been proposed to, or considered by, your Committee.

"14. It has been suggested that a bonus system should be established, and that officers should be bought out of the service by means of a fund created by the subscriptions of their brother officers. To this, as introducing a vicious purchase system into these corps, your Committee strongly object.

"15. It has also been suggested that, in addition to a reduced rate of pension, a small bonus should be given, from a limited annual Vote of Parliament, to an officer on his retirement. This would be unnecessary if means for compounding retired pay were established.

"16. Proposals to re-arrange the rates of pay, to diminish the number of subaltern officers, to reduce the captains' list, increasing that of the lieutenant colonels, to increase the establishment of general officers, and to introduce the substantive rank of major, have been advocated as tending to improve the flow of promotion and so to affect retirement. Your Committee, however, have not considered these questions to be strictly within the reference to them; and, whatever advantages any of the schemes may have, they think that the future system of retirement should be simple and self-acting, not complicated by connection with other arrangements, which should stand or fall by their own merits.

"17. One question has, however, been raised, which is so intimately connected with retirement (as influencing the age or length of service at which the right to retire should commence) that your Committee recommend it to the serious consideration of the military authorities. It is the unanimous opinion of the witnesses who have given evidence on the subject, that the age of admission to the Academy is too high.

" Recommendations

"Recommendations in Detail.

"18. The following are, in detail, the recommendations of your Committee :

"(a.) That the present system of retirement, on annuities of 600*l.* or 400*l.* a year, or on permanent half-pay after 25 years' service, and the practice of purchasing commissions by means of the Army Reserve Fund, be discontinued.

"(b.) That at the age of 60 every colonel of Artillery or Engineers be placed on a reserved list, and while on that list, be considered ineligible for ordinary regimental duties, but eligible for certain staff employments, if selected by the Commander in Chief. That an officer so removed should receive the pay of a Major General, retain his right of succession to the Major General's establishment and to the command of a battalion.

"(c.) That every colonel, on removal to the reserved list, should have the option of retiring from the army on 600*l.* a year, with a step in honorary rank.

"(d.) That every officer, after completing 22 years' service, should have the absolute right to retire, with a step of honorary rank, and with an annuity according to the following scale :

Number of Years' Service.	Annuity.	Probable Age.	Probable Value of Annuity.
	£.		£.
22	250	42	3,270
	increasing by 25 <i>l.</i> annually to		
25	325	45	4,080
28	400	48	4,780
30	450	50	5,050
	increasing by 15 <i>l.</i> annually to		
35	525	55	5,400
40	600	60	5,510

"(e.) That provision be made by Parliament to enable an officer to compound (through the agency of the National Debt Office) his annuity for its 'present value,' regard being had to his age and the state of his health, and the computation of value being made at 5 per cent. interest.

"(The fourth column in the above table shows the values of the proposed annuities on the assumption that the life is good, and that the officer obtained his commission at 20 years of age.)

"(f.) That no commutation of pension be allowed except on the retirement of the officer.

"(g.) That no officer be retired on half-pay except for wounds or ill-health, and that officers permanently rendered unfit for service by ill-health, be allowed to continue on the half-pay list, whatever their length of service may have been, power being retained to bring them back to their former place in the corps when pronounced fit for duty.

"(h.) That it should be in the discretion of the military authorities to employ or not any officer who, after a certain length of service, shall have acquired the right to retire on an adequate pension.

"(i.) That retirement from the Marines should be governed by similar regulations, the maximum annuity being 600 *l.*

"19. It will be necessary, in future arrangements with the Government of India, to provide for the due proportion of the cost of the retirements of Artillery and Engineer officers being defrayed from Indian revenues.

"20. In conclusion, your Committee would direct attention to the evidence of Sir Alexander Spearman and Mr. Finlaison, as to the machinery and conditions requisite for properly commuting these annuities at the National Debt Office. Whether the purchase of an annuity should, in the same manner as the sale of an annuity, be accompanied by a reduction *pro tanto* of the National Debt, is a financial question upon which your Committee express no opinion. This would be affected if the instalments of the annuity received by the National Debt Office were invested in Government stocks, to be cancelled when the annuity ceased."

Question, That the Draft Report proposed by the Chairman, be now read a second time, paragraph by paragraph—put, and *agreed to*.

Paragraph 1, *agreed to*.

Paragraph 2, amended, and *agreed to*.

Paragraph 3, *agreed to*.

Paragraphs 4 and 5, amended, and *agreed to*.

Paragraph 6.—Amendment proposed, in line 5, after the word “corps” to insert the words “in which promotion is regulated strictly by seniority, and requiring considerable scientific and military accomplishments, should be in the first place, by supplementing the ordinary casualties of the service to insure such a flow of promotion throughout the corps, as will secure thorough efficiency in every rank; to secure to every officer an adequate retirement, and to afford to the administration the means of getting rid of inefficient servants”—(Mr. Beresford).—Question, That those words be there inserted—put, and *negatived*.—Paragraph amended, and *agreed to*.

Paragraph 7, amended, and *agreed to*.

Paragraph 8, amendment made.

Another amendment proposed, in line 3 to omit the words, “should be the same as that in force”—(Captain Vivian).—Question put, That the words proposed to be left out stand part of the paragraph.—The Committee divided :

Ayes, 5.
Marquis of Hartington.
Sir John Hay.
Colonel Percy Herbert.
Colonel North.
Major O'Reilly.

Noes, 4.
Mr. Beresford.
Mr. De Grey.
Major Jervis.
Captain Vivian.

Paragraph, amended, and *agreed to*.

Paragraph 9.—Amendment proposed in line 12, to leave out 600 £. in order to insert 700 £.—(Mr. Beresford)—instead thereof.—Question put, That 600 £. stand part of the paragraph.—The Committee divided :

Ayes, 4.
Marquis of Hartington.
Colonel Percy Herbert.
Major O'Reilly.
Captain Vivian.

Noes, 5.
Mr. Beresford.
Mr. De Grey.
Sir J. Hay.
Major Jervis.
Colonel North.

Motion made, and Question proposed, “That this vote be rescinded, and that 600 £. stand part of the paragraph”—(Colonel North).—Question put, and *agreed to*.

Paragraph, amended, and *agreed to*.

Paragraph 10, *agreed to*.

Paragraphs 10, 11, 12, 13, *agreed to*.

Paragraph 14, amended, and *agreed to*.

Paragraphs 15, 16, 17, *agreed to*.

Paragraph 18, Section (b).—Amendment proposed in line 1, to leave out the words “at the age of 60,” in order to insert the words “after 40 years service”—(Mr. Beresford)—instead thereof.—Question, That the words proposed to be left out stand part of the paragraph—put, and *agreed to*.

Section (d).—Amendment proposed, in second column of proposed scale, to leave out the words, “increasing by 25 £. annually to,” in order to insert the words, “increasing to 600 £. by annual instalments of 30 £.”—(Mr. Beresford)—instead thereof.—Question, That the words proposed to be left out stand part of the scale—put, and *agreed to*.

Section (h).—Amendment proposed, to leave out the words “after a certain length of service”

vice"—(Colonel *Percy Herbert*).—Question put, That the words proposed to be left out stand part of the section.—The Committee divided :

Ayes, 3.
Marquis of Hartington.
Major Jervis.
Captain Vivian.

Noes, 6.
Mr. Beresford.
Sir J. Hay.
Colonel Percy Herbert.
Colonel North.
Mr. Otway.
Major O'Reilly.

Section (i).—Amendment proposed, at end of section to add the words, "except in the case of an existing Colonel Commandant whose annuity may be 700 *l.* a year"—(Sir *J. Hay*).—Question, That those words be there added.—The Committee divided :

Ayes, 5.
Mr. Beresford.
Sir John Hay.
Major Jervis.
Colonel North.
Mr. Otway.

Noes, 4.
Marquis of Hartington.
Colonel Percy Herbert.
Major O'Reilly.
Captain Vivian.

Paragraph 18, as amended, *agreed to*.

Paragraphs 19 and 20, *agreed to*.

Question, That this Report, as amended, be the Report of the Committee to the House—*put, and agreed to*.

Ordered, To Report, together with the Minutes of Evidence, and Appendix.

LIST OF WITNESSES.

Monday, 20th May 1867.

	PAGE
Colonel Gloucester Gambier, C. B., R. A. - - - - -	1. 5
Lieutenant Colonel the Honourable Hussey Fane Keane, R. E. - - -	3
Major General George Colt Langley, R. M. - - - - -	5

Monday, 3rd June 1867.

Captain Douglas Galton, R. E. - - - - -	7
Brigadier General John Henry Lefroy, R. A., F. R. S. - - - - -	18

Monday, 17th June 1867.

Brigadier General John Henry Lefroy, R. A., F. R. S. - - - - -	23
Colonel Gloucester Gambier, C. B., R. A. - - - - -	36

Thursday, 20th June 1867.

Vice Admiral Sir Sidney Colpoys Dacres, K. C. B., and Major General George Colt Langley, R. M. - - - - -	38
Colonel Gloucester Gambier, C. B., R. A. - - - - -	46
Lieutenant Colonel the Honourable Hussey Fane Keane, R. E. - - -	51

Monday, 24th June 1867.

General Sir John Burgoyne, Bart., G. C. B. - - - - -	55
Lieutenant Colonel the Honourable Hussey Fane Keane, R. E. - - -	55
Major General Collingwood Dickson, C. B., V. C., R. A. - - - - -	58
Colonel John M. Adye, C. B. - - - - -	69

Thursday, 27th June 1867.

Lieutenant Colonel Robert Biddulph, R. A. - - - - -	75
Lieutenant Colonel Charles Brisbane Ewart, R. E. - - - - -	81
Major General George Colt Langley, R. M. - - - - -	85

Monday, 15th July 1867.

His Royal Highness the Duke of Cambridge, K. G. - - - - -	88
Sir Alexander Spearman, Bart., and Alexander Glen Finlaison, Esq. - -	96

MINUTES OF EVIDENCE.

Monday, 20th May 1867.

MEMBERS PRESENT:

Mr. Pack-Beresford.
Mr. Childers.
Mr. De Grey.
Mr. Evans.
Mr. Grenfell.
Sir John Hay.
Marquis of Hartington.

Colonel Percy Herbert.
Major Jervis.
Colonel North.
Mr. Otway.
Colonel Sturt.
Mr. Trevelyan.
Captain Vivian.

HUGH C. E. CHILDERS, ESQ., IN THE CHAIR.

Colonel GLOUCESTER GAMBIER, C.B., R.A., called in; and Examined.

1. *Chairman.*] ARE you Deputy Adjutant General of the Artillery at the Horse Guards?—Yes.

2. Do you put in a statement showing the ages of the six senior officers in each rank of the Artillery, from colonel downwards, at five decennial periods, beginning at 1826?—I do. (*The same was delivered in, vide Appendix.*)

3. Do you also put in a similar return of the length of the service of those officers?—Yes. (*The same was delivered in, vide Appendix.*)

4. The general features of those Returns are, I think, these: that the senior officers of the rank of colonel, in 1826, averaged from 52 to 60 years of age; in 1836 they averaged about 63 years of age; in 1846, from 65 to 70 years of age; in 1856, from 55 to 62 years of age; and, in 1866, from 53 to 55 years of age?—Yes.

5. In the same way the ages of the lieutenant colonels averaged about 49 years of age in 1826; from 56 to 59 years of age in 1836; from 60 to 63 years of age in 1846; from 53 to 56 years of age in 1856; and about 48 years of age last year?—Yes.

6. Were the ages of the senior captains about 46 years in 1826; from 51 to 54 years in 1836; about 55 years in 1846; from 38 to 40 years in 1856; and from 39 to 40 years in 1866?—Yes.

7. Were the ages of the second captains about 39 years in 1826; from 44 to 46 years in 1836; from 42 to 45 years in 1846; from 28 to 35 years in 1856; and are they about 32 years now?—Yes.

8. And were the ages of the lieutenants from 35 to 37 years in 1826; from 39 to 42 years in 1836; from 29 to 31 years in 1846; from 22 to 0.105.

25 years in 1856; and are they about 31 years now?—Yes.

9. The rank of second lieutenant came to an end in 1855, did it not?—Yes.

10. Then the general effect of those papers is, that during the last 10 years the ages of the senior colonels, of the senior lieutenant colonels, of the senior captains, and of the senior second captains, have fallen off considerably, while the ages of the senior lieutenants have increased?—Yes.

11. Do you also put in a paper showing the service of the senior officers of each rank?—Yes. (*The same was delivered in, vide Appendix.*)

12. With respect to the ages; the ages of all the officers are known in your corps, I think; and have been known since the year 1826?—They have been known since 1826.

13. There is no calculation as to probable age, but it is actual age?—It is actual age.

14. Can you put in a statement showing the establishment of officers of each rank at each of those periods, and the date and extent of the several augmentations and reductions?—Certainly.

15. Will you be good enough to do so as soon as possible?—I will.

16. Do you put in also a paper showing the system of retirement of officers of the Royal Artillery on retired full pay?—I do. (*The same was delivered in, vide Appendix.*) That paper which I have put in, is simply taken from the warrants.

17. Does that paper state the different warrants affecting retirement between the year 1831 and the present time?—Yes; I should only have referred to the dates of the several warrants, but

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I thought

Colonel
G. Gambier,
C.B., R.A.
20 May
1867.

Colonel
G. Gambier,
C.B., R.A.
—
20 May
1867.

I thought perhaps the Committee might like to see how each separate warrant affected the Royal Artillery.

18. Will you state, in a few words, what is the system of retirement which is now in force?—The present system is that there is a sum of 32,000 *l.* a year, which was granted as a retiring fund in 1854. That took in all the old retirements of the previous warrants from the year 1840. This sum of 32,000 *l.* is divided into 600 *l.* a-year retirements for officers who have arrived at the rank of regimental colonels, with 30 years' service.

19. Then the system of retirement at present is, that all the full-pay retirements are provided for out of the 32,000 *l.* a year, and that the sum available is increasing as the old retirements before the year 1854 fail in?—The 32,000 *l.* a year never increases, but the available balance increases as officers already on full pay die off.

20. Does the 32,000 *l.* provide for the old retirements before 1854?—From the year 1840.

21. And the balance is available in the shape of 600 *l.* a year retirements to full colonels of Artillery of 30 years' service?—Yes.

22. Are those the only retirements which come out of the 32,000 *l.* a year; is there no sum of 400 *l.* a year?—There is a sum of 400 *l.* a year to a lieutenant colonel if he has served 30 years, and has arrived at the rank of brevet colonel, provided there is no candidate, for 600 *l.* a year. There might be from various retirements falling in, say, 461 *l.*; and a brevet colonel, if he applies, would receive the 400 *l.* a year retirement, because there was not 600 *l.* a year available for a senior colonel; but the senior colonel would have the choice, on the list of candidates.

23. When the old retirements, between 1840 and 1854, have died out, will the whole of the 32,000 *l.* a year, be applicable to the 600 *l.* a year and the 400 *l.* a year retirements?—Yes.

24. Is there any fixed proportion between the 400 *l.* a year retirements, and the 600 *l.* a year retirements; the retirements offered to the regimental colonel, and the retirements offered to the regimental lieutenant colonel?—There is not.

25. Then is the process this; that the 600 *l.* a year is offered, in the first instance, to each colonel until one accepts it, when there is a sufficient amount?—The process is that, if there is any officer's name down who wishes to retire upon 600 *l.* a year, the senior whose name is down is offered it.

26. That officer may be either a major general on the establishment, or a colonel, may he not?—He is a major general on the establishment or a full colonel.

27. Then under what circumstances can a lieutenant colonel, who is a colonel in the army, have the offer of 400 *l.* a year?—If there is, we will say, the sum of 491 *l.* available, if he puts his name in as wishing to retire at 400 *l.* a year, he would be allowed to retire upon the 400 *l.* a year, because the 600 *l.* a year was not available for one of the full colonels on the regimental list.

28. The offers, therefore, of 400 *l.* a year retirement to lieutenant colonels in the corps, depend upon the fact of there being a then existing balance of less than 600 *l.*?—Exactly; a small balance of less than 600 *l.*

29. So that if there should be a succession of small balances of less than 600 *l.*, the retirements would be offered to lieutenant colonels in succession, although there might be full colonels

who were anxious to take it?—It is not offered to them; it is not sent to the regiment either in the full colonels' case, nor in the case of lieutenant colonels. If they have registered their names as wishing to retire on 400 *l.* a year, or on 600 *l.* a year, the senior is taken.

30. And after they have put down their names, have they every opportunity of withdrawing?—They may withdraw if the Commander-in-Chief permits it.

31. Then it is an offer, is it not?—Directly they have put their names down, and an available balance of 400 *l.* exists, the name of the senior applicant is sent in to retire upon that sum.

32. Then, on the other hand, supposing that there should be ever so many lieutenant-colonels whose names are down for 400 *l.* a year retirement, if there should not happen to be a broken amount, the colonels will get the 600 *l.* a year?—Certainly.

33. Therefore, the retirement of lieutenant-colonels, under the present system, depends wholly, does it not, upon the accident of there being a broken amount of money available?—Quite so.

34. Are those the only circumstances under which any part of the 32,000 *l.* a year is applicable to retirements?—Yes.

35. Can no officer below the rank of lieutenant-colonel, under any circumstances, get full pay retirement out of that fund?—A captain who is pronounced unfit from wounds or ill-health, receives the full pay of his rank which would come out of that fund.

36. But he would be retired on full-pay, and that pay would come out of the vote, would it not?—The full-pay retirement of a captain or lieutenant-colonel comes out of the 32,000 *l.* if his retirement is from ill-health, or wounds, certified by a medical board.

37. Are there any such officers charged at present upon the fund, so far as you know?—From wounds and ill-health, I think not.

38. Let me ask you this specially again; supposing that a full colonel has applied for retirement, but that the sum available at the time is not sufficient, you do not hold that in hand, and wait for another falling in, but you apply that at once to the retirement of a lieutenant-colonel, if there is 400 *l.* a year for it?—If there is an applicant on the list.

39. So that, supposing the balance on the fund to-day should be 450 *l.* a year, and that you had a dozen full colonels who had applied for their retirement, you would apply that 450 *l.* a year to the retirement of a lieutenant-colonel at 400 *l.* a year, if one should have applied?—If he is an applicant.

40. And you would not keep it in hand for a colonel's retirement?—No.

41. It appears from the Return which was laid upon the table in March, that of the officers who have retired from the rank of colonel during the last three years, only one was above the twentieth in numerical order in the list, all the others varying from the twenty-third to the twenty-eighth, except Colonel Dick, who was thirteenth on the list; is that so?—Yes.

42. Can you state to the Committee what is the cause that retirements are only accepted so low down in the list of colonels?—I think that the cause is that when they get up the list, they naturally prefer waiting for their promotion, to succeed

Colonel
G. Gambier,
C.B., R.A.
—
20 May
1867.

succeed to what they have always looked forward to, which is 1,000 *l.* a year as colonel commandant of a brigade.

43. How many colonels commandant of battalion are there?—Seventeen.

44. How many major-generals on the establishment are there?—Fifteen, who are not colonels commandant.

45. Before reaching the rank of colonel commandant, an officer has to pass through the establishment of major-generals, has he not?—He has.

46. While he is on the major-general's establishment, what is his pay?—£. 478 a year.

47. So that an officer runs the chance of 478 *l.* a year for a certain number of years, with a prospect of 1,000 *l.* a year afterwards, against an immediate 600 *l.* a year?—Yes; but besides during his passage to be a major-general, he can hold the command of a brigade, as also colonel on the staff in certain places, and when he has passed to the rank of major-general, there are four or five major-generals who are employed on particular services, the allowances for which amount to about 1,000 *l.* a year; therefore he has these prospects to look forward to, before he reaches the 1,000 *l.* a year.

48. Then is it the case that the prospects which you have mentioned are so good, compared with the 600 *l.* a year, that the senior colonels elect generally not to take the retirement?—I should say that they naturally prefer remaining in the service if they are high upon the list, because they are so much nearer this 1,000 *l.* a year, which they wish to arrive at.

49. Then is the result of that that the recent retirements have been taken by men considerably younger than the colonels at the head of the list?—There are circumstances which would oblige officers who are higher up on the list than those

who have taken it, to take it; that is to say, if the Commander-in-Chief calls upon them to take the command of a brigade, and if they are incompetent from ill-health to take the command of it, they would retire upon the 600 *l.* a year.

50. Do you think that that is generally the cause why officers take the retirements?—I do not. I am only stating that that adds to the causes. There are sometimes officers higher up the list who take it.

51. But you think that though sometimes the cause is what you describe, it is generally because the advantages of retirement are not so good as the advantages of holding on?—I think so.

52. But whatever the cause may be, the effect of the present system is, that younger men than men at the top of the list are the men who take the retirements?—Yes.

53. Do you also put in a return showing the strength of each retired list during the five decennial periods?—I do.—(*The same was delivered in, vide Appendix.*)

54. Will you furnish the Committee also with a list of the numbers who have retired in each of the 40 years?—Certainly.

55. Could you add to that the ages and the length of service of each of the officers who have retired from the rank of colonel in each year?—Yes.

56. Colonel *Percy Herbert*.] The establishment of artillery general officers, then, is 17 colonels of battalions and 15 on the unattached list?—Yes.

57. Are those colonels of battalions necessarily general officers?—All of them.

58. Has it not occurred that they have been colonels?—It has in one or two instances.

59. Mr. *Beresford*.] They are the same as any general officer appointed to the command of a regiment, are they not?—Yes.

Lieutenant-Colonel the Honourable HUSSEY FANE KEANE, R.E., called in; and Examined.

60. *Chairman*.] You are Deputy Adjutant General of the Engineers at the Horse Guards?—I am.

61. Do you put in a return of the age and service of the six senior officers in each rank of the Engineers from colonel downwards?—From the year 1826, in each of the five decennial periods. (*The same was delivered in, vide Appendix.*)

62. The general effect of your return is this, is it not, that in the year 1826 the senior colonels averaged, in age, from 49 to 52; in 1836, from 56 to 61; in 1846, from 59 to 62; in 1856, from 62 to 65; and in 1866, from 61 to 64?—That is correct.

63. Then the age of the senior colonels of Engineers has almost steadily increased since the year 1826 up to the present time, has it not?—Yes.

64. With respect to the lieutenant-colonels, the age, in the year 1826, was from 42 to 45; in 1836, from 52 to 54; in 1846, from 55 to 60; in 1856, about 60; and in 1866, from 49 to 51?—Yes.

65. Will you explain to the Committee how it is that, while the age of senior colonels has steadily increased, or at least seems to have been stationary within the last few years, the ages of the senior lieutenant colonels of Engineers are so much less now than they were 10 or 20 years ago?—It is partly from augmentation, and partly

from the junior colonels having retired under the Warrant of 1854 upon the 600 *l.*

66. Coming to the captains, the ages seem to have been, in 1826, about 40; in 1836, from 45 to 48; in 1846, from 52 to 55; in 1856, from 40 to 41; and in 1866, from 41 to 44?—The same remark would apply to the captains, because, of course, as the lieutenant-colonels are younger the captains are younger.

67. Then the Warrant of 1854 made a very sweeping reduction in the ages of both lieutenant-colonels and of captains, did it not?—I think so.

68. The ages of the lieutenants appear to have been about 33 in 1826; from 39 to 41 in 1836; from 28 to 31 in 1846; from 25 to 27 in 1856; and from 25 to 28 at the present time?—Yes; that would be, of course, increased as you went lower down in the rank.

69. The difference between age and service is pretty uniform throughout, is it not?—It is.

70. But I notice that the difference of the senior colonels at the present time is rather greater than that of any other rank; the difference appears to be 23 and 24 years, whereas the differences elsewhere are from 17 to 20 years; is there any special reason to account for that?—I do not know that there is any special reason.

71. Mr. *Beresford*.] Were not those officers retained some time after they had passed their final

Lieut.-Col.
Hon.
H. F. Keane.
R.E.
—

Lieut.-Col.
Hon.
H. F. Keane,
R.E.
—
20 May
1867.

final examination?—Yes, that might account for it; at the time when those full colonels, who are at the head of the list now, got their commissions, it was just after the war, and a great number of cadets from Woolwich were placed upon temporary half-pay; some of them elected to go into the Line, but sometimes they were as long as four or five years on half-pay before being absorbed into the corps.

72. They did not get their commissions until they were 23 or 24 years of age?—They were not gazetted; they were given something to go away, and employed themselves, in fact, in any other way.

73. *Chairman.*] Will you tell the Committee the exact definition of the term "service" in your corps; does all service count, except when an officer is on permanent half pay?—All service counts, even supernumerary service, and seconded service.

74. How long is service allowed to count when an officer is on sick half-pay?—He is allowed to remain counting his service for one year on full pay, and then, on the strength of a certificate from a Medical Board which then reports upon him, he is placed upon temporary half-pay, if he is found to be unfit for service.

75. And when he is on temporary half-pay, his service does not count?—When he is on temporary half-pay his service does not count.

76. But when an officer is seconded, his service does count, does it not, however long that may be?—Yes; but there are arrangements by which it does not go beyond 10 years or 12 years; 10 years is the rule, and 12 years is the utmost limit.

77. Do you put in also a return of the establishment of officers at each of the decennial periods, and the date of augmentation?—I do. (*The same was delivered in, vide Appendix.*)

78. Have you put in any paper with respect to the system of retirements which is in force?—I think that among the papers which I have put in will be found a paper showing the effect of the system.

79. Is your system of retirement the same as in the Artillery?—Precisely the same. We are governed by the same warrant.

80. Except that the numbers are not the same?—Our money is not the same, and, therefore, the numbers are not the same.

81. The numbers were not the same previously to the year 1854, and are not the same now?—No.

82. Your money is how much now?—It is 16,000 *l.*

83. Is it applied under precisely the same rules as the 32,000 *l.* of the Artillery?—Under precisely the same general rules. The whole of the full pay of both corps is taken out of this fund, and the half-pay is borne by the public.

84. You mean that the whole of the full-pay retirement is taken out of the vote which includes the 16,000 *l.* a year, whereas the whole of the half-pay retirement is taken out of the annual fund?—The whole of the half-pay retirement is taken out of the annual fund.

85. Your 16,000 *l.* is charged with a certain number of old retirements, is it not?—Yes.

86. The retirements before the year 1840 are voted separately, are they not?—Entirely so.

87. But the retirements between the years 1840 and 1854 still come out of your 16,000 *l.*?—

They were taken up and charged against that fund.

88. Do you corroborate Colonel Gambier's description of the circumstances under which a lieutenant-colonel can get his 400 *l.* a year retirement?—Yes, it is precisely the same.

89. It is a pure accident, is it not, whether or not there happens to be an available balance of between 400 *l.* and 600 *l.*?—Exactly.

90. If the balance is under 400 *l.*, nobody gets his retirement?—If a regimental lieutenant colonel by a Medical Board, of less than 30 years' service, applied, then, if it was 365 *l.*, he would get it.

91. Then there is a third retirement besides the 600 *l.* a year and the 400 *l.* a year, of 365 *l.* a year?—There is a third retirement of 365 *l.* by a Medical Board.

92. Under what circumstances is that retirement?—That is on a Medical Board reporting that a lieutenant colonel is inefficient for general service.

93. How many years' service is necessary for that?—A regimental lieutenant colonel of any length of service under 30 years, on recommendation of a Medical Board, can claim 365 *l.* a year.

94. And this 365 *l.* a year may be granted under the present Warrant, and is charged upon the 16,000 *l.*?—Yes.

95. As a matter of fact, is there one instance of that kind at present in your corps?—There are two, which you will find in the Estimates.

96. Colonel *Percy Herbert.*] Who regulates the retirement of those officers; is it regulated by the Commander in Chief, or is it granted by the Commander in Chief with a recommendation, and allowed by the Secretary of State for War?—It could only be allowed by him.

97. Each retirement has to be sanctioned by the Secretary of State for War on the recommendation of the Commander in Chief?—Yes; at the same time that the recommendation goes forward a statement of the fund accompanies it, so that the Secretary of State for War sees whether there is any available balance of the 16,000 *l.* to cover the application.

98. And a statement of the officer's service is also sent, is it not?—A statement of the officer's services and of the circumstances under which he is recommended for full pay.

99. Still, the rule being that, if there is a balance of between 365 *l.* and 400 *l.*, and if there is an applicant for the 20 *s.* a day retirement, he would get it; and if the balance exceeds 400 *l.*, and is less than 600 *l.*, it would be given to the first lieutenant-colonel for retirement; but if it exceeds 600 *l.* it is given to the first colonel for retirement; is that so?—Yes; seniority rules through all those retirements.

100. But whether the next retirement is given to a lieutenant-colonel or to a colonel, depends upon the mere chance of the casual balance at the moment?—Quite so.

101. *Chairman.*] You have put in a return of the number of officers of each rank on the retired list; can you give the actual number of officers retired in each of the 40 years, with the date, age, and service of each of the colonels?—I will do so.

102. The half-pay vote with you is entirely distinct from the 16,000 *l.*, is it not?—Entirely.

103. And the retirement of officers who have the absolute right of half-pay retirement after 25 years' service, comes out of the half-pay vote?—Yes.

104. And

104. And the limited number of half-pay retirements which you are able to give every year also comes out of the half-pay vote, does it not?—Yes.

105. Do you remember what those numbers are in your corps?—

106. Are those half-pay retirements at the same rate as the ordinary half-pay retirements?—Yes.

107. Mr. *Otway*.] Is the number of half-pay retirements limited?—It is not.

108. *Chairman*.] The number that you may retire under the Warrant of 1854 is limited, is it not?—Yes; so many a year may be put on half-pay upon application.

109. Is that in addition to the retirements to which all officers of 25 years' service are absolutely entitled?—That question of every officer having a right to half-pay at the end of 25 years, is completely new to our two corps.

110. It is in force, is it not?—It is in force.

111. It only dates since the Warrant of this year, I believe?—Since the 3rd of February 1866.

112. Could you put in a return of the number of all the half-pay retirements during any period that the Committee wished?—Certainly.

113. Mr. *Beresford*.] There was a second half-pay list established under a distinct warrant, was there not, in former years?—I think not; I find the same number allowed to be retired established in all the warrants.

114. Colonel *Percy Herbert*.] Could you put in a return of the number of officers of your corps who have retired on half-pay in each of the last 20 years, and the total number on half-pay at the end of each year?—Yes.

115. Mr. *Beresford*.] Was there not a full-pay retired list before the year 1841?—Yes; one for the Ordnance Corps, dated 23rd December 1831. The Warrant of 1841 really embodied the decision of 1840.

116. Colonel *Percy Herbert*.] Some officers have been allowed to retire from your corps by the sale of commissions, have they not?—Yes.

117. They have not purchased those commissions, have they?—No.

118. No officer in the Engineers has ever purchased a commission, I believe?—No.

119. But some officers have been allowed by the Secretary of State for War to retire by the sale of their commissions?—Yes.

120. Has that occurred to any extent?—No; there have been only three or four instances, I think.

121. Can you send in a return of those officers and of the circumstances under which such sales were permitted?—I will do so.

122. Mr. *Grenfell*.] How was the money supplied; who paid the money?—I have not an idea; it comes from the Reserved Fund.

123. *Chairman*.] Were those commissions purchased out of any public fund?—Yes.

124. What was that fund called?—The Reserved Fund.

125. That Reserved Fund is not contributed to by your corps, is it?—No.

126. It is the Reserved Fund contributed out of the Line and the Cavalry, is it not?—I am not aware how it is contributed.

127. Can you give a nominal list of the commissions that are so sold?—Yes, I will do so.

128. Should you have any difficulty in giving the particulars of the present colonels to whom you have referred as not having got their commissions, or as having been put upon half-pay after they left the academy?—No.

129. Can you give their age when they entered the academy, and the time they remained there, and the time between their leaving the academy and getting their commissions?—I think I could do so.

130. You can give the full particulars of those sales of commissions, can you not, including the amount paid?—The amount paid is the regimental price of the commission.

131. And can you give the particulars of the officer's service, and the reasons in each case?—Yes.

Lieut. Col.
Hon.
H. F. Keane,
R.E.
20 May
1867.

Colonel GLOUCESTER GAMBIER, C.B., R.A., called in; and further Examined.

132. We have heard from Colonel Keane, that between the years 1820 and 1826, a certain number of Engineers after leaving the academy did not get their commissions for some years; did that apply also to your corps?—I cannot answer that question, but I think there were some that did not.

133. Could you refresh your mind upon that

point, and give the Committee exact information upon it on another occasion?—Certainly.

134. Mr. *Otway*.] Have any officers in your corps been allowed to sell their commissions?—Yes.

135. *Chairman*.] Can you furnish the Committee with the same return that Colonel Keane is going to furnish, as to the number of half-pay retirements within the last 20 years?—Yes.

Colonel
G. Gambier,
C.B., R.A.

Major General GEORGE COLT LANGLEY, R.M., called in; and Examined.

136. *Chairman*.] You are Deputy Adjutant General of the Marines at the Admiralty, are you not?—I am.

137. Do you put in a return of the ages and length of service of the six senior officers in each rank of the Marines from colonel downwards, in the five decennial periods since 1826?—I do. (*The same was delivered in, vide Appendix.*)

138. Can you give the ages in the earlier of those decennial periods?—No; I have no record
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of the ages at my office, further back than the year 1846.

139. Can you give, also, a return of the establishment of the Marines at each of those five periods, and the date and extent of the several augmentations and reductions since?—Yes. (*The same was delivered in, vide Appendix.*)

140. Can you also hand in a statement of the system of retirement in force during each year since 1826?—I have drawn out this paper from the
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Major Gen.
G. C.
Langley,
R.M.

Major Gen.
G. C.
Langley,
R.M.
20 May
1867.

the Orders in Council which relate to it (*handing in the same*).

141. Then, without going through the past system, what is the present system of retirement in the Marines?—The present system is, that there is a fixed sum allowed for retirement of all ranks.

142. How much is that, at present?—£.35,000.

143. That does not include the half-pay, does it?—No.

144. But 35,000*l.* is allowed for the full-pay retirement of the whole corps?—Yes.

145. Under what system is that applied?—Upon the application of officers for long and meritorious services, and impaired health.

146. But taking the case of a colonel in the first instance. What are the rules under which a colonel is entitled to apply for his retirement; after how many years' service; is there any limit of service?—It is not limited to any particular length of service. A lieutenant colonel of 30 years' service is allotted 1*l.* a day; and a lieutenant colonel of shorter service retires on his regimental pay.

147. But supposing that a certain amount of money is available out of the 35,000*l.* a year, to whom is retirement offered, or who gets the retirement in the first instance?—It is not customary to offer retirement.

148. Then, in what turn are retirements given?—They are not given in any particular turn; they are given either to officers who have made application, or who may have been recommended for retirement.

149. But officers of each rank apply for retirement, do they not?—Yes.

150. Supposing that there are a certain number of colonels, and a certain number of lieutenant colonels, who have applied for retirement, in what order do they get it; do you exhaust the list of colonels before you come to the lieutenant colonels?—We have never run our money at all close, and always have a balance in hand, and therefore have not been obliged to retain any junior officers until their seniors are provided for.

151. Then, practically, the sum available for retirement in the Marines has never been exhausted?—No.

152. Have all the officers of all ranks, who have applied for retirement, been able to get it?—There is no retirement with regard to subalterns, but all officers of the rank of captain and upwards can retire.

153. Then what are the rules; what limit is there?—The Admiralty made a rule not to give it to an officer under 21 years' service. That is according to the rules established by the Army Warrant of 1854.

154. Then a captain of 21 years' service can get his retirement now on application; is the

fund in hand sufficient for that?—Yes; he might, if his health were impaired, after 21 years' service.

155. Is there any age at which he is entitled to his retirement without the condition of impaired health?—There is no prescribed age at which he can claim retirement.

156. How is that with respect to the lieutenant-colonels; is there any age at which a lieutenant-colonel is entitled to his full-pay retirement without a medical certificate?—No age has been prescribed at which he can claim retirement.

157. What is the amount of a captain's retirement?—His regimental pay, 11*s.* 7*d.* a day.

158. And what is a lieutenant-colonel's?—Seventeen shillings a day, unless he has attained 30 years' service, and then it is 1*l.* a day.

159. And what is a colonel's pay?—A second commandant's is allowed a retirement of 1*l.* 5*s.* a day.

160. Colonel *Percy Herbert*.] Does a brevet-major get the same as a captain?—He gets his regimental pay, 13*s.* 7*d.* a day.

161. *Chairman*.] Could you put in more distinctly the exact Admiralty rules under which the retirement is now governed?—That is established by an Order in Council. I have the Order in Council with me.

162. Can you add that to the return which you have put in?—Yes.

163. Colonel *Percy Herbert*.] Is not an officer of 30 years full-pay service allowed to retire upon full-pay without a medical certificate, as is the case in the army?—There is no survey held upon an officer of that length of service. If he applies for retirement, it has generally been granted to him.

164. But without any medical certificate?—Yes.

165. Sir *John Hay*.] The colonels commandant and the lieutenant-colonels commandant in the Marines are not general officers, are they, as they are in the other corps?—They are not.

166. You have no selling out?—No; not for a number of years.

167. Colonel *Percy Herbert*.] Have you ever had anything of the kind?—Yes; about the year 1826.

168. Mr. *Beresford*.] Is any portion of the 35,000*l.* applied to half-pay?—No; but that includes all the retirements prior to 1840, as well as subsequent to that date.

169. Colonel *Percy Herbert*.] Are your officers allowed to retire upon half-pay absolutely, after 25 years' service, as is now allowed in the army?—No; they only retire on half-pay from ill-health.

170. They are not able to claim half-pay by right?—They are not able to exchange to half-pay, or to claim half-pay.

Monday, 3rd June 1867.

MEMBERS PRESENT:

Mr. Pack-Beresford.
Mr. Childers.
Mr. De Grey.
Mr. Evans.
Mr. Grenfell.
Marquis of Hartington.
Sir John Hay.

Colonel Percy Herbert.
Major Jervis.
Colonel North.
Major O'Reilly.
Mr. Otway.
Colonel Sturt.
Captain Vivian.

HUGH C. E. CHILDERS, ESQ., IN THE CHAIR.

Captain DOUGLAS GALTON, R.E., called in; and Examined.

171. *Chairman.*] You are Assistant Under Secretary of State in the War Office?—I am.

172. You were an Engineer officer?—Yes.

173. And you acted as Chairman, or Senior Member of the Committee which sat in August 1865, on the Retirement of Officers of Artillery and Engineers, and again in August 1866?—The Committee was re-assembled at that date to report upon a Treasury letter.

174. You are in a position therefore to give the Committee full information upon the whole question?—I am.

175. The Committee, I believe, which sat in 1865 were unanimously of opinion that the present system of retirement was unsatisfactory?—Their opinion was that it was not sufficient.

176. And their recommendation, I believe, was simply that a certain addition should be made to the 40,000*l.* a-year?—Yes.

177. That addition was recommended, I believe, without any regard to the prospective increase of the two corps from the Indian establishment?—We omitted that from the calculation purposely. We thought that when the services were practically amalgamated some new arrangement must be come to; that some addition would have to be made on behalf of the Indian officers.

178. In fixing the addition, you suggested, did you not, that you did not at all propose to touch the system under which those retirements are granted?—Yes.

179. Is it your opinion that that system, not referring to the amount, is a satisfactory one?—I should prefer some system of compulsory retirement after a certain age.

180. Will you be good enough to describe what you consider to be the working of the present system, and in what respects you think it is faulty?—I will describe first what the present system is. By the present system we provide annually 32,000*l.* a-year for the Artillery, and 16,000*l.* for the Engineers, which is apportioned to the officers who retire on full pay.

181. Will you just mention in what general respects you think the system capable of amendment, or what faults you can find in it?—The main fault is that it does not make a sufficient provision. It allows officers at a great age to remain at the head of the respective ranks; that is to say, the colonels of Engineers are men of considerable age, and many of the lieutenant colonels have had much longer service than lieutenant colonels in the line; and the same with

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regard to captains and subalterns also. That has taken place under the present system, although we have had considerable augmentations made to both corps, especially to the Artillery, during the last 10 or 15 years.

182. That might be apparently cured by an increase in the amount of the allowance, but you go beyond that, do you not, and think that the rule of retirement should be fixed, instead of fluctuating with the number of vacancies, and the amount of money available?—Under the present system it is a chance whether the officers are old or not, but if you had a system of compulsory retirement according to age, you would be quite certain of men of a proper age being always at the head of the different ranks in the corps.

183. There is, to a certain extent, a system of compulsory retirement in the line, is there not?—Yes, after 60 years of age; but I do not think it has been applied very stringently.

184. The rule, I believe, is subject to the discretion in each case of the Commander in Chief?—Exactly, it is very difficult not to leave some discretionary power with the Commander in Chief; you might have, in one case for example, a man of 60 or 65 years of age, very active, and fully competent to do all the work, whereas in another case you would have a man who was entirely worn out.

185. Then, you are of opinion that it would be practicable to introduce a system of compulsory retirement, or qualified compulsory retirement, in both the Engineers and the Artillery at a certain age?—I think it must be compulsory almost if you introduce it as a rule, and that you would give great cause for complaint if you allowed any relaxation to take place. In the army medical service there is an arrangement by which a surgeon-major is obliged to retire on certain fixed allowances after 55 years of age, if he has not by that time obtained the rank of deputy inspector general of hospitals.

186. In the medical service both of the army and the navy there are fixed ages at which officers of fixed ranks have to retire?—Yes.

187. Was that system enforced to its full extent before the warrant of last year was issued?—It was in force before the warrant of last year; since the warrant of 1858.

188. And the warrant of last year put the two services practically upon the same footing?—Yes.

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189. You

Captain
D. Galton,
R.E.

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1867.

Captain
D. Galton,
R.E.

3 June
1867.

189. You think that with respect to combatant officers, it would be practicable to apply the same principle?—I think so.

190. That principle is applied, is it not, in the navy?—Yes, I believe it is to a certain extent; I think as to the promotions to the rank of admiral.

191. You would propose, in the first instance, that a colonel of Engineers or Artillery should, after a certain age, be compulsorily retired?—I should apply it to the different ranks, but first to the colonels.

192. You would give a colonel a step in rank on retirement?—Yes; I should have no objection to that.

193. You would give him no option of retaining his position or going on to his battalion?—No; I would give him no option whatever.

194. Nor would you give any option to the Commander in Chief to retain his services, if he thought necessary?—No.

195. Coming lower down, would you apply the same rule to lieutenant colonels?—Yes.

196. Whether they were colonels in the army or not?—I should apply it, I think, entirely to all regimental colonels.

197. That is to say, at a certain age they should be compulsorily retired at a certain fixed rate?—Yes.

198. Would you go lower down than that; lower than the rank of lieutenant colonels?—I think it is desirable to go down to captains.

199. On the same principle?—Yes.

200. Do you consider that such a system as that, standing alone, would, supposing the ages were satisfactorily settled, ensure a proper flow of promotion in the corps?—I do not look at it in that way; I look at it in this way: all you want to secure is that the officers shall not be too old for their duties. I do not think that one has to look at it in any other light.

201. You do not look at it in a far-away point of view; that a satisfactory flow of promotion brings good officers into the corps?—I think that you would get good officers into the corps, in the way I have suggested, as you do now; no doubt promotion does that also, but when promotion has been slow it has not impeded it.

202. Your main reason for advocating this system is that it gets rid of comparatively inefficient officers, and secures comparatively efficient ones?—Exactly so; it secures promotion for comparatively efficient officers.

203. And incidentally, as creating a proper flow of promotion, it would popularise the corps?—Yes.

204. With regard to ages; at what age do you think it would be proper to retire a colonel of Engineers or Artillery?—I do not think you could retire a colonel under, I suppose, about 60 or 62 years of age. An inspector general of hospitals is compelled to retire at 65, I think; but then he ranks with a major general, and his duties would be more those of a major general.

205. Would you retire a major general on the establishment at any age so as to intercept his succeeding to the command of a battalion?—No; I do not think that the command of a battalion is an active duty; it is rather a reward for service. An inspector general of hospitals is an efficient officer, doing active duty, and it is considered that he would not be qualified to perform his duties after the age of 65; but he has a rank higher than that of a colonel.

206. You would retire all colonels at the age of 60?—Yes.

207. What rate of retirement do you consider would be fair to such officers?—The pay of a major general.

208. Do you mean the pay on the establishment?—I mean 478 l.

209. That is the present pay of a major general of Artillery or Engineers?—Yes; and I would give them a step of rank.

210. You would in that way get rid of the 600 l. a year retirements which are now had?—Yes.

211. You would retire every colonel of Artillery and Engineers, at 60 years of age, on a major general's pay on the establishment?—Yes.

212. At what age would you retire a lieutenant colonel?—About 58, I think.

213. Do you think that so small a difference as between 58 and 60 would work well?—He must be either 55 or 58.

214. At what rate of pay would you retire him?—I would give him the full pay of a colonel and a step of rank.

215. Mr. Pack-Beresford.] Supposing he had brevet rank?—I would retire him without a step of rank, if his rank was brevet rank. I should give him a step of rank from the rank he held in the corps, the regimental rank.

216. Chairman.] Would that be any advantage to him?—No.

217. You would give it to him on the same day that you retired him?—Yes.

218. Mr. Pack-Beresford.] Under the present system five years' service as lieutenant colonel makes a man a *bonâ fide* colonel in the army?—Then he would only get the benefit of the pay.

219. Chairman.] Coming still lower down, at what age would you compulsorily retire a captain?—At 50.

220. And you would give him, I suppose, in the same way the full pay of a lieutenant colonel?—Yes.

221. Do you consider that this arrangement would, in a financial point of view, cause much increased expenditure to the country?—I think where the greater increase would take place would be in the colonel's rank. I think that a good many colonels would probably be retired; but I do not believe that there would be much retirement in the other ranks; I have not made any calculation.

222. I suppose you could make an estimate of that, and furnish it to the Committee?—Yes.

223. Do you think that such an arrangement as that, bearing in mind that a colonel's retirement is 600 l. a year, would be satisfactory to the two corps?—The present retirements are limited in number, that is, the 600 l. a year retirements. I do not know that I would disturb them; I should be inclined to supplement the present system by this further one.

224. Then, you would retain the present 600 l. a year retirement, and introduce this system of compulsory retirement in addition?—Yes.

225. On what principle would you retain the 600 l. a year?—Simply on the principle that you have given it to the corps, and that it would create dissatisfaction to remove it.

226. By what machinery would you retain it; would you allow officers below the ages you have named for compulsory retirement to take the 600 l.

600*l.* a year?—I would allow the senior officer to accept it; that would be according to seniority.

227. You would then put an officer in the position of having to speculate whether accepting the 600*l.* a year at present would be better for him than waiting for a year or two longer, and then getting only 475*l.*?—Exactly so; it would be a question whether his chances of promotion in the ordinary way were better than his taking the 600*l.* a year.

228. If the compulsory system of retirement would be good for the country, and the present arrangements are unsatisfactory, why should you retain the latter?—It is a question, I think, whether they would be unsatisfactory; I do not know that they would be.

229. What I mean is this; if the country gains an advantage by retiring every officer compulsorily at a certain age, and the result is to clear the corps of inefficient officers, why should you retain in addition to that a system of lottery under which an officer may get something more?—I would only have it retained for the sake of the corps.

230. Would it not be better for the corps to lay down an absolute rule, and fix the rate of retirement at a higher figure?—Perhaps they would prefer it; but I doubt whether you could, without a largely increased expenditure, fix it at a much higher figure.

231. Could there be any object in retaining two different systems of retirement from the same rank, if one system could be made to work satisfactorily?—No, I think not.

232. Could you institute a comparison between a scheme by which you should retain only one system of compulsory retirement at a certain age, with a somewhat higher rate of pay than at present, and the double system you have just referred to?—Yes, I think I shall be able to do so.

233. As the command of a battalion is purely an honorary duty, and involves no active duty, is there any reason why some officers should become major generals by succession, and that some should not?—No, not if you were to give the rank as a reward, there is no reason why.

234. Would it not be therefore advisable, if possible, to promote officers at a certain age to the rank of major general, leaving the succession as it is now?—Yes; I should almost think it might be better to promote them all from one list, and leave it to the Commander in Chief to select for the command of battalions those officers whom he considered the most deserving, making a promotion by merit.

235. And not giving any seniority right?—No; I should prefer making it a matter of reward.

236. That would involve, would it not, a considerable increase in the major generals' pay?—No; you would have the same number of battalions then that you have now.

237. Would not the senior officers of the corps be dissatisfied if they did not succeed by right to the command of battalions, and only received the 475*l.*?—The present system has become very much, or at all events to some extent, one of merit, for they promote to the command of battalions now from the army rank, and not from the position in the corps.

238. Is it not rather this, that they go to the major generals' establishment by army rank?—They go to the major generals' establishment by army rank.

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239. Being on that establishment they retain their position up to the command of a battalion, do they not?—The army rank is what gives them the command of a battalion.

240. Once a major general, an officer succeeds in his turn to the command of a battalion, does he not?—I will take it in the case of the Artillery. An officer attained the rank of lieutenant general, although he had not held higher rank than that of a colonel, after many officers had, I think, become major generals.

241. Colonel *Percy Herbert*.] Is it not the case that officers succeed to the rank of major general according to the brevet army rank which they hold?—Yes.

242. From that list they are selected by the Commander in Chief for the honorary command of battalions?—I think so.

243. *Chairman*.] Without reference to their rank as major generals?—No; without reference to their artillery rank.

244. (To Major General *Gambier*).] Will you be good enough to state how that is?—They take it by army rank. The Commander in Chief now selects them by army rank.

245. Is it the case when an officer is once on the major generals' establishment, that he succeeds to a battalion in the order in which he stands?—He succeeds in the order in which he stands on the major generals' establishment, which is by army rank.

246. Colonel *Percy Herbert*.] Is that as a matter of course, or is a selection made by the Commander in Chief?—It is the rule which the Commander in Chief has now established.

247. Major *Jervis* (to Captain *Galton*).] An Artillery officer having obtained brevet rank in the army, and having got to the top of the list of colonels in the army, goes on to the list of major generals; that is, on to the list of major generals belonging to the Artillery?—At the present time there are two lists; one is a list of officers who have attained the rank by brevet rank, and the other a list of officers who have attained it by regimental rank, and the Commander in Chief has adopted the plan at present of selecting the senior officers on the brevet army rank for the command of battalions, and not the regimental rank.

248. *Chairman*.] Then my original question was, I think, correct, that major generals succeed to the command of battalions in the order in which they stand on the major generals' list of the corps to which they belong?—Yes, by army rank.

249. And they succeed from the rank of colonel to that of major general, according to their seniority as colonels in the army?—Yes.

250. Colonel *Percy Herbert*.] The appointment to the honorary command of a battalion is a matter of selection by the Commander in Chief, is it not?—Certainly.

251. *Chairman* (to Major General *Gambier*).] Does the Commander in Chief ever deviate from the seniority in the corps?—He has not done so since I have been major general.

252. It is in his power to do so, is it not?—Yes.

253. But it is not his practice?—No.

254. (To Captain *Galton*).] Your opinion, then, upon the whole would be, that all colonels in the two corps of Artillery and Engineers should be promoted to the rank of major general either at a maximum age, or in the ordinary course of promotion by succession?—Yes.

255. That they should all, as major generals, whether

Captain
D. Galton,
R.E.

3 June
1867.

Captain
D. Galton,
R. E.

3 June
1867.

whether retired on account of age or promoted in the usual course, receive the same rate of pay?—Yes.

256. And that they should succeed to the command of battalions according to their rank as colonels?—Yes.

257. That all colonels of the age of 60 should be compulsorily retired or promoted to the establishment of major generals at a fixed rate of pay somewhat in excess of the present pay on the major generals' establishment?—Yes.

258. Then that all lieutenant colonels at the age of 55 should be retired, and put upon the list of retired colonels?—Yes.

259. And that all captains of the age of 50 should be retired, and be placed on the list of retired lieutenant colonels?—Yes.

260. Retired lieutenant colonels and retired captains having no further improvement in position to look forward to?—Yes.

261. Do you think that such a system as that would be the best that could be adopted?—I think it would secure you officers at an efficient age in each branch of the service.

262. Would you supplement that by anything more than 25 years' optional half-pay retirement?—I may say that I have heard mentioned a proposal of Colonel Herbert's, which I thought was a very good one, but which I have not yet much considered; it struck me, however, as one that might be of great use, viz., that officers should be allowed, after a certain number of years' service, to receive a lump sum of money, and retire from the army altogether. I think that that would work with great advantage where you wanted to clear the way as between the lieutenants and the colonels.

263. Do you think that compulsory retirement from the top would not effect that clearance?—I think it would be a great advantage for the lower ranks to have a clearance of that sort; the power of retirement, and an inducement to retire after a certain term of service, with a lump sum.

264. Do you think that the amount of money to be made applicable to such retirements should be a fixed one and annual?—Clearly, and that it should lapse if it were not claimed.

265. Would you offer it to the senior officers of each rank?—I should allow those officers to have it who applied. I suppose it would be well known who would apply, and if the officers were entitled to it, I would allow the senior officers who applied for it to retire.

266. With such a supplement, and with an absolute right to retire on half-pay after 25 years, you think that such a plan as you have suggested would be a satisfactory system of retirement for the two corps?—Yes, I have no doubt of it.

267. Is there not at the present time a sum of 400*l.* a year given, under certain circumstances, as a retirement to a lieutenant colonel with the rank of colonel in the army?—There are retirements on 400*l.* a year given now.

268. Those depend, do they not, on the accident of there being available out of the fund a sufficient amount?—Yes, it is an entire chance.

269. Your objection to lotteries in this matter would extend to that system, I suppose?—Yes; I should much prefer the system of giving a lump sum, if I could, to allow an officer to go out.

270. Colonel *Percy Herbert*.] The scheme which you have sketched out of compulsory re-

tirement, I believe you have not yet considered in its details?—I have not.

271. Would there, in your opinion, be any great advantage in retiring colonels and lieutenant colonels at different ages, or are the duties of lieutenant colonels of a very much more active nature than those of colonels of brigades of Artillery; is not nearly as much activity required in the one case as in the other?—That is a question which I should hardly like to answer. I think the question is, what, in time of war, are the relative duties, and whether the duties of a lieutenant colonel are not much more active in a time of war. In a time of peace there is not any great difference.

272. I presume that if the ages were fixed for colonels at 60, and lieutenant colonels at 58, you would rather have lieutenant colonels at 58?—The honourable Chairman suggested 55; lieutenant colonels at 55.

273. Are there no lieutenant colonels at 55 years of age?—Not in the Artillery. I do not know about the Engineers.

274. In the case of the Engineers, might not the ordinary duties of a lieutenant colonel of Engineers be very well performed by an officer who was 55 years of age?—Yes.

275. And any Engineer officer on active service must be specially selected for the duty, must he not?—No doubt.

276. And there would be an opportunity of selecting the officer?—Yes; but still I think every officer of rank ought to be capable of undertaking active service.

277. As a matter of economy to the State, would it not be desirable to allow officers to serve up to a greater age than 55, although in the exceptional case of active service, it might be desirable to have younger men in that rank?—Then it would be fixing the retirement at rather a greater age.

278. Would it not be better to fix the age at which it was considered an officer ought to retire absolutely on the ground of age, irrespectively of his rank, and applying that to all ranks?—I think that that argument might apply with some force to colonels and to lieutenant colonels, but not to captains. With regard to fixing the age for captains, I think their duties are much more active, or they ought to be, than those of colonels and lieutenant colonels.

279. I have been assuming that a captain would never attain the age, if you provided for the compulsory retirement of lieutenant colonels and colonels at the age at which you would propose to retire them compulsorily in those ranks?—The argument for an increase of the retirement to the Artillery and Engineers is, that all these ranks will attain to a very considerable age before they get promotion.

280. At what age do you consider it probable that captains of Artillery and Engineers would arrive?—If the present system of promotion went on, and if there was no augmentation to the Artillery in future, I think you would find that the captains would be 50 years of age; at least, the seniority captains.

281. *Chairman*.] Although all the colonels were retired at 60?—No.

282. Colonel *Percy Herbert*.] I am taking that as part of your plan, that that would be done, and if so, would it ever happen that the captains would attain the age of 50 in that rank?—I think it would very rarely happen.

283. It

Captain
D. Galton,
R.L.
3 June
1867.

283. It would of course simplify the matter if there was one age for retirement, and that that was made absolute?—Yes; there is a difference now between the average age of lieutenant colonels of Artillery and the average age of captains of Artillery of 12 years.

284. *Chairman.*] Is there not a difference now of 16 years between the senior colonel and the senior captain of Artillery?—I am not aware. I have not seen the papers.

285. Colonel *Percy Herbert.*] I suppose that compulsory retirement, if made absolute, would be distasteful to the officers?—No doubt.

286. And if you, without sacrificing the efficiency of the service, could make it acceptable to them, it would be desirable, would it not, as removing a ground for discontent?—No doubt of it.

287. Supposing you were to make the system of retirement compulsory as to the ranks of colonel and lieutenant colonel, but left them to attain the rank of major general in the ordinary course of things, Her Majesty having power to employ them on the staff as major generals, would that, do you think, tend to remove a feeling of discontent on the part of the officers who were compulsorily retired, that they should be removed from the active duties of the profession, and be placed on a retired list as to pay; that their places should be filled up by fresh appointments in the corps, but that they should remain on the Army List, and rise in succession to the rank of major general, the same as anybody else?—Then they would retain their position, as it were, in italics in the Army List, and succeed to the rank of major general in the ordinary course.

288. Not in italics, as they would be colonels just the same as the colonels on retired full pay are at present?—But supposing the senior colonel of Engineers was 58, and the junior man was 60, and was retired, he would still retain his relative position for the rank of major general with the colonel of 58, as senior in the corps.

289. Just so.—

290. *Chairman.*] Your last proposal was, that colonels of 60 years of age should, instead of being retired, be promoted to the rank of major general?—Yes; I meant, where they were promoted to a separate list to be made major generals, but that they should succeed to the command of battalions, according to their rank as colonels.

291. That is to say, to promote from the colonel's list to the major general's list in two orders, those at the top of the list on a vacancy occurring, and those of 60 years of age when they reach that age, but having reached the major general's list, that they should succeed to the command of battalions in their original rank as colonels?—Yes.

292. Colonel *Percy Herbert.*] My plan was this, that an officer having arrived at the age of 60, or whatever the age fixed upon was, should be removed from the corps of Artillery or Engineers; that he should retain on the Army List the same position as a colonel on half-pay, and obtain all further promotion in the same way as officers on the half-pay list, being liable to be employed on the staff at Her Majesty's pleasure; are there any objections to that plan as regards the efficiency of the corps, and would it not have the effect of softening off the compulsory retirement to the officers of the corps?—It would, I should think, soften off the compulsory retire-

0.105.

ment to some extent, and it would, perhaps, be less disliked than my plan.

293. Do you think there would be any material sacrifice of efficiency?—I think not.

294. Referring to the system of giving a bonus for retirement, and not binding myself to the details, suppose that a sum, varying from 800 *l.* to 1,800 *l.* or 2,000 *l.*, was offered to officers whose services varied from 10 to 12, 12 to 15, 15 to 18, and 18 to 20 years, do you think that it would be accepted by officers in the Artillery and Engineers?—I think there are many officers who would accept it, and be very glad to take a lump sum and retire.

295. Officers with from 12 to 15, and from 15 to 18 years' service?—Yes.

296. You think that from many circumstances, either from being married, or getting tired of the service, they would be glad to retire, and that many of them would retire who now hang on?—I think that a certain number of them would retire; I do not say that a large number would.

297. It would keep up a flow of promotion through the corps, would it not?—Yes; including the lower ranks.

298. I think you stated that that flow of promotion would be exceedingly beneficial to the corps?—No doubt of it.

299. Supposing that a sum of 10,000 *l.* per annum was employed in the Artillery in that way, and a proportionate sum in the Engineers, might not that be an effectual way of arriving at what we all desire to see, viz., young officers of a lesser age in the higher ranks of the profession?—Yes; it would operate, I think, to take off officers of about 20 years' service.

300. Would it not have the effect of enabling other officers at an earlier period to reach the rank of lieutenant colonel or full colonel?—Yes. On the other hand, it would tend more, I think, to bring young officers to the ranks of lieutenants and captains.

301. But still, by taking the captains off above, they would attain the rank of lieutenant colonel at an earlier period?—Yes, clearly.

302. You think, then, both in the interests of the corps and the public service, that a scheme of that kind is well worth consideration?—I think it is; and I am not certain that it might not be beneficial to extend it to the higher ranks, and allow officers to compound for a lump sum, and retire altogether with the rank of colonel.

303. Whether the Government paid 50,000 *l.* a-year in bonuses, or whether they paid 50,000 *l.* a-year in the shape of annuities or retired allowances, it would be the same thing?—No, not the same thing. I think it would be a much better thing to pay it in the shape of bonuses.

304. *Chairman.*] If you offered to the senior officers of each rank that they should have their pay capitalised, and you also filled up their vacancies, you would increase the charge to the State, would you not?—Yes; but I meant in the rank of lieutenant colonel, if you could offer some inducement to some of them to retire.

305. If you offered to the two senior lieutenant colonels, for instance, a sum of money down, instead of their pay, and filled up their vacancies, you would increase the charge to the State; but if you only offered it to two lieutenant colonels who had retired on whole or half-pay, that would not increase the charge to the State?—No; if you made officers retire at a certain age, it would be

worth

Captain
D. Galton,
R.E.
3 June
1867.

worth your while to pay such a sum, and to capitalise what you are paying them rather than pay them the full allowance for the rest of their lives.

306. Therefore, with respect to lieutenant colonels whom you would retire at a certain age, such an arrangement would cost the country nothing; but lower down the scale, with respect to captains, for instance, who would not be retired at a certain age, if you offered them a bonus and a certain amount to the two senior officers, you would to that extent increase the charge?—Yes, clearly; the proposal that Colonel Herbert made was to increase the charge on the State.

307. Your extension of it to lieutenant colonels is not exactly on the same footing?—No.

308. Colonel *Percy Herbert*.] My proposal was to apply a portion of that which is now the retiring allowance in the Engineers and the Artillery (48,000 *l.*, or whatever the sum was thought proper to be) as the retiring allowance for those corps?—Yes.

309. Then, if we follow out this plan, the Engineers and Artillery would be in this position: there would be compulsory retirement at the age of 57 or 60 from the rank of colonel, and there would be a right of retirement on half-pay after 25 years' service, which is common to those two corps with the rest of the army, and there would be a portion of the retiring allowance voted by Parliament applied as bonuses to induce officers of from 12 to 20 years' service to retire?—Yes.

310. Those three things together would probably create a more equable flow of promotion in all the ranks of the service than any one of them by itself would create?—Yes.

311. Will you state your opinion as to whether it would be the best application of the public funds, in the three ways which have been mentioned?—I think it would secure efficiency in the corps; but, without having made any calculation as to how it would work out, I cannot say whether it would be the best plan.

312. Your impression is favourable to it?—Yes.

313. Mr. *Evans*.] Would you give the captains, if they were obliged to retire at 50, a step in rank as well as the lieutenant colonels?—Certainly.

314. Mr. *Pack-Beresford*.] Referring to your recommendation with regard to retirement after a certain age, it is frequently the case, I think, in the Artillery and Engineers, that officers senior in regimental rank are younger in age than some below them?—Yes, I suppose so.

315. If you give an officer retiring a step of rank, you would make him supersede (in the army) those senior to him on the regimental list?—Yes, you would in that way; but then I propose that promotion to the command of a battalion should be according to the rank of the colonel.

316. That is contrary, I think, to the system which is now adopted; army rank is the rule, I believe, at present?—Yes, but this would be a special retired rank.

317. *Chairman*.] And succession to a battalion would be according to the army rank of the colonel?—Yes.

318. Mr. *Pack-Beresford*.] By promoting an officer as you have suggested, you would frequently have an officer who was junior to another

in a regiment, senior to him as major general?—Then he would be on the Retired List.

319. I understand you to recommend that officers on the compulsory retired list should be promoted to battalions?—Yes, but according to the rank they hold as colonels.

320. You would have two different lists?—Yes, as they have now.

321. With reference to your recommendation as to lieutenant colonels being retired at a certain age, would it not be very hard upon the senior one to be put on the Retired List, when a few days even on the Colonels' List would make him eligible for a battalion?—Of course there are always in carrying out every rule hard cases at the boundaries, but at the same time I do not see how you can avoid them; there are always some individuals who suffer very much from it, or at all events think they do, from just falling within the limit; but I do not see how you can avoid that.

322. Would not voluntary retirement at an age somewhat less, act more fairly?—How are you to obtain it?

323. If officers arrived at the age fixed, would they not be glad to avail themselves of voluntary retirement?—It seems to me, that it is desirable to fix some principle upon which the retirement should take place, and the only principle one can arrive at, I think, is that officers of a certain age are as a rule less qualified to perform the duties of their rank; therefore, that, in my opinion, is the best rule to lay down in this case; I think that compulsory retirement is a wise rule to adopt at a certain age.

324. I can understand the system as applied to the upper ranks, but in the lower ranks it appears to me that if you establish a system of compulsory retirement, with the view to making a regiment efficient, you never can have inefficient officers in the junior ranks?—That is to say, that it would be unnecessary to retire the lower ranks, if compulsory retirement was made the rule in the upper ranks.

325. Yes?—It is so difficult to calculate what would really take place.

326. Have you not found both in the Artillery and the Engineers, that when officers have attained nearly to the ages you have mentioned, they are very glad to take the full pay retirement?—Our promotion hitherto has been so entirely dependent upon the augmentations, both in the Artillery and Engineers.

327. Going back to the time when the money was first allotted, and when the ages of officers were very great in the respective ranks, I believe there was no difficulty as to voluntary retirement?—No; but the ages were very considerable then, and the report of the Commissioners shewed a very considerable length of service.

328. *Chairman*.] Is it not the case that last year, although the senior colonels of Engineers were 64 and 63 years of age respectively, no one took the retirement down to the 14th and 15th on the list?—I believe so.

329. And they were only 53?—I believe so; but you will get much better information on that point from Colonel Keane.

330. Mr. *Pack-Beresford*.] Referring to the sum of money that is now granted, would it, in your opinion, be better to allot a certain part to each rank, or to let it go on as at present as a lottery?—I would rather have compulsory retirement

Captain
D. Galton,
R.E.
3 June
1867.

ment at a certain age in the case of the lieutenant-colonels and the captains; certainly for the captains, I think it would be better; and if it so happened that the compulsory retirement at 60 of the colonels cleared the lower ranks, it would never have to be resorted to; but if it came to pass that you had very aged captains in your service, it would be desirable, I think, to have some means of freeing the service from them.

331. Do you contemplate retaining the money which is at present granted, in addition to the rule as to compulsory retirement?—Yes; I thought that it might be desirable to retain that. I am not very anxious about it. I would rather have one scheme, if possible, although more as a means of preventing officers from thinking it too great a hardship.

332. Major *Jervis*.] Do you think that it is advisable to make the question of retirement one of age instead of length of service?—Certainly.

333. There have been great alterations made as to the age at which young men have entered the Artillery and Engineers during the last 30 or 40 years. At one time they entered at the age of 16 or 17; now they may enter at 25, and do you not think that your plan would bear very hard upon some who would thereby not be able to reach the higher ranks as compared with others?—It is possible that it might do so; but I have been looking at retirements on account of age in this light, that after a man has attained a certain age, he cannot be efficient for the duties which he has to perform.

334. But some men are more fit at certain ages for the performance of their duties than others, and referring to a return which lies before me I see that the senior colonel of Artillery is only 55, and has served for 37 years and seven months, while the senior colonel of Engineers is 64, and has only served 40 years and three months; that is to say, that the colonel of Artillery, though nine years younger, is within three years of the same amount of service. It would be rather hard, in such a case if it was made a mere question of age?—The colonels of Engineers were officers who came in just after the war, when there was a great stagnation of promotion.

335. Take the present junior general officers of Artillery, many of them obtained their commissions at the age of 17; but if a man does not obtain his commission until he is 23, he will lose all chance, will he not, of becoming a general officer at all?—Yes; no doubt there is a hardship, whatever the limit of age may be that is fixed; but with regard to efficiency, a man would not be more efficient at the age of 60 because he joined the Artillery at 25 than if he joined it at 20.

336. As it was no fault of his that he did not enter the academy earlier, it would be very hard, would it not, that he and others should find they were completely debarred from ever reaching the rank of a general officer?—It would be hard upon some individuals.

337. Do you think they would take the slightest interest in their profession if that was the case?—I have no doubt that they all take an interest in their profession.

338. But if they see that there is no chance of reaching the higher ranks, do you think they will still take an interest in it?—What you have suggested might occur in some cases, but it would not, I think, occur in the majority of cases.

339. What has been the average time within 0.105.

which a man, from the time he has entered the service, even with the most rapid promotion, has attained the rank of major general?—I do not think that I can tell you that; some, perhaps, after 39 years' service.

340. Taking the present ages of the cadets, what service would they all have to go through before they could reach that rank, even supposing they had rapid promotion?—If you take off every colonel at the age of 60, you will increase the stream of promotion very rapidly.

341. Would there be any stream of promotion at the present time?—Of course not at the present time, as none of the colonels are more than 56 years of age, and, therefore, the service at the present time does not require any flow of promotion to increase its efficiency; but in five years hence, when those colonels have reached the age of 60, they would then be removed, and you would have a great flow of promotion.

342. You do not think that at the present time the senior subalterns and second captains of the corps require any further stimulus, with regard to promotion, than they have now?—They will get it in a few years hence. The senior lieutenants of Artillery are officers of 10 years' service.

343. Take a senior lieutenant of Artillery, and apply your plan of retirement at 60; when will he ever get his first captaincy?—In about four or five years hence.

344. Colonel *North*.] The first 77 lieutenants of Royal Artillery are in their 10th and 11th years of service?—Yes; but the colonels of Artillery are now 56 years of age, and the senior colonel in four or five years would arrive at the age of 60, and then he would go on to the Seconded List.

345. Colonel *Jervis*.] Taking the ages of the colonels of Artillery at the present time, I think your plan of retirement at 60 would give about 47 steps in 10 years?—I cannot say exactly how that is.

346. The senior subaltern of Artillery would therefore not get up half the list of second captains during 10 years, and numbers of the men under him are exactly the same age?—Then Colonel Herbert's system of bonuses would come in.

347. You are not desirous of looking forward to a system by which captains are to be 50 years of age?—No; I do not think that would be an advantage to the service.

348. Sir *John Hay*.] Is not one of the difficulties in the way of promotion in the junior ranks of the Engineers the fact of there being no rank of major?—No; I never heard that raised as an objection.

349. Are you aware of the comparison which may be made between the number of field officers in the English Engineers and in the French Engineers?—I could not give you a comparative statement.

350. I have the comparison before me; and it appears that of 460 officers in the French Engineers, 150, or about one-third, are field officers; whereas of 366 officers in the English Engineers only one-sixth, or 56, are field officers?—Yes.

351. Would it not appear that a greater number of field officers would cause quicker promotion in the junior grades, and therefore greater efficiency?—I have no doubt that it would cause quicker promotion, but I do not know whether an extra number of field officers is required for the wants of the service, I should doubt it. It might

Captain
D. Galton,
R.E.

3 June
1867.

might possibly be better to have a larger number of captains, and a smaller number of lieutenants.

352. The proportions stated in the paper before me are in the French Engineers, 26 colonels, 26 lieutenant colonels, 108 *chefs de battalion* or majors, 150 *capitaines de 1 classe*, 150 *capitaines de 2 classe et lieutenants*, as against 16 colonels, 40 lieutenant colonels, 64 first captains, 64 second captains, and 182 lieutenants, making, as I said before, 56 field officers only out of 366, or between one-sixth and one-seventh; whereas in the French Engineers there are 150 field officers, or one-third of the whole number?—Yes, the numbers of the Engineers do not quite correspond with ours. I have 18 colonels, and 43 lieutenant colonels.

353. What I desired to have was your opinion whether an increase in the number of field officers relatively, without increasing the aggregate number of the officers, would not be advantageous in causing a more rapid flow of promotion, and without causing any great additional charge to the country?—It would be an increase of charge to the country of course. If a larger number of lieutenant colonels are required for the wants of the service, then I should quite agree to their being appointed; it is a mere question. I should have doubted whether it was necessary.

354. My proposition was this, to create the rank of major, which is a field officer's rank in the corps of Engineers, and to give it to the first captains of Engineers, which would not, I think, entail much more expense, if it were unaccompanied by any increase of pay, but merely the allowances necessary for a field officer?—The Engineers have no duties to perform that require the rank of major.

355. Could not the duties of first captain be performed by a major?—Yes, of course.

356. Is it not the fact that seniority corps labour under great disadvantages in being often commanded by a field officer, junior to themselves, in the line?—I cannot speak to that point.

357. Has it not been found to be a disadvantage in active service?—I have not been aware of it.

358. I have before me a copy of Lord Raglan's Minute, dated 12th July 1854, on the application for an allowance of 50 *l.* to each subaltern of Engineers, for the purchase of a horse, and pay for a second servant, in which it is stated, "The situation of the subaltern officer of Engineers is undoubtedly peculiar. He has various duties to perform, always important, very frequently onerous, as well as involving responsibility to an extent unknown to any officer of his relative rank in any other branch of the service. To discharge these duties in an adequate manner, he must be not only mounted, but efficiently so; and under all these circumstances, as the Treasury has left it for my consideration to determine whether the position of the officer of Royal Engineers be such as to justify an exception to the general rule, in favour of the subalterns of that corps, I shall take upon myself to order that 50 *l.* be allowed to each of the latter for the purchase and equipment of the horse with which he is obliged to provide himself. I shall also authorise the grant of pay for a second servant to the captains and subalterns of the Royal Engineers;" have you seen that?—No, I have not seen it. An officer of Engineers would require, if he was a captain, just as much as if he was a major.

359. The portion of the order to which I would call your attention is with reference to the dis-

advantage under which the Engineer officer labours as to his comparative rank?—Exactly so.

360. With regard to the question you were discussing just now, on the subject of retirement, would it, in your opinion, be desirable to retire officers from the higher ranks only?—My suggestion is, to retire officers at certain ages from the three ranks, or from two.

361. Is it not the case that there are great groups of lives of nearly equal value, although the officers have a different standing in point of rank?—Yes.

362. Major O'Reilly.] The honourable Member for Harwich has suggested that hardships might arise, from your proposal of compulsory retirement at a fixed age, in consequence of the difference of age at entry. In making your recommendation, I presume you look to the good of the service, and not to the hardships that may fall upon individuals?—Exactly so.

363. I suppose that in your view the opposite argument, would be an illustration of the old proverb, that "hard cases make bad laws"?—Yes.

364. This question was also put to you, whether voluntary retirement would not be more agreeable to officers, and more desirable, if it worked efficiently. Is it not the fact that your reason for proposing compulsory retirement, is because voluntary retirement does not work sufficiently well?—It does not work sufficiently now, I believe.

365. As a matter of course, if voluntary retirement worked well, compulsory retirement would never come into action?—No.

366. Is it not an objection to the present 600 *l.* and 400 *l.* retirements, that they do not take away the oldest officers; but on the contrary, very often take the younger ones?—Yes, it is so very frequently.

367. Is not that a decided disadvantage?—Yes; which compulsory retirement on account of age would obviate.

368. In that case, is it not desirable to make the retirement always work at the top of the list, so as to take away the oldest officers?—Probably it would, and to have one system only, that of compulsory retirement on account of age.

369. How do you think the capitalisation plan would work at the top of the list; that is to say, paying a lump sum?—I think that a great many officers would be glad to accept a lump sum.

370. At the top of the list how would you propose to regulate it, so that it should not increase the charge by increasing the number of those who retired without taking a lump sum?—I think you must make the sum depend upon the age of the men, and buy up the annuity.

371. In case the rule was for the compulsory retirement of every man at 60, and if there were a certain number of retirements like the 600 *l.* optional, and you purchased out one man, and let in another to fill up his place, that would lead to an increased charge, would it not?—It would be no increased charge if the person who was compulsorily retired at 60 was allowed to commute that annual payment for retirement into a lump sum. If everybody retired at the age of 60, and one of them was allowed to receive a lump sum instead of his annual payments, it would cause no increase of charge on the State. If those who were allowed to retire voluntarily were allowed to commute, and then a fresh person

son was allowed to retire voluntarily, then it would create an excess of charge on the State.

372. You can only contemplate the system working satisfactorily in the case of compulsory retirement?—Yes.

373. It will not fit into the other plan?—No.

374. A proposal was made, as I understood, that all colonels at the age of 60 should be put on to a non-active list, and then be promoted by seniority to the rank of major-general?—Yes; that, as I understood, was the proposal of Colonel Herbert.

375. Would not that leave them open to being employed up to any age?—Colonel Herbert, I think, intended that they should be employed on the Staff of the Commander in Chief, should think it desirable, after they had been placed on that Retired List, but not to be employed in their ordinary regimental vocation.

376. Is there any limit now as to age for employment on the Staff?—I believe none.

377. You mentioned, in answer to a question by the Chairman, that you thought all colonels should succeed by seniority; that is to say, if upon your plan they retired compulsorily at the age of 60, with the rank of major general, they should succeed to the honorary command of battalions; I presume you mean that to apply just as far as it does now; not that you think it necessary that succession to the honorary command of a battalion should necessarily be by seniority?—Yes, exactly; I expressed the idea that it would be desirable that all those appointments should be by merit.

378. Your answer to that question does not imply any opinion as to the general principle of promotion?—No.

379. Do you think it more desirable that the command of a battalion should be given by sale or by merit?—By merit.

380. I understand the principle of a lump sum as applied to compulsory retirement to be that it is simply the change of a lump sum calculated by an actuary for the value of an annuity?—Yes.

381. On what principle should we determine the sum which Parliament should apply to the purchasing out of officers junior to those to whom that would apply?—Of course Parliament would have to vote each year the amount to be applied to it. I have really not thought out what the principle would be; Colonel Percy Herbert suggested that it would amount to about 10,000 £. a-year, I think.

382. Would it not in fact be an application on the part of Parliament of the purchase system to the non-purchase corps?—Not exactly, because the purchase system is that you allow officers to purchase into a corps; this is merely commuting their allowance to get rid of them; it is just the opposite, I think.

383. What is it that you are commuting?—It is commuting the annuity.

384. No; it is not the annuity, you commute, the annuity in the case of compulsory superannuation?—Yes; you are giving the officer a bonus to retire.

385. Colonel *Percy Herbert*.] You are buying him out?—You are buying him out no doubt.

386. Major *O'Reilly*.] You are not commuting his future pay, because you are making him a present of the service which that pay was to purchase?—Yes; the pay for your service is made up of two items: first the pay you receive every

every day, and next the prospect which you have of future retirement; and you are commuting the prospect of future retirement for a lump sum.

387. You would not propose that the calculation should be the present value of the future retirement; that would be very small would it not, in the case of a captain for instance?—Yes; you must of course give such sums as would induce the officers to take them if you want them to go.

388. You cannot suggest any principle upon which the amount to be devoted to that purpose should be determined?—No, I cannot; I have not considered it enough. I only heard it suggested a short time ago, and I really have not thought it over since.

389. Do you think that it is very difficult to work it out to any principle as applied to the junior ranks; is it not simply proposing to devote a certain sum of money out of the bounty of Parliament to get rid of a certain number of officers that another number may be promoted?—In order to get younger officers in your lower ranks.

390. It was suggested that the ages for compulsory retirement in the different ranks need not be fixed very low; that it might be fixed at rather an advanced age, because the ordinary duties of such officers in the junior ranks in time of peace might be performed by men of rather advanced age, and that for active service the officers would have to be selected. Has it not been the fact, that at the outbreak of every war it has been found a great disadvantage to have a large number of officers of advanced age whom the authorities were obliged to supersede by a difficult exercise of discretion, telling them that they were too old for active service, though the officers thought themselves quite young enough, and though the rules of the service did not prevent their taking active service?—It has happened, I think, at the outbreak of wars; in the Crimean war, I think, it happened.

391. Is it not, therefore, better that the age of compulsory retirement should be founded on the ordinary requirements of the service, both in peace and war?—On the requirements of the service in time of war mainly, I should say.

392. Mr. *De Grey*.] I think you stated in the earlier part of your evidence that you thought it would be difficult to have a compulsory system of retirement without some discretionary power, and you afterwards said that you would leave no option with the Commander in Chief to retain such officers as attained the age at which you proposed that they should retire. Can you suggest any discretionary power which would be practicable?—No; I am inclined to think that if you leave a discretionary power you open the door to very great difficulties.

393. Do you not think that if you left no discretionary power, it might happen that some distinguished officer who was at the time, perhaps, in command of his regiment doing active service, might attain the age at which you propose that he should retire when he was really, perhaps, one of the best officers in the army, and if that did occur, would it not be a very bad thing for the service and for the country that such an officer should be compelled to retire?—That is one of those hard cases which make bad law, I suppose, but I think you would find another officer to succeed him, perhaps nearly as good.

B 4

394. Colonel

Captain
D. Galton,
R.E.

3 June
1867.

Captain
D. Galton,
R.E.
3 June
1867.

394. Colonel *Percy Herbert*.] You might employ him on the staff?—Yes; he might be employed upon the staff.

395. Major *O'Reilly*.] Are you not aware that it is a rule in most services where there is a compulsory age retirement, that it does not apply to officers in active service, that is to say, an officer of the age of 60 in command of a battalion is not required to retire until the end of the war in which he is employed in active service?—I was not aware that that was so.

396. Mr. *De Grey*.] If that had not been the case, of course the hardship would have been upon the country as well as upon the officer?—Yes.

397. *Chairman*.] Ought there, in your opinion, to be any difference between the age for retirement in the Artillery and in the Engineers; is there any difference in the duties of the two corps which should point to any difference of age?—No; I think not. I think both officers ought to be sufficiently active as colonels to do their duties. I do not think that there is any difference; if anything, the colonels of Engineers might be a little older, but I should think it would be much better that they should not.

398. You were asked whether length of service would not be a better rule than age; might not that be worked in this way: that there should be a certain limit of age at which an officer should be compelled to retire unless the limit of service had arrived first; for instance, if 60 was the age fixed, might it not stand that an officer should retire at 60, or after 38 years' service, whichever came first?—Yes, it might be done in that way; but I think you must make a substantive limit of age.

399. With an alternative of service, where a man has joined very young and may be considered to have worked himself out?—Yes; but you must not give up the age. I think if, on the other hand, he had not had the full service: for instance, if he had only had 35 years' service when he became 60 years of age, he ought not to be permitted to remain till he was 63.

400. The limit of age should be absolute?—Yes.

401. But you would add to it a limit of service at which an officer should retire, if the limit of age had not been reached?—I do not see the reason for that, because the ground upon which one would suggest a limit of age is, that upon the average a man at a certain age is unfit for the active duties of his profession, and I do not see that the amount of service would necessarily affect it.

402. You do not think that an officer, having joined at the age of 17, is more worn out at 60 than one who joined at 22?—I should not think so unless he has had very active service; in some cases he might be much more worn out.

403. You would offer, if I understood you rightly, a bonus to the senior officer of each rank, on the system of purchasing out?—Yes; if the system was adopted I should allow those officers who were seniors, who applied for it, to have it.

404. And you do not fear, that the effect of it might be to induce very good officers to retire?—I have no doubt that good officers would retire, as well as others, very often. I dare say an officer, who thought he could have some advantages in civil life, would be very willing to retire, but still his retirement would allow others to go

on. I think, the more go out the more come in. I do not think there is any disadvantage in it on the whole.

405. You would not fix your bonus so as to induce an officer to go out, but so as to allow him to go out if he was sick of the service?—Yes; I should fix it lower than what would be an inducement to him certainly. I should fix it at something which would only act as an inducement, provided he was very anxious to leave the service at the same time.

406. You have been asked several questions as to the difficulty which would arise in retiring colonels at the age of 60, who might be junior in rank to other colonels who would not be retired for a year or two afterwards; might not that be met by promoting them, as it were, above a line in the list of colonels, but without absolutely excluding them from employment, when they were above that line?—I think Colonel *Percy Herbert*'s suggestion met that very well; that they should be placed upon a by-list, as it were, and be allowed to be employed upon the staff and be promoted to the rank of major general in the ordinary list of the corps.

407. That they should all be promoted to the rank of major general from the original list as colonels?—Yes.

408. And having reached the major general's list, they should all have equal rights and expectations?—Yes.

409. You would then, if such a system were in force, continue a limited part of the major general's list to be filled up by ordinary promotions on death vacancies; would you make those who are promoted from the age list, if I may use the word, that is, the list above the line, supernumerary to the major general's establishment?—The point you take is very much the same, I think, as what happens with seconded officers.

410. According to your plan, the establishment of major generals would be fixed, and not varying?—Rather according to the modifications which Colonel *Percy Herbert* suggested in it, I think I should say. According to that plan, the list of major generals would be a fixed one, and then colonels would be promoted on to it, either from the substantive list of colonels, or from the retired list according as their seniority entitled them to the promotion.

411. According to their seniority as colonels in the army?—Yes; according to their seniority as colonels in the army.

412. According, in fact, to the rule which governs promotion to the major generals' list now from the list of substantive colonels?—Yes, exactly. I think that plan suggested by Colonel *Percy Herbert* would obviate a great many difficulties in the suggestions which were originally made.

413. You were asked, whether voluntary retirement does not practically do as much as compulsory retirement would do, but is it not the whole difficulty of the case that the colonels at the head of the list will not accept voluntary retirement?—The practical fact is, that we have colonels of 64 and 65 at the head of the list now who will not accept it.

414. Their reason being, that they prefer a present 450 *l.* a-year, and a future 1,000 *l.* a-year, to a present 600 *l.*?—Yes, exactly; what you term the present gambling.

415. And also the present prospect of their continuing to be employed as colonels, and to receive

ceive the pay and allowance of colonels?—Yes; in the Engineers that operates very strongly.

416. As a matter of fact, it is not incumbent upon the Commander in Chief to employ all the colonels, is it?—No.

417. There are a certain number of colonels who, though on full pay, are really unemployed?—Yes.

418. *Mr. Pack Beresford.*] The Chairman alluded to a colonel's pay, as being 450 *l.* a-year; in fact, colonels of Engineers when they are employed, are getting a very largely increased amount of pay, are they not?—Yes, they are very much better paid than that; as a rule, the pay of the principal appointments at home is about 1,000 *l.* a year.

419. That fully accounts for their not being willing to retire upon 600 *l.* a year?—Yes.

420. *Colonel Percy Herbert.*] Can you state the pay of a full colonel of Artillery?—No, I could not now.

421. *Major Jervis.*] You say you wish officers to retire at 60 years of age, or thereabouts because they are then unfit for their work?—I said, that it would be desirable for them to retire at a limit of age, because there is a point at which they are unfit for work, and that the limit should be fixed according to the average.

422. Which limit you think would be about 60?—Yes.

423. Do you think the duties of a colonel commanding a district are more severe than those of a major general commanding Artillery in the field, or are they anything to be compared to them?—I would rather not give an opinion upon that point.

424. Why, then, do you say that a colonel commanding a district is to be considered unfit to command a district above the age of 60, while a major-general commanding Artillery in the field may be considered fit for that service after that age?—I take the case of a colonel commanding Artillery in the field; he may be fit for duty at 60, but I think the age fixed for retirement should be fixed with reference to the age at which an officer would be fit to go into the field.

425. Therefore, your proposal would be that all officers of Artillery whatever should be permanently retired from the service at the age of 60?—At 60, or whatever the limit of age fixed may be.

426. Whatever is the age that is fixed upon, no general officer should be employed after that age?—No colonel should be.

427. And no general officer?—I did not say that.

428. If a colonel of Artillery is not fit for his duties at that age, how would you deal with general officers of greater age who might be employed in the field?—I should assume that the duties of a general officer in the field would not be so severe as the duties of a colonel commanding a siege train.

429. Surely the duties of a general officer commanding either a siege train or a force in the field would be much more severe than those of a colonel of Artillery commanding a district in time of peace. If I understand you rightly, your proposal is that at a certain limit of age the officers should retire altogether from the service with or without a step in rank?—The fact is, my proposal has been somewhat altered. The late questions which have been put to me have been in reference to a rather different scheme from that which I at 0.105.

first suggested. The second scheme which I have been answering upon for some time has been that which Colonel Percy Herbert suggested; it is, that officers should not have a step in rank, but be put upon a separate list.

430. That is to say, that an officer on attaining a certain age as colonel should go upon a separate list, not retiring from the service, but going on according to his army seniority of colonel to promotion as major general?—Yes.

431. But all the while remaining in the army for employment, if the Commander in Chief thought fit to employ him?—Merely for staff employment. You must not have an unlimited list of colonels. It would be impossible to allow that an officer who had gone on to this retired list should then be employed as a substantive colonel of Artillery afterwards, otherwise you must curtail one of your other appointments; you must not make a promotion into his place, because the object of this change is not to give promotion, but to secure efficient duty colonels; and therefore if one of these colonels is still to be employed as a duty colonel, you must not employ anybody in his place.

432. *Captain Vivian.*] Do I not rightly understand you to say that an officer who retires as a colonel compulsorily at 60, is to be put upon the retired list, there to wait his turn to become a major general?—Yes.

433. And then in his turn, as major general, but not as a colonel, he is eligible for staff employment?—Yes.

434. *Colonel Percy Herbert.*] That is more as a means of softening the compulsory retirement off to his feelings, than with a view to his being likely to be selected at an age of more than 60 for active employment in the field?—Yes.

435. *Captain Vivian.*] You do not propose that from the time when his name is erased from the regimental roster, until he becomes a major general, he should be eligible for any employment?—No. As I understand the suggestion, he would go upon the retired list until he became a major general.

436. *Major Jervis.*] With reference to your answers to Major O'Reilly upon the subject of voluntary retirement, do you not think that if voluntary retirement was made more to the purpose, that is to say, so as to induce men to retire at a time of life when they could look for work elsewhere, they would take it much more willingly than they do now?—I have really so little knowledge or experience upon the subject, that I should much prefer your asking some one else.

437. It is not a case so much of military knowledge, as of general knowledge of the world; if an officer at a certain time of life could retire upon an allowance which would enable him, together with other work which he might get, to keep himself properly he might be inclined to go, but after a man has reached a certain age he has no prospect of work but by remaining with his regiment?—Yes, that sounds certainly a much more likely mode of getting officers to retire; that was Colonel Percy Herbert's proposal, I think, of buying them out.

438. *Chairman.*] To go back, I think I understood you to say that you would prefer one system to two, if it could be made satisfactory to the corps?—Yes.

439. That is to say that you would prefer that every officer at 60, should have the same amount of pay when he is upon this intermediate list, and

Captain
D. Galton,
R.E.

3 June
1867.

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D. Galton,
R.E.
3 June
1867.

and that when he is a major general he should have the same amount of pay, rather than that there should be a continuation of the exceptional amount of special retirement?—Yes, I would

much prefer that it should be done upon a fixed principle.

440. But you think that the amount of that pay requires careful consideration?—Yes.

Brigadier General JOHN HENRY LEFROY, R.A., was called in; and Examined.

Brig. Gen.
J. H.
Lefroy, R.A.

441. *Chairman.* WHAT appointment do you hold at present?—I am at present President of the Ordnance Select Committee.

442. How many years have you been in the Artillery?—I have been in Her Majesty's service 32 years.

443. You have given a good deal of attention to the subject of the improvement of the system of promotion and retirement in the Artillery and Engineers, have you not?—I have considered the question very much in reference to the Artillery; I have not studied the statistics of the corps of Engineers with the same detail, but of course what applies to the one corps applies in a great degree to the other also.

444. What do you consider to be the imperfections of the present system of retirement from the Artillery?—I should be glad, with your permission to draw a distinction in replying to that question, between the condition of the Artillery at the present moment, which is purely exceptional, and as I think requires exceptional treatment, and the condition of the Artillery as it may be 25 years hence if we have no war, and the current flows as it does at present; as at present constituted the great defect of the Artillery is, that the outlet at the top is quite insufficient to produce a healthy current of promotion, and there is no outlet worth talking of anywhere else, owing to the exceptional condition of the officers of the various ranks, particularly the first captains, the second captains, and the lieutenants, being so much younger as a body, than they have been at any former period, these officers are not entitled to retire upon either half pay or full pay; casualties from death occur but very rarely among them, and in fact they are not upon the whole desirous of retiring at the present moment, being for the most part men in the vigour of life.

445. That state of things, however, I mean the present state of the ages of the ranks, from first captain downwards, you expect upon an actuary's calculation to alter very much within the next few years, do you not?—Not materially within the next few years, it will not alter very much in less than 20 years. The ranks will all grow old together, but not so old as to involve physical inefficiency.

446. Do I understand you as meaning by that, that there has been a serious change in the relative numbers of the different ranks of the corps?—There has been a change in the relative numbers as far as concerns the subalterns, owing to the vacancies in the late Indian artilleries since November 1860 being filled up by appointments to the general list; but the change has arisen chiefly from what I must call the jumble of ages that prevails from the lower part of the rank of second captain all through the rank of subaltern, arising from measures that were adopted about the time of the Crimean War, from 1855 to 1860, with respect to the age of admission to the Royal Military Academy. Wholesale admissions at that time raised young men in shoals. I will give a rather striking illustration of that; there are 292 officers at the present

moment, whose ages are from 23 to 25. These officers, of course, will all grow old together; 30 years' hence their ages will be from 53 to 55. The natural course of death among those officers will not reduce the number so low as 200; there will consequently then be, we will say, 200 officers of 52 or 53. Such a group of men of the same age cannot possibly be provided for in the natural gradation of rank. They will, as I anticipate, fill the rank of lieutenant colonel and half fill the rank of captain. We shall have all our lieutenant colonels and a large number of our captains, men of considerably past 50, because many of these officers have begun their military career four or five years later in life than was the system when I joined the army myself. I can give an instance to the Committee of a group of officers who are within about two years of promotion to the rank of captain now, and who will be promoted about the age of 28. There is another group of six officers who obtained their commissions seven years later, who are actually older, and who cannot possibly be under 40 when they reach the same rank of captain. That is a remarkable illustration of the singular state of things which prevails from exceptional circumstances in the Artillery at the present time.

447. There has been, I presume, since the last war a gradual raising of the age at which commissions are obtained?—It was not a very gradual one, and it is accompanied with great inequalities. It was the policy of the Government at one time to absorb the East India Company's Academy at Addiscombe. In order to do that, they were obliged to give commissions to cadets of the Royal Military Academy at Woolwich rather earlier than they would otherwise have done, and there are instances, or at least there is one instance, of a young man obtaining a commission under the age of 16, and there are several instances of their obtaining them under 17. On the other hand, after that, gentlemen were allowed to offer themselves for commissions by direct competition without going into the academy at all. Some of these gentlemen were young men of 23 or 24 years of age, causing in some instances, as I mentioned to you just now, a difference of 350 places, equivalent to at least 12 or 14 years of promotion between men of the same age; that is, at the present time, the difference of standing will represent a still greater difference of rank some years hence.

448. The practical result is that, as you say, there are about 290 young men in that corps who are within two years of the same age; whereas, properly speaking, there ought to be, I suppose, nine or 10 years between those extremes?—Quite so.

449. And though that grievance has not reached any great magnitude at the present moment, it must reach a very considerable magnitude some day?—Quite so.

450. When we shall have probably some 200 men all reaching the age of 60 within two years of each other?—Not so many reaching the age of 60; there will be fully as many as that reaching the age of 50; in fact, there should be 217 living at 53, and 191 at 60.

451. We

451. We shall have, upon an actuary's calculation, about 200 officers reaching the age of 50 within a short time of each other?—Yes.

452. When they have reached any age which is fixed for compulsory retirement, if such a system is adopted, the grievance will be at an end, will it not?—There will then be a wholesale depopulation, which will cause a great and sudden lift for somebody, but it will be costly to the country.

453. That cannot be until something like 40 years hence?—In about 35 or 36 years.

454. Meanwhile you will have in the Artillery this continual grievance arising from an enormous number of officers being about the same age?—Yes, unless measures are adopted for thinning them out now.

455. Apart from that, which arises from an exceptional and peculiar state of things, is there any weak point in what I may call the normal state of retirement, from the Artillery to which you wish to call attention?—Yes, I think the present system is one which does not create a steady flow of promotion, which is far more important as regards its moral effects, and the efficiency of the service, than spasmodic promotion now and then, or getting several steps by a run of death. The sudden death of a colonel, for instance, gives four steps, and that of a captain two steps. Now in some instances it is far more important that you should get two vacancies in the rank of first captain, and promote twice two second captains and lieutenants than that you should get one vacancy in the rank of colonel, and promote one officer from each lower grade. All the present promotion takes place at the top of the list, and that I consider to be disadvantageous in its effects upon the officers, and also disadvantageous to the public.

456. You think that instead of the present system of retirement which is practically, though not exclusively, limited to the rank of colonel, there should be a systematised retirement from the lower ranks?—Yes.

457. Taking the actual retirement from the rank of colonel first, do you consider that that is now established upon a satisfactory basis?—I think, speaking as a colonel myself, that nothing can be more satisfactory than what we have at the present moment. We are entitled to claim retirement at a comparatively early age, and the retirement we can claim is a very liberal one. The number of officers for whom retirements exist is limited of course, the amount of the fund is not large enough for an unlimited retirement, or, looking at the age of those already upon the retired list, to keep up any perceptible movement; only about one per annum on the 600 l. a-year scale can be expected for a good many years to come.

458. You mean that, looking at the ages of the senior colonels in your corps, the operation of the fund has been to keep the ages down very well?—There have been other causes, but it has contributed very substantially to that effect.

459. But, looking at the same state of things in your sister corps, you see a very different result?—Yes, there is a very broad distinction between the two; a colonel of Engineers, as Captain Galton informed us, is in the receipt of a handsome scale of pay and allowances; his duties are not of a very arduous character in time of peace, and he has every inducement to remain where he is, as he is better off.

460. But the operation of the fund, so far as it is a chance, has failed with them, though it has 0.105.

succeeded with you?—In the case of the Engineers, the 600 l. a-year you offer them is less than they are in receipt of while in active employment; in our case, the 600 l. a-year you offer us is rather more than we are in receipt of.

461. How do you reconcile that with this fact, that during the last three years none of the first 24 colonels on your list have taken the retirement?—Because they see a prospect of succeeding to a battalion at an earlier period than has been the case for very many years; we have the remnants of the Peninsular War; a class of officers at the head of the list taking the rank of colonels of battalion, and senior retired general officers, who are very far advanced in years indeed, and until those lives drop the promotion will be comparatively rapid to those places at the head of the list. When they have dropped and are replaced by men much younger than themselves, there will be a great check upon that promotion.

462. So far as your own rank is concerned of colonel of Artillery, you are in a very satisfactory state as to age, and the prospects are so good that, even with the fund in its present condition, its advantages are declined by two-thirds of the colonels on the list?—Yes; I am not able to speak as to the number who have declined it, but certainly it is the case that the retirements have been lately accepted by the juniors and not by the seniors.

463. The men who now take it are men of 48 and 49, instead of men of 60 and 62, who are taking it in the Engineers?—Yes, that is a perfectly temporary state of things; it has had two or three alternations in my own experience, and will, no doubt, change again in the course of two or three years.

464. Do you think that a system is satisfactory which is liable to such alternations and chances as that?—No; I think if by any regulation you can equalise matters, it will be far better to do so. These things result from augmentations, the effects of wars, and things of that kind. I do not think that any artificial treatment would entirely prevent inequalities of this kind, but they should be reduced as far as possible.

465. With respect to retirement from the top of the list, would you apply any fixed rule either of age or length of service?—I think it would be of advantage to have a fixed rule for retirement from the top of the list, from the rank of colonel.

466. You heard Captain Galton's evidence, did you not?—Yes.

467. Do you concur generally with the view he takes upon that subject?—Yes, as regards the rank of colonel only.

468. You think that instead of the haphazard system which exists now, the retirement depending upon the chance of there being a certain amount of money available out of the 32,000 l. a-year, it should be regulated by some rule of age, so as to cause a steady flow of promotion?—I think so. I may mention that it is a subject of very general regret, I think, in the Artillery, that the operation of the warrant of 1841, by which four lieutenant colonels and four captains were permitted to retire annually, has been superseded by a subsequent warrant. That flow, while it lasted, was something upon which everybody could count. Every one was certain of getting at least those eight steps annually. The subsequent warrant of 1854 or 1855, I think it was, by which this was done away with, we consider to have been a loss to us.

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469. Colonel

Brig. Gen.
J. H.
Lefroy, R.A.
3 June
1867.

Brig. Gen.
J. H.
Lefroy, R.A.
3 June
1867.

469. Colonel *Percy Herbert*.] What warrant was it that gave those steps?—The warrant of 1841 gave eight steps; it allowed four lieutenant colonels and four captains to retire.

470. *Chairman*.] So that you would prefer a fixed number of steps a-year to the chances of vacancies upon a fixed amount of money, but you would prefer a fixed limit of age to either of the other plans?—I think the two plans may go together. I do not see that there is anything inconsistent in having a limit of age at the top of the list, and offering four retirements, or any other proportionate number per annum, if officers are desirous of taking them.

471. Major *O'Reilly*.] You mean in addition?—In addition certainly.

472. *Chairman*.] When you say that the two would go together, you omit the calculation of what it would cost?—Yes.

473. Assuming a liberal Parliament and an unrestraining Treasury, you would like to see the two go together?—I do not think that the expense would be very great. The retirement of so many lieutenant colonels and captains is not so very costly an affair.

474. Did you hear Captain Galton's suggestion with respect to the intermediate position of a *quasi* retired colonel, and his coming in his order upon the establishment of general officers, and succeeding to battalions; do you concur in the plan that he chalked out?—I am not quite sure that I understood it correctly. My impression of the proposal was that there was to be, as at present, a fixed establishment of general officers; they need not all be major generals; to which succession should fall by army seniority; and besides that, there was to be an unlimited number of unattached and supernumerary major generals, to which succession should fall by age.

475. No; you missed his answer to me. I understand his plan to be this: that there should be a fixed establishment of general officers, and that the succession to that establishment should come either from the colonels in active service or from the colonels on this retired list in the order of their army rank as colonels, and, of course, that the colonels, until they got upon the establishment of major generals, should not have the honorary rank?—Provided the retirement of colonels is a full-pay retirement, I should think that scheme a very good one.

476. Captain Galton's proposal was that colonels at 60 should be retired upon full pay, and that they should only remain upon this intermediate *quasi* retired list, until they come back to the establishment of general officers in their former turn upon the colonel's list?—The only consequence, as regards the prospects of individual officers in the Artillery, would be that there would be a much longer succession between each individual and the command of a battalion. All the officers who are now upon the retired list would, under that scheme, be on the effective list, and they would succeed to battalions in turn, so that the succession to a battalion would become a thing of very remote prospect to anybody except those who were fortunate enough to get army rank early. I do not think that would affect the grades below colonel much, and the public service would not in point of efficiency be at all affected by it.

477. Then, practically, you mean that the chance of succeeding to the command of a battalion would be something less than it is at

present, though the certainty of getting upon the full-pay retired list of colonels would be greater than at present?—Yes; an officer would get up to the full-pay retired list better, but his chances of succeeding to a battalion would be almost *nil*. I mean, except in extreme old age, nobody would get it at all.

478. You have no remark, then, to make upon the first part of the scheme proposed by Captain Galton, so far as it affects the rank of colonel, and the prospects of the officers of retiring; coming down below that, what is your proposal with respect to retiring from the corps?—I have not made definitively any proposal. I am opposed to having a fixed age of retirement, either from the rank of captain or from that of lieutenant colonel. Among other reasons, because it will have the effect of depriving a man who has been unfortunate in his earlier career of the opportunity of retrieving himself by more rapid promotion in the higher ranks. It very often happens that a man who has been for a very long time a captain or a subaltern gets very quickly through the rank of lieutenant colonel, and at the end of the race is not much worse off than he would have been if he had not been unfortunate before. The case of Sir Richard Dacres is a good illustration; he was 34 years reaching the rank of lieutenant colonel, but then he was a major general in little over three years. I should be sorry to see that chance taken away by forcing officers to retire from the rank of lieutenant colonel or of captain at an arbitrary limit of age. I think the administration should say to a gentleman, "You are worn out, you must retire," if they found such to be the fact. It should be optional with them to do so, with a view to preserving the efficiency of the service. I think that a greater inducement should be held out to officers of the rank of lieutenant colonel and captain to retire than is held out at present, and I would do that by making the scale of retirement contingent upon length of service, and not upon rank, as it is in the Indian Service and in the Civil Service.

479. Do you mean length of service as opposed to rank, but not as opposed to age?—I think length of service is the only element which can be taken into account, and in ordinary times, when the current of first appointments has not been much disturbed, the differences of age are not material. The ages of the officers of the same length of service do not differ above a year or two from the average.

480. Then for the retirements from the rank of colonel you would be satisfied with a limit of age?—Yes.

481. But for retirements below the rank of colonel, which would be retirements altogether from the corps, you wish to introduce a more liberal system than exists at present, and you think it should be dependent on length of service?—Yes.

482. What sort of conditions would you attach to such a system?—I think such a scale as this would be very proper; an officer at the end of 20 years' service should have the option of retiring, if he desired it, upon 200 *l.* or 150 *l.* a year.

483. Major *O'Reilly*.] Irrespective of what rank he has attained?—Yes; he would always be a captain, I hope, but we have had subalterns of that length of service; that scale should go on augmenting by about 10 *l.* or 20 *l.* a-year (I have

(I have not gone minutely into those details) for each further year of service.

484. *Chairman.*] After 20 years of service, every officer in the two corps should have the option of retiring with a step in rank, or without?—I am not very much in favour of creating honorary rank.

485. Then without a step in rank, he should have the option of retiring and leaving the corps altogether upon an annuity, beginning with 200 *l.* a-year, and rising by some annual increment?—Yes, exactly. I would also hold out an arrangement for converting that, as Captain Galton proposed, into a bonus sum, paid down to enable him to settle in a colony, or turn his capital to some fresh pursuit.

486. When he has accepted the 200 *l.* a-year, or whatever the sum might be, he is out of the list, and he gives a step of promotion?—Yes.

487. He having left, you would then, without loss to the State, allow his annuity to be commuted for the payment of a bonus?—Yes.

488. That, as you are aware, might be done without its appearing in the estimates at all, by the medium of the National Debt Commissioners?—Yes; quite so.

489. Is that the only provision for retirement you would make below the rank of colonel?—There must be the same provision as at present for retirement in the case of wounds or sickness contracted in the service, and so on; and the scale should be such, that at the end of 30 years' service it should rise to at least 350 *l.* or 400 *l.* a-year, about the same as at present, and I think that officers should have the option of retiring absolutely from a claim or prospect of succeeding to a battalion upon a higher rate. If an officer gives up that claim or prospect, he should have a certain addition in respect of it.

490. Do you mean that a colonel, instead of succeeding to the major generals' establishment, might, on retirement, also be entitled to take a sum of money down?—Yes, quite so, just as has been permitted in numerous cases to lieutenant colonels.

491. Would not that be a distinct addition to the public charge, because that would create a vacancy?—Whether it would create a vacancy or not will depend upon whether the number of officers on the retired list is to be limited or not. If not limited, it creates no vacancy, and will merely be the purchasing up of an annuity by the Government: now any system of compulsory retirement on attaining a fixed age is inconsistent with a limit. In the year 1889, for example, about 27 officers, less those who may meanwhile retire, will all reach 60 together, and about the year 1902 there will be 68 or 69 men doing so, subject to the same reservation; viz., the survivors of 95 who were commissioned in 1864 at the age of 21.

492. Would you commit yourself to such a proposal as that without further consideration?—I speak a little in the dark as to the extent to which Parliament would be willing to provide retirements for the sake of keeping so important a branch of the service as the Artillery in a state of efficiency. I assume that the thing must be done somehow, cost what it may.

493. Having provided satisfactorily with reference to the top of the list, would it be necessary also to provide an additional burden in the shape of buying those people out?—No, I do not think it would be considered necessary.

O.105.

494. To recapitulate your evidence, you think that Captain Galton's scheme with respect to the rank of colonel, modified slightly as you suggest, with a fixed bonus, calculated on an intermediate rate of pay, which every officer, after 20 years' service, should have a right to claim, in addition to a proper provision for wounded and inefficient officers, would practically keep the corps in an efficient state?—I think it would.

495. Would such a scheme provide for the exceptional difficulty which you pointed out, arising from the fact of there happening to be at present at the bottom of the list 290 officers nearly of the same age?—It will relieve it some years hence, but in the meanwhile the evil is a threatening one, and when it comes to be realised it will be a very serious one. No doubt, when those officers have matured 20 years' service, and see indifferent prospects before them, they will be ready to retire in large numbers; but I think it would be better for the country to induce them to retire now, when it can be done at a lower rate.

496. What special remedy do you propose to deal with the exceptional difficulty of there being those 290 officers nearly of the same age?—The present rule is, that no officer is entitled to retire under 25 years' service, except in case of wounds or sickness, and the retirement he is then entitled to is half-pay. I think it is waiting a great deal too long to give the half-pay after 25 years' service only. The half-pay scale is a perfectly arbitrary figure; there is no virtue in the figure itself. I think that there should be a proportion precisely like that adopted in the Civil Service retirement, and that an officer should be entitled to claim it after about 15 years' service. I think that 15 years is really a long enough service, and that he should be allowed to go then, of course receiving less, in proportion to his shorter service.

497. Your suggestion is, that after 20 years' service an officer should be allowed to retire on 200 *l.* a-year?—Yes, as an ultimate arrangement; but I do not desire to commit myself to the exact amount of 200 *l.*, which is rather high.

498. And with reference to the peculiar difficulty of the corps at the present moment, you would cut down the required length of service to 15 years, diminishing the amount received in proportion?—Yes, in order to thin out these large classes of officers of the same age, who stand in one another's way.

499. The difficulty as to those officers will not come into operation for nearly 10 years, will it?—Not as affecting the efficiency of the corps; but it already affects those officers as regards their own cheerful zeal, having regard to the prospects before them. I should say from my intercourse with them, that the second captains are very much discouraged at the prospects before them.

500. Are any of those officers who are so nearly of the same age second captains yet?—No, those I speak of are at the bottom of the list as yet; however, the remark applies in a slightly different degree to second captains as well.

501. Do you not think that the prospects of the second captains would be much more cheerful if they knew that at a certain age there was a perfect certainty of full pay and retirement?—I think they would, certainly.

502. However inconvenient the state of the corps may be in consequence of that great equality of age you have mentioned, yet the fact of a certainty of retirement would get over the

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3 June
1867.

Brig. Gen.
J. H.
Lefroy, B.A.

3 June
1867.

personal difficulties?—I think the men would serve vastly more cheerfully in the junior grades, if they knew that it was only a temporary misfortune.

503. So that your proposal with respect to the 290 officers is a proposal for the benefit of the public, rather than for the consolation of the officers themselves?—Yes, it is a proposal for the benefit of the public. The truth is, that the individuals whom I have in my eye now are young officers of three or four years' standing, and the idea of retirement of course has not entered into their heads; they are all quite happy with their present duties.

504. Have you ever calculated or formed any opinion as to what would be the cost of carrying out the scheme you have described to us?—No, I have not ventured to go into that calculation. I think it would not be difficult to arrive at some conclusion which would be pretty near the mark, but I have not ventured to go into it. I have always been in hopes that if any system of retirement by payment of lump sums comes into operation, the objection to private contributions for bonus subscriptions by officers would be diminished, and we should be able to avail ourselves of the readiness there is in all ranks of the army on the part of officers to invest their private means for their own advancement.

505. Your proposal does not increase the public charge as regards the lump sum; it is a mere exchange of an annuity for a lump sum?—Yes.

506. But so far as it consists in a very liberal optional retirement at an early age giving a vacancy, it is, of course, a matter of very considerable expense, though you have not at all calculated what it would come to?—The voluntary element enters so very largely into it that it is very difficult to arrive at any figure with respect to it. I considered, having regard to the Indian regulations under which an officer is permitted to retire on full pay after 22 years' service in India, and analysing the lists and inquiring among the officers themselves, and looking at the degree in which retirement had taken place, that about 5 per cent. of the officers entitled to accept it, might be expected to accept it every year; that was my notion.

507. In arriving at any calculation of cost, we should have to compare that five per cent. and the cost of the superior retirement from the rank of colonel with the present 32,000 *l.* a-year?—Yes.

508. And a certain part of the half-pay retirement?—Yes; much of the half-pay retirement would be saved.

509. We should have to compare the five per cent retirement and the 60 years of age compulsory retirement on the one side, with the 32,000 *l.* a-year, and a proportion of the half-pay retirement on the other side?—Yes.

510. Do you think that if you had assistance from the War Office, you could easily take out a calculation of that kind?—If I might be permitted to consult Mr. Finlaison, or some accountant.

511. Or a clerk out of the Accountant General's Department?—Yes; with the assistance of a few clerks. The figures are rather heavy when you come to do it largely.

512. Is there any other suggestion with respect to retirement from your corps you would wish to make to the Committee?—No; the points which your questions have touched upon, I think, cover all that occurred to me in reference to retirement from the Artillery.

513. Colonel *Percy Herbert*.] You say that there are 290 officers in the Artillery nearly of the same age now, and you talk of there being 200 of about the same age when they get to the age of 50?—Yes.

514. And you said that that was a very exceptional case?—Yes.

515. It is one which in some degree may be always looked for when there is any considerable augmentation of the corps, is it not?—It would not have occurred but for the alteration of the rules of admission to the Royal Military Academy and the age of first commissions.

516. At the time of an augmentation of the corps, or at the time of a war like the Russian war, there must always be a large number of officers entering in a very short time, must there not?—Yes, you may have a number of 50 or 60 or something of that kind, but this large number arises from officers of the same age not being of about the same standing; they are selected out of officers of very different standings.

517. You said that in the case of the Artillery, the operation of the fund had been good, and that the ages of the colonels now are tolerably satisfactory as regards efficiency?—That has not been so much from the operation of the fund that has contributed towards it, it arises from what I mentioned just now, the extreme gap of years there was between the remaining officers who were commissioned in the early part of the present century, and those who got their commissions at or about the year 1825.

518. Is not it the fact that the age of the colonels is much younger than the normal state of the corps, owing to the large augmentation in the last 15 years?—Undoubtedly the augmentations in the last 15 years, have run officers rapidly through the junior ranks, and enabled them to succeed to colonelcies younger than was ever known before.

519. If there had not been those augmentations, the action of the fund would not have been sufficient to achieve anything like the youth, if I may use the expression, of the present colonels?—Certainly not, practically the fund would have done under any circumstances exactly what it has done; there is a certain sum always filled up, and neither a greater nor a smaller number of retirements would have taken place had it not been for the admissions; it has withdrawn some of the older colonels, and one or two of the older major generals, but it is only within the last two or three years that that retirement has been taken in the case of relatively young officers.

520. As regards intermediate retirement, such as you suggest after 15 or 20 years' service, of course, to whatever extent the Government withdrew officers, by such an inducement as that they would reduce the expenditure for the compulsory retirement at the head of the list?—That would be the case, of course.

521. Colonel *North*.] The requirement of 35 years' service to retire is peculiar to your corps, is it not?—No, it is the Army Warrant; 25 years is the time, not 35.

522. Does that apply to the whole army, because, I think, in the line, an officer even who has not purchased is allowed to retire after 21 years?—No, after 25 years.

523. Major *Jervis*.] It used to be 21, and now it is made 25?—Yes.

Monday, 17th June 1867.

MEMBERS PRESENT:

Mr. Pack-Beresford.
Mr. Childers.
Mr. De Grey.
Marquis of Hartington.
Sir John Hay.
Colonel Percy Herbert.

Major Jervis.
Colonel North.
Mr. Otway.
Colonel Sturt.
Mr. Trevelyan.

HUGH C. E. CHILDERS, Esq., IN THE CHAIR.

Brigadier General JOHN HENRY LEFROY, R.A., F.R.S., further Examined.

524. Colonel *Percy Herbert*.] I BELIEVE you have considered the question of promotion in the Royal Artillery from various points of view?—Yes, I have done so.

525. And you have thought of different plans which might alleviate the stagnation of promotion?—Yes.

526. Has your attention been drawn to a plan of applying what may be called the bonus system; the application of sums of money to facilitate the retirement of officers of from 15 to 20 years' service?—Yes; it appears to me that, constituted as the list now is, there is no possibility of bringing forward the younger officers of the regiment to the higher grades of the service before they are incapacitated by age, except by inducing a number of them to retire early. There is at present no provision for early retirement; no officer can claim a retirement before he has reached 25 years' service, and then he can only get half pay; whereas, if he waits five years longer, he will get full pay, and therefore he will seldom go at 25 years' service. But if you wait until the officers get 25 and 30 years' services in large groups, the whole regimental list will grow old together, and in my opinion be in a very inefficient state. I have, therefore, proposed that officers should be permitted to retire at an earlier period, say at present as early as 15 years' service, and that to induce them to do so, their juniors should be permitted to contribute to a fund for the payment of bonuses to them; they would, of course, be chargeable upon the half-pay list when retired, supposing that system to continue; but this would afford an inducement for them to retire. That is a plan which I have laid before the officers of the regiment in my private capacity, and about 330 of the lieutenants and captains of the regiment have expressed their willingness to contribute to such a fund.

527. I do not quite understand your scheme; do I understand that you propose that officers of 15 years' service should be allowed to retire upon half pay?—My own proposal is, that the half pay scale of retirement should be re-considered, and a different scale submitted; but I propose that officers of 15 years' service should be permitted to retire upon some scale.

Q.105.

528. Then, supposing that in lieu of any half pay retirement, lump sums of money were given, would that be equally attractive, or more attractive, do you think?—I think a great number of the younger men would be willing to commute their annuities into sums of money which they could apply to other pursuits. I think that among the older men there would not be quite so great a disposition to do so; but in any case I apprehend an annuity must be the basis of the scheme, and therefore whether it is granted in the form of an annuity, and then that annuity purchased up by the State, or whether it is granted in the form of a bonus fund, in the first instance, makes little difference.

529. There is this difference between an annuity granted by the State generally to officers on retiring, and a bonus, that the annuity is granted as half pay is, as a retaining fee for the services of that officer when called upon, whereas in the case of a bonus sum, of course the State would give up all claim to the services of the officer; that being the case, would it, in your opinion, be cheaper to the State to give a bonus sum than the half pay; in fact, would not a fewer number of years' purchase of the annuity be accepted by an officer if he knew that the State gave up all claim for his services?—In the artillery service there is practically no such thing as bringing a man back; it being a seniority corps, a man cannot be brought back into his proper place. You cannot bring him back to the bottom of his list, which is done in the line. When a man is brought back from half pay to full pay in the line, he stands at the bottom of a very small list, consisting of eight or 10 names at the outside, and he calculates the chances of that. But you could not bring a man back to the end of 200 names, as it would be in the case of a captain in the artillery. No such thing as bringing a man back from the half pay list to the full pay list exists in the artillery, except in cases where temporary half pay has been granted for sickness, then it is limited to two years, and the man comes back to the place in the list he quitted. If he was 20th from the top, he comes back to the 20th from the top, that is the only form in which officers are or can be brought back from half

Brigadier General
J. H. Lefroy,
R.A., F.R.S.

17 June
1867.

Brigadier
General
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17 June
1867.

half pay to full pay in the artillery. In that respect we differ from the rest of the army.

530. *Chairman.*] Is the time for which temporary half pay is granted two years?—Two years is the present limit.

531. Colonel *Percy Herbert.*] I suppose that time can be extended under special circumstances?—There is no power to extend it at present. I do not mean to say there never could be such a power, but natural causes would prevent its being extended much beyond two years.

532. With regard to the slowness of the promotion in the artillery, the first or one of the main things to be considered is, that officers who have regimental command in the higher ranks shall not be too old for efficiency?—Yes.

533. Then there is a second question to be considered, I apprehend, upon which I want your opinion, namely, whether it is not almost equally important that officers should attain the rank of first captain and lieutenant colonel at a reasonable age?—I think the most important step is that from captain to lieutenant colonel. If the captains of artillery are much past the age of physical efficiency and vigour, they are no longer the captains of artillery who have done the work in our former wars; our captains of artillery are pre-eminently the combatant rank of the service. A battery of artillery is in many operations the unit of force, and the command of it is the most active command that a man can hold; it is therefore absolutely necessary that the man holding it should be in full possession of his vigour. I think, therefore, that it is of very great importance that captains of artillery should not serve in that grade beyond 45, 46, or 47 years of age. It is a matter of judgment where to draw the line. I have a plan here which I propose to lay before the Committee, if you permit me to do so, in which I have, for the sake of being as moderate as possible (as such an inquiry requires), drawn the limit of age at 47, but that is going rather high.

534. At present there is a sum of 32,000 *l.* a year allotted for retirements in the Royal Artillery?—Yes.

535. Supposing that it is considered that that is an insufficient sum for the present size of the corps, and that Parliament is induced to increase it by any round sum, say to bring it up to 40,000 *l.* or 45,000 *l.*, would it in your opinion be most advantageous for the interests of the corps, to apply the whole of it as it is applied at present, to induce the retirement of old officers at the top of the tree, by giving them annuities of 600 *l.* or 400 *l.* a year, or would it be desirable to apply a certain portion of that sum in that way, retaining a portion of it to be applied as bonuses to induce the retirement of officers of from 15 to 20 years' service?—I should be very much in favour of retaining a portion of it to apply as bonuses, because the state of the case is this; that you must get a number of officers to retire, and to get a number of officers to retire out of a given sum of money, it must be divided into comparatively small sums, for which you can only expect a junior to retire, not a senior.

536. I apprehend that, taking, for the sake of argument, the basis of 9,000 *l.* for the portion to be allotted in bonuses, it would give just 15 annuities of 600 *l.* a year, would it not?—Yes.

537. I am not an actuary, but perhaps you can tell me how long we may assume that those annuities will be drawn; would 10 years be the

average?—A good deal longer than that, at the age of which officers are now retiring. The lives of the youngest officers who have recently retired from the corps were worth about 22 years' purchase, and you may safely say that few of the individuals likely to retire if such an augmentation were made as you refer to, would have less than 20 years' prospect of life.

538. Then I may safely assume, that 15 years would be the proper time?—Fifteen years would be quite within the mark.

539. Then, when the whole of that 9,000 *l.* a year was applied, we could only calculate, on the average, on one annuity falling in per annum?—Yes; one out of that number; there are 26 upon the list already.

540. One annuity in 15 years would fall in for the allotment of that 9,000 *l.*?—Yes, I think so.

541. Then, supposing that we allotted that 9,000 *l.* as a bonus to officers having from 14 to 20 years' service, and offered lump sums varying from 1,000 *l.* or 1,200 *l.* up to 2,000 *l.*, we might easily divide that sum so as to furnish about six bonuses, might we not?—Yes, I think so.

542. It would be 1,500 *l.* on the average?—Yes.

543. Supposing they were accepted by officers, that would give you six steps in the regiment of officers varying from about 15 to 20 years' service?—Yes.

544. You would have to balance that against the one annuity which was due from the other application of the fund?—Yes.

545. Will you state to the Committee, if that is a fair calculation, what in your opinion would be the result of it as to the respective advantage and disadvantage to the corps?—I think the calculation is perfectly correct in principle, but the sum you name, 1,500 *l.*, would not be a sufficient inducement to any officer to retire, except those who were near the lower limit; you would not get officers approaching 25 years' service to take that sum, unless you permitted an augmentation to be made to it, by the private contributions of the officers. But, in principle, I am persuaded that the sum might be so applied, or a portion of it might be so applied, and that the juniors who are the people to be most considered at the present time, would get many more steps for the money than they now do when it is laid out in annuities.

546. Can you give an opinion as to what would be the advantage to the country in the efficiency of the service, and also in economy to the country?—I think it right to state that no such sum as you have named will meet the case. The case is a far more serious one than is generally supposed. There are at the present moment about 107 officers who (or at least the survivors of them) will all reach the age of 60 together, and there ought to be 68 or 69 of them who will reach that age; if you retire those officers all in the lump at 60 years of age, and replace them by another set of men, also all of the same age, what will happen 40 years hence? The second batch of officers will then all be reaching 60 years of age together, and you will have to repeat the operation. No retirement of that sort will meet the case. The number of officers who are rapidly completing comparatively long terms of service, and who find themselves in the junior ranks at an age beyond that at which they should be there, is so large that no such sum as 9,000 *l.*

9,000 *l.*, or even 19,000 *l.*, will meet the case; it must be a considerably larger sum.

547. Per annum?—It will come up by degrees (not at first) to a much larger sum. If you are speaking of capital, it must be a much larger sum per annum at the best, but the annuity charge must be increased to more than that sum to remove them. I can give you the number of officers who in the year 1885 will have passed 35 years' service; I mean the officers who will be living then.

548. Before you come to that, will you mention what is the age and length of service of the officers who compose that very large group at the present time?—The officers who compose that group are those who have at present from 16 to 22 years' service; that is, the survivors of those.

549. Do you suppose that a lump sum of 2,000 *l.* would not induce a certain number of officers of 20 years' service to retire every year?—Yes, I think 2,000 *l.* would generally do so; not at present, because the officers of 20 years' service have at present, I think, a better prospect before them; but it is the officers who are below that who are the most to be considered, who have those comparatively young men before them. The relative value of a position on the list of course varies a good deal according to circumstances; at present the officers of 20 and 22 years' service are not very badly placed upon the list, but the officers of 20 years' service will be badly placed upon the list 20 years hence, and then you will have this accepted.

550. At the present time would officers of 15 years' service take 1,500 *l.* to retire?—I do not think they would, because the officers of 15 years' service are captains, and 1,500 *l.* is hardly a representation of the value of the position of Second Captain of Artillery; the value of that position would capitalise into a much larger sum; but there are, no doubt, some small number of individuals who will take that sum; that will always be so.

551. Then if there were six or seven such bonuses offered, do you not think that there would be individuals in the corps always ready to take them from extraneous circumstances?—Yes; I think there would, to that number.

552. Who would otherwise hang on in the corps, and clog the list?—Yes, quite so; I think it would be so to that number.

553. You are aware that 100 *l.* for each year's service is the sum that is allowed by the Secretary of State to an officer in the line who retires from the service by the sale of his commission, if he has not purchased any of his steps?—Yes, quite so.

554. So that 100 *l.* a year would, perhaps, not form an unfair basis upon which to calculate the bonus to an officer who retires in this case?—Yes; there is I think this consideration, that the officers composing the artillery embrace the army as a profession for life in a larger proportion than those who go into other branches of the service; they do not think of quitting it.

555. Have they any means of quitting it?—At present they have not.

556. They are enlisted for life?—Yes, they are enlisted for life; I think they would not be quite so ready to accept that sum as officers of the line may be found to be.

557. But there are always a number of officers in every branch of the service who, either from marrying, or from private reasons, or from having

got into scrapes, or not wishing to continue in the service, would be glad to go, if there was any door open for them without absolute ruin, are there not?—Quite so; there is a retirement going on at all times, at the rate of something less than 1 per cent. per annum from causes of that kind; it is going on now among the juniors.

558. And a moderate bonus would probably get another 1 per cent. or so to go?—No doubt it would.

559. Which would have a material effect in the course of 10 years upon the promotion of the juniors?—Yes; it would have a material effect, but not a sufficient effect.

560. At this present time?—Yes.

561. As a general rule, would it have a sufficient effect?—No, I think not; I think it may be shown that the number of officers who must be retired to secure the promotion of captains to the rank of lieutenant colonel, by the time they are about 48 years of age, would be larger than would be furnished by such a retirement as that. It would contribute towards it, but I do not think it would contribute enough.

562. Then it would be a step in the right direction?—Quite a step in the right direction.

563. You were going to say something with reference to that group of officers attaining 35 years' service together, I think?—I understood it to be the wish of the Chairman the last time I was examined, that I should be prepared to make some sort of statement of the expense of a scheme of retirement such as I advocated in the last evidence I gave; and, therefore, I have drawn up an estimate of the kind, in which I have gone very fully into all the figures. Here is a table of officers composing the Royal Artillery over 15 years' service at the present moment, and who will compose each year's service from 15, 16, 17, and 18 years, up to 40 years in each successive year, supposing none of them to die or retire. There are very few retirements after 15 years' service, other than what we are now providing for. Therefore these vacancies are the principal ones to be considered. I have here also another table showing the number that may be expected to survive in each successive year, after making the proper deduction for deaths (*producing two tables*). Now, to give the Committee an idea of what these numbers will be, perhaps you will permit me to read the figures for the year 1885, which is a tolerably distant year. In the year 1885 there will be 40 officers who will have completed 20 years' service; 81 officers who will have completed 21 years' service; 43 who will have completed 22 years' service; 39, 23 years; 56, 24 years; 61, 25 years; 48, 26 years; 17, 27 years; 46, 28 years; 39, 29 years; 58, 30 years; 45, 31 years; 13, 32 years; 21, 33 years; 17, 34 years; 23, 35 years; 17, 36 years; 11, 37 years; 27, 38 years; 17, 39 years; 9, 40 years; and 74 who will have completed more than 40 years' service. Such is the scale of the figures to be considered.

564. Will you give the total between 30 and 40 years' service?—The total is 210, between 30 and 40 years' service, and 74 above it; we may look at it in this way: then there are 66 officers in the effective list above the rank of lieutenant colonel; that includes the commandants, the retired generals, and the colonels; consequently, in order that any individual may stand 66th from the top there must be the difference between these figures got rid of somehow or other; they are

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Brigadier
General
J. H. Lefroy,
R.A., F.R.S.

17 June
1867.

Brigadier
General
J. H. Lefroy,
R.A., F.R.S.

17 June
1867.

are all above him now, and will all remain above him, so far as death alone removes them. In order that any individual may stand 66th in the year 1885, there must be the difference between these two figures, that is, about 210 or 220 removed by retirement; but when you go a little lower to the captains the groups are still larger; there are but 142 officers above the rank of captain, consequently in order that the last individual of 27 years' service may only have 142 officers standing above him in the year 1885, there are the very large number of 270 or 280 officers who must be removed in some way or other; that is the light in which the thing presents itself to me, and which I believe to be a perfectly fair one. I do not presume to say that these figures are anything more than an estimate, but they are based upon the most recent life tables. I have worked out the result for the years 1875, 1880 and 1885, and it appears that, supposing the suggested amount of promotion to have been barely attained in 1880, it will require about 31 retirements per annum for the next five years, to maintain it until 1885.

565. Does that 31 retirements include the whole of the retirements?—Yes; for those five years.

566. What do you take as the average number under the present arrangements; how many of the 31 are provided for already?—I have worked this out entirely irrespective of the present provision, and taken credit for the falling in of the present sum. There is a sum of 32,000 £, which will gradually fall in, of course, and there is a further sum of about 9,000 £ on the half-pay list, which will gradually fall in. Taking credit for all those sums, and assuming that a scale of retirement is offered to officers commencing at 100 £ a year after 15 years' service, or its equivalent in capital; and terminating at 600 £ a year, after 40 years' service, the present limit (only we get it before 40 years' service), the cost will be between 70,000 £ and 80,000 £ a year; but that is the cost looking upon them as annuities; if you buy up your annuities, if you convert 100 £, for instance, into 1,700 £, you have 100 £ less next year, and in future years; but you have 1,700 £ to pay this year, and, therefore, the sum to be provided somehow or other, is a larger sum than it would be otherwise.

567. Would not you induce a man to retire more easily, by giving him a lump sum, than by giving him 100 £ a year. I mean, would not something less than 17 years' purchase suffice?—My idea is that the basis must always be an annuity, and that you will then capitalise that annuity.

568. Would you not be able to capitalise it at something less than it is worth, and yet make it a sufficient inducement?—It depends upon the bargain which the Government is able to drive with its officers. I apprehend that public opinion would scarcely permit the Government to offer its officers, who may be supposed to have deserved well of the country, less than the fair capitalised value of the annuities they are supposed to receive.

569. Supposing the Government say to an officer, We will not offer you an annuity, but we will offer you 1,500 £ instead of what you ask for, namely, 100 £ a year, which we will not give you; if they were to offer on the one hand annuities of 100 £ which were inconvertible, and

on the other hand 1,500 £, would not the 1,500 £ be the more attractive of the two?—If you offered a man 1,500 £, I think it very probable that he would take it. I think, myself, that you ought to offer the full price; if you calculate his retirement to be at 100 £ a year, which is just half way between the half pay of a captain and that of a lieutenant, I think you should offer him the full value of the 100 £, which is 1,700 £, not 1,500 £.

570. But still the Government might say that they were not prepared to give the 100 £ a year?—Take it at what you please, but capitalise it fairly; make it 90 £, then the sum would be about 1,500 £, the very sum you name.

571. *Chairman.*] At what average age do you say that an annuity of 100 £ is equal to 1,700 £?—At 35. For this purpose, I assume that the officers obtain their first commissions at 20; at present they obtain them at 21 generally, but a great number of those serving on the list got their commissions earlier; I have taken that as the average. The table I have referred to is Mr. Tidd Pratt's; it is capitalised at 1,700 £.

572. *Colonel Percy Herbert.*] At any rate the result of your conclusions is this, it is necessary to deal with the officers in the body of the list, in order to prevent a very great stagnation of promotion, and inefficiency to the corps of artillery a few years hence?—Yes, quite so.

573. It has been suggested that it will be injurious to the corps to offer these inducements to officers at an efficient age to retire; that is to say, that there are very good captains of artillery who would be induced to take a bonus, and retire, and that you could not very well spare their services; do you think that that is a valid objection to the scheme?—No, I do not.

574. You think that there is as good fish in the sea as ever came out of it?—Yes, I think there is as good fish in the sea as ever came out of it, and for the most part the men who would take it would not be the most active, ambitious, and valuable officers, but officers who had various family ties, and other things which made their services less valuable.

575. It is a good thing for the tone of the service to induce such men to leave it, is it not; it encourages a zealous and martial tone in the service?—I should be very sorry to say that there are not extremely good men amongst the married men and men with families.

576. I referred to those who wish to leave the service?—The men who wish to leave the service, are those who have the sort of encumbrances I am now principally thinking of.

577. And of course it is a great encouragement to other officers to be zealous, in order to obtain rapid promotion?—Quite so; I do not know whether this is strictly relevant to your inquiry, but it may be worth reflection, that unless officers see a prospect of obtaining the superior ranks in a moderate period of time, there is a great tendency, undoubtedly, for them to marry in the junior ranks, and encumber the service in various ways which every military man knows is the invariable consequence of having an undue proportion of married officers.

578. *Mr. Pack-Beresford.*] As to the age at which the officers get their commissions now, it is several years older than it was in your time, say some 30 years ago, is not it?—On the average, it is four years older. I have here a memorandum of the ages at which the last 225 officers have obtained

obtained their commissions, which perhaps you will permit me to read; out of that number, there was only one in his 19th year; there were 24 in their 20th year; 85 in their 21st year; 85 in their 22nd year; 25 in their 23rd year, and 5 in their 24th year; the average is about 21, or a little over.

579. Do you recollect when the alteration took place?—The alteration was in full effect in 1860, but it occurred spasmodically before that. There was a great mixture of age before that; there were some officers who received their commissions at 17, and some were even older before that, than they have been since. There were some officers, you will recollect, then commissioned by direct commissions, without being at the Royal Military Academy at all, and others who were only there a very short time. but the turning point was about the year 1860.

580. Is the object to be attained by this, to enable young officers to pass a more stringent course of examination?—I believe that is the principal reason that has induced them to raise the age, or the cause which has led to that result. The examination is now such, that a lad, unless he has very uncommon abilities, cannot pass it without two or three years more preparation than would have been necessary in former days, and therefore those who enter the Academy are now, with a few exceptions, in their 18th or 19th year; in their 19th year very often, and they remain in the Academy for two or three years, so that they get up to their 22nd year when they leave. In my time, the limit of age was 16; the majority of cadets entered at 14, and the majority of commissions were obtained at or before the age of 18; in some rare instances, of course a good deal earlier.

581. Do you consider that the theoretical examination which officers had to pass at the time you speak of, when the limit was 16, was one that would not be sufficient at the present day?—I think that the examination as it was 30 years ago, put into the regiment officers who are in every way calculated for the public service. Undoubtedly their attainments, their mathematical attainments more particularly, were very considerably below what they are now, but I do not consider it necessary that any very large proportion of the officers of the regiment should have those advanced attainments, and if provision were made that those who would be inclined by taste to do so, should cultivate them after they got into the service, obtaining their commissions earlier, I believe you would always have quite a sufficient number of officers qualified for the positions in which those attainments were required. I consider that the late age at which officers now obtain their first commissions will be a source of very serious future embarrassment, and that it is very important to reduce it.

582. Great facilities are now given by the scientific establishment at Woolwich for officers who are inclined to carry on their studies to do so?—Yes, that is a recent thing; but it is now working in a very satisfactory manner.

583. You think, then, that the advanced theoretical examination does not balance the objections of the advanced age of cadets in a corps such as the Artillery, a seniority corps?—I think that the advanced age will a few years hence tell much more against the public service than the advanced attainments will tell in favour of it.

584. Colonel *Percy Herbert*.] Are there any 0.105.

increased difficulties in managing the academy in consequence of the advanced age of the cadets? —I am not very well qualified to speak upon that point; but I think there are not; I do not hear of it.

585. Mr. *Pack Beresford*.] There is a fixed establishment of general officers in the Artillery, is there not?—Yes.

586. That is based, I suppose, upon the general proportion of the officers of Artillery and Engineers to the rest of the army?—It was based upon that proportion in 1854; but the Artillery has undergone considerable augmentation since, and the proportion of general officers has not been augmented since that time.

587. The addition of a few general officers would be, of course, a very great advantage to the corps?—It would be a very considerable advantage.

588. There is another thing which has been altered lately, I believe; the system of seconding officers who are employed in the higher ranks of the whole branch of the Artillery?—There have been a great many changes with regard to seconding officers; formerly officers were very rarely seconded. About the time of the Crimean War they were all seconded. I mean those detached from their military duties; since that, the whole of the colonels who were seconded have been re-absorbed; but the lieutenant colonels and captains remain seconded. The word "seconded" is not literally correct; they remain on the supernumerary list, which is a different thing.

589. In the Indian Branch, that is, the old Indian corps, the system of having a supernumerary list for officers employed is still in force, is it not?—It is; and it has operated very much indeed to the advantage of the Indian corps.

590. And I presume to the disadvantage of the other branch of the corps, as far as promotion goes?—To the disadvantage in this way that, as we form one regiment an officer of the old Royal Artillery, who is, we will suppose, lieutenant-colonel, and senior as a lieutenant-colonel, to another officer in the Indian service sees that officer get the regimental rank of colonel by virtue of seconding above him, and henceforward hold a higher regimental grade, but it does not interfere with his promotion, because they are promoted on different lists.

591. They are promoted on different lists; but it tells eventually on the rank of the officers, one of whom gets rank earlier than the other?—Yes; it tells upon the relative rank of the two men; it does not retard the one, but it gives the other a lift above him.

592. You stated at the last sitting of the Committee that in the case of engineer officers the 600 *l.* a year you offer them is less than they are in receipt of while in active employment; now, are not colonels of artillery who are employed also in receipt of a considerably larger sum than 600 *l.* a year?—A good many of them are; they get a command pay of 6 *s.* a day; and the ordinary military advantages of servants and horses, and so forth, count of course for something.

593. The senior colonels, I suppose, are those principally employed?—Yes, as a rule it is the senior colonels; there are exceptions.

594. It is, therefore, the less likely that the retirements would be taken by the seniors than by the junior ones, irrespective of the prospect of a battalion?—Quite so; that is one of the reasons

Brigadier
General
J. H. Lefroy,
R.A., F.R.S.

17 June
1867.

Brigadier
General
J. H. Lefroy,
R.A., F.R.S.

17 June
1867.

reasons why the seniors have not been so anxious to take it generally.

595. Major *Jervis*.] I did not quite understand whether your proposal with reference to the bonus question related to the present exceptional condition of the corps, and is therefore temporary, or whether you look more to the future?—The bonus which I propose to offer to officers from private contributions is with reference principally to the present exceptional state of things; but that will last out the lifetime of many officers, and therefore it is hardly to be called a temporary state of things; it will last out the lifetime of all but the very juniors in the regiment.

596. Colonel Percy Herbert spoke of the sum that would be necessary to induce officers to retire after 15 years' service; from your experience in the War Office and elsewhere, you hardly think, I presume, that the country would provide a sum sufficient to carry that out; and, therefore, if it was carried out, it would require an addition to that extent to the sum subscribed for bonuses by the officers?—I think there is great readiness on the part of a large body of officers to contribute something to their own advancement. If a man puts his son into a purchasing branch of the service, he expects to contribute from his private fortune, or in some way, at the rate of about 100 *l.* a year to purchase his successive steps. He buys his commission to begin with, and the payments on the successive steps amount to about 100 *l.* a year all through. That is not paid by the young man himself; it is paid by his friends for his advancement in life, and I believe that the friends of the greater number of the officers in the artillery would be also quite willing to pay, not so much as that, but something for their advancement in life. I may mention, as a fact bearing upon this question, that a very large number of the junior officers of the regiment have spontaneously, in consequence of the proposal which I originated in this pamphlet, entered into an agreement among themselves to pay, if they are allowed, over and above the sum. They have agreed to pay 10 *l.* each a year. More than 100 of them have done that. That will be 1,000 *l.* a year raised at once. With that 1,000 *l.* a year they calculate to be able to buy one step, so that a man, in the period of his service as a subaltern, would buy 15 or 16 steps, which might accelerate the period of his promotion nearly a year, or in the higher grades more than that. The officers see their advantage in it, and are willing to do it.

597. *Chairman*.] Do you say that those officers have agreed to pay 10 *l.* more than you suggested?—What I suggested was that an officer should give up the difference between his previous pay and the pay of each successive step he got; supposing the promotion were from captain to lieutenant colonel, I propose that he should pay the difference between the pays of a captain and of a lieutenant colonel for one year, and that the payment should be spread over two years, half being paid the first year of promotion, and half the next year.

598. How much would that be in each year?—It would be 73 *l.* in the case of a captain, but that would be 37 *l.* a year for two successive years. He would benefit by his promotion to the extent of the other 37 *l.*

599. Compared with the 100 *l.* a year which you say in the line has to be contributed by an officer's friends in order to purchase his steps, how

much do you think, under your scheme, would be subscribed by the officers themselves annually on the average?—I do not think that they could be expected upon the scale of pay and allowances they receive to contribute a larger sum than 10 *l.* a year in any grade each, and I think it is rather too much for the subalterns, but it is entirely their own proposal and assessment.

600. £.10 a year altogether?—Each individual would pay 10 *l.* a year.

601. You said just now that you had been told that they were willing to pay 10 *l.* more than you propose?—They are different things; the one is an annual payment, and the other is a payment to be made once for all on obtaining a step in promotion.

602. Spreading it over the service of an officer from the time of his entering the service up to his reaching the rank of lieutenant colonel, how much would the annual contribution come to according to your scale?—According to my scale the total sum is 388 *l.*, up to the rank of colonel inclusive. It is 239 *l.* to lieutenant colonel, that is about 9 *l.* a year, spread over 27 years or so.

603. Major *Jervis*.] Do you think that for that you would get anything in the shape of promotion worth considering?—Yes; I think you would get a considerable number of steps in that way, but whether there would be sufficient steps so obtained to maintain the efficiency of the corps, is a question which I think nothing but experience can decide. The only way would be to permit the plan to be tried for 10 years, or some other long period, and then look at it again.

604. Do you propose that there should be additional steps purchased out of this money, or that there should be bonuses added from it to any bonus which the Government might give to induce men to go?—If the Government took a portion of the sum annually voted for retirements, and divided it into bonuses, then I think the sum contributed should augment those bonuses. If the Government gave 10,000 *l.*, I think we should be permitted to raise 3,000 *l.* or 4,000 *l.* more among ourselves. But if Parliament votes annuities and the Commissioners of the National Debt buy up those annuities in the ordinary way as a matter of which Parliament takes no cognizance at all, then the bonuses would naturally go to the men below 14 years' service not provided for by that scheme. The younger the man is who retires, the better for those who are below him.

605. Do you know what the number of general officers ought to be taking the basis of 1854, and taking the addition to the regiment since then?—It should be 39.

606. Instead of 32?—Yes, instead of 32.

607. Mr. *Trevelyan*.] When you have once established the system of bonuses by law, have you any hold over the officers; are you able to prevent them, if the corps is divided up, for instance, paying in a particular regiment very much more than the regulation bonus?—I think if it were recognised by law, they could be easily prevented from doing so.

608. It never has been prevented, has it, in any system in which bonuses or purchase were allowed; in the Indian army, for instance?—I believe in the Indian army there was no fixed tariff, but they practically settled down to something like a uniform sum, and I do not think there was any bargaining permitted beyond that sum. I think the sum was 4,000 *l.* for a lieutenant colonel, and I do not think they offered a lieutenant

lieutenant colonel more than that. I do not speak with much knowledge of the subject, but I have made inquiry amongst Indian officers about it.

609. In order to offer anything like that sum to a lieutenant colonel of artillery, the subscription among the officers would have to be very much more than 10 £. each, would it not?—Yes; but I do not think of offering him anything like that. A man requires a larger or smaller sum in proportion to the pay and allowance which he is giving up, which, in the case of the Indian army were high. And upon the Indian system the private bonus was in addition to the public provision.

610. You think the Government could keep the system of purchase and bonuses under their control?—I think it would be possible to do so entirely.

611. Major *Jervis*.] Do you not think that the system recently adopted of not seconding colonels in the British Royal Artillery, while they do in the Indian Royal Artillery, has created much dissatisfaction throughout the service?—A great many officers personally affected by it have expressed themselves very strongly to me about it; it is felt to be a disadvantage to the men themselves, and to give a very unequal advantage to others. I will illustrate it by a particular case, but without mentioning names. I could quote the case of an officer who was a captain in India at the time when another officer of distinguished Crimean service, and a lieutenant colonel, held a high staff appointment, who has since, by the operation of this seconding, obtained the regimental rank of colonel over his head. I will call the cases A. and B. B.'s promotion does not in the slightest degree affect A.'s; he will get it just as soon, in time; but in the meanwhile, B. is for the rest of his service above him in the Artillery, whereas he has hitherto for the last 30 years been below him in the Artillery.

612. Is there any reason why the supernumerary system should be put a stop to in the Artillery?—Nothing except the economy of the Treasury. There is a constant struggle going on between the Treasury, the Horse Guards, and the War Department, as to whether officers holding certain appointments should be supernumeraries or not. Everybody is glad to get an officer made a supernumerary at the time; it is an increase of his pay to the annual charge, but it comes to be absorbed at last, and the promotion is then checked.

613. Colonel *Percy Herbert*.] In the case you mentioned, were the officers both Royal Artillery officers proper, or was one an Indian officer?—One was an Indian, and the other a Royal Artillery officer.

614. It is a question of Indian arrangements then, which you are speaking of?—Yes, the case I referred to was to illustrate this; the system of seconding officers holding staff appointments has been discontinued in the old Royal Artillery service, but it has been revived in the Indian service; consequently officers have been promoted from the rank of lieutenant colonel to that of colonel to fill vacancies created by seconding, giving them a step of regimental rank over those in the old service who were lieutenant colonels before them.

615. Is not it the case that officers have been in like manner promoted to the rank of major general, over colonels to whom they were junior in the service previously?—That is strictly in accordance with the Royal warrant, the rank of

major general has been obtained in army succession; there has been a recent instance of that; a very distinguished officer has lately leaped over the heads of several of his seniors in that way.

616. Is not his promotion consequent upon the promotion in the Bengal army, or in the Bombay army which he belonged to?—No; the officer I referred to is an officer of the Royal Artillery, Major General Dickson; but the Indian promotion to the rank of major general is upon the general list, not upon the regimental list at all.

617. Major *Jervis*.] Since the English Artillery and the Indian Artillery have been combined, to a certain extent, doing regimental service together, does it not tell sometimes very hardly in the case of an Indian officer coming home to England, or to an English officer going out to India, if they are promoted upon two different systems; in the one case a man is able to get his full colonelcy by those before him being put upon the supernumerary list, and in the other case he is not; of late we have had several cases of that kind; the full colonels not having been seconded, lieutenant colonels below them have lost steps by the colonels not being made supernumerary; and, therefore, the lieutenant colonels who, had they got their promotion, might under the other system have retired, at present have been unable to do so?—Yes, there are several officers now holding appointments (I myself am one of them) for which they would have been seconded a few years ago; I think my being seconded would have promoted this very officer I referred to just now; at all events, mine and others would have done so.

618. Mr. *Trevelyan*.] Would it not be a very serious blow to a young officer who has entered the service upon the supposition that he could live upon his pay, to find that he had to pay 10 £, or even more, a year for a very small amount of promotion?—It was not part of my own proposal to make the payment compulsory; there are exceptional cases, but I do not think that they are numerous, of officers living upon their pay. I believe there are very few such cases indeed; those officers who do so live, for the most part seek service in India, where their pay enables them to live. But my proposal was that it should be voluntary; I apprehend that if it were made compulsory it would be looked upon in a very short time as a deduction or income tax from the officer's pay taken by the country, and there would be a clamour to relieve him of it, and so it would cease to be a voluntary management, which is all that I advocate, and I propose also that it should be under such regulations as would prevent it abuse.

619. Do you not think that in the Artillery, where the officers are generally very intelligent and able to compare their position with that of officers in other countries, they would expect that the State would provide reasonable promotion, and would not throw any burden upon the officers themselves?—I think the officers themselves, for the most part, acknowledge that the State cannot do all that is required; it is a fine line for the State to draw to say whether a man is efficient as a captain at 45 or 50; I think if it came to that point, the State would say they would take their chance of a man being efficient and keep him, but an individual officer wants his step, and for that purpose wishes to get an officer above him to retire at 45; the State has borne the charge of the augmentation by which we have benefited, but I do not think that the State can be reasonably expected to do, or that

Brigadier
General
J. H. Lefroy,
R.A., F.R.S.

17 June
1867.

Brigadier
General
J. H. Lefroy,
R. A., F. R. S.

17 June
1867.

it will do everything that the personal interests of its officers, and ultimately even its own interests may require to avert their remote consequences, and therefore I wish to see officers permitted to help themselves, as they will, in my opinion, do if they are allowed.

620. Mr. *Otway*.] With regard to the bonus, I understand that you wish not to make it a compulsory contribution upon the officers?—Yes.

621. Do you not think that that would be likely to produce a bad feeling in the corps; for instance, you are no doubt aware that in the Line where there has been a system of giving so much to a captain; for example, beyond the army regulation, if an officer fails from his means to contribute that customary sum, he is very badly looked upon by the other officers; he stops the promotion. A voluntary contribution is one of two things; it is either compelling officers to contribute that which perhaps they cannot afford, or if they fail to do it, it is placing them in a very invidious position with reference to their brother officers?—That precise case can never arise in the Artillery. If the officer at the head of the list in the Line refuses to pay more than the Regulation price, he does stop the promotion, or oblige the other man to take less than he considers himself entitled to; but in the Artillery, the only result of an individual or 100 individuals refusing to contribute would be that the whole sum would be less than it would have been otherwise; but no individual could be said to be stopping the promotion in that way. I think the moral force of the regiment would be sufficient to make officers who are able to do it contribute. An officer's circumstances are always pretty well known to his friends and brother officers, and in the cases of officers burdened with large families, or with little or nothing to look to beyond their pay, there would be no disposition to press hardly upon them; they would be permitted to share in the advantages of the other men without contributing.

622. You think that that would be the general feeling?—Yes; I know that that has been laid down as the basis of the proposal made by the young officers, that they shall contribute as they can, and if any man benefits without contributing, they do not object to it.

623. Do not the officers in the Artillery contribute anything now to induce a man to retire. Take the case of a senior captain about to obtain a lieutenant colonelcy, is it customary in the corps for him to give anything to an officer above him to retire that he may get a step, and obtain an improved position?—No; there is no approach to such an arrangement in the Artillery.

624. Is it not even done under the rose?—No.

625. The age at which officers enter now is 20, is it not?—It is 21, or slightly over.

626. That you consider too old?—I consider it at least three years too advanced an age.

627. Are you aware of the ages at which the Artillery officers in France and other countries obtain their commissions?—The age of admission to the Ecole Polytechnique is from 17 to 20. They have the rank of sous lieutenant élève at 19, and of lieutenant en second at 21. Perhaps I may add here that in the French army the age of compulsory retirement for regimental officers ranges from 52 to 60 years. The large proportion of men raised from the ranks leads to instances of advanced age in the junior ranks, and the rule is, lieutenants at 52; captains, 53; chef de

bataillon, 56; lieutenant colonel, 58; colonel, 60 years of age. The same for the artillery as for the other arms.

628. I did not observe that you made any allowance in your calculations for officers retiring on half pay, yet there are several instances of that, are there not?—The half pay list is not a very heavy one; it is composed principally of the officers who retired about 30 years ago; they are all very advanced lives; and a small proportion of officers who on grounds of disability have been permitted to retire, though of less than 30 years' service, more recently; but the proportion of officers who take half pay is all included in the one per cent. I mentioned just now. It does not afford any great relief in the lower ranks.

629. I know an instance myself of a lieutenant colonel of Artillery retiring, on half-pay, I think, at the age of 38 or 39. The officer I allude to is Colonel Inglefield; he is now receiving half pay; he is about a contemporary of mine?—Yes; it was on grounds of ill health, and he may have retired when 21 years was the limit; at present it is 25.

630. Colonel *North*.] With reference to the sale of commissions, is there the same regulation applying to the Artillery with respect to the 100 *l.* a year sanctioned by the Secretary of State for War as applies to the Line; for instance, would a lieutenant colonel of Artillery get 4,500 *l.* the same as a lieutenant colonel in the Line would get?—There is no system of sale in the Artillery, but lieutenant colonels are sometimes, as a matter of indulgence, permitted to retire on the full price, 4,700 *l.* I think it is. That is not the case with any rank below that. I do not remember any case of a captain receiving the value of his commission, and the number of lieutenant colonels who do so is very small.

631. There are, according to the return before us, nine captains of Artillery who have done so, besides the lieutenant colonels, but there are no sums put down against them. As I understand, there are no means of creating a vacancy in the Artillery except by putting an officer on half pay who has been seriously wounded or something of that kind, under 25 years' service?—No; none whatever. He may, under certain circumstances, have full pay after 21 years; that is provided for in the warrant of 1854; but those are quite exceptional cases.

632. Colonel *Sturt*.] The system you propose is in reality a sort of voluntary purchase system in the corps, is it not?—No; I think there is a very broad distinction between the system I propose and the purchase system. The purchase system enables an individual, by his own money, to buy over the heads of other men, and therein consists the invidious working of it. There is a constant tendency to raise the price of commissions, owing to the eagerness of the officers, if they are possessed of money, to get on. The system I propose would not advance any individual except by advancing those before him. Each individual would contribute, but the order of succession would go exactly as at present, only the promotion would be obtained earlier.

633. No man could go over another man's head?—No man could go over another man's head.

634. If the officers of artillery are satisfied that your proposal would tend to their advantage, what is there to prevent their adopting it?—The officers of artillery are a very large body. I have

have obtained the assents of over 300, but those are not all; some have expressed dissent; there are differences of opinion. What prevents their taking advantage of it is that it is one of those arrangements which I think cannot, under ordinary military discipline, be worked without the concurrence of the authorities; at all events, I should not propose myself that it should be carried out without the concurrence of the Secretary of State for War and his Royal Highness the Commander in Chief.

635. You would have an Act of Parliament to legalise it?—Not to legalise it; to recognise it. I am satisfied that it is better that anything which exists should be recognised than that it should exist *sub rosa*.

636. Marquis of *Hartington*.] Is there any regulation now against the giving of any sum for the purpose of getting promotion?—No; there is no regulation against it; but there is no organisation for doing it. The difficulties in the Artillery would be greater than in smaller bodies from the immense number of officers who have to concur in it.

637. Would it be contrary to regulation for an officer to give an officer senior to him a sum of money to retire?—No; there is no regulation which it would infringe so far as I know, but it is an arrangement which would simply never pay.

638. With reference to the age of officers entering the army, what inducements do you think could be given to officers after they have obtained their commissions to prosecute a further advance in mathematical studies?—By providing a class of beneficial appointments to be held by officers of artillery, limited to those who qualified themselves, having in fact, a staff system for those appointments, analogous to what prevails for the staff appointments of the army.

639. What class of appointments would those be?—Such appointments as the heads of manufacturing departments in the Royal Arsenal, and elsewhere, the inspectorships of warlike stores, and a considerable number of appointments which in every service are held by artillery officers with special attainments. I could easily enumerate them; they are rather numerous appointments; they are all Civil appointments under the War Department.

640. Do you think they would be sufficiently numerous appointments to induce a large number of officers to go on with a severe course of mathematical studies?—Yes, I think they would; I think there are a large number of officers whose natural taste and ability induces them to cultivate these studies, and that has always been the case. I think, if the appointments were given fairly and honestly to those who were best qualified, there would never be a want of competitors for them, and you might raise the standard as much as you liked; it might be necessary, however, to raise the pay too, if the standard was raised very high.

641. In the present state of artillery science, is not a very considerable amount of mathematical knowledge desirable, even for an officer who does not aspire to any of those appointments; that is to say, for the officers who will be principally engaged in regimental duty?—No, not a considerable amount; not more than any young man could be reasonably expected to acquire by the time he is 18; it is indispensable that there should be in such a body as the artillery, or in

such a service as the artillery, a proportion of officers of high mathematical attainments, equal to those whom the continental artilleries present in large numbers; but individuals of this class will always present themselves if sufficient encouragements are given. It is not necessary for the ordinary service that an officer should have anything that may be called high mathematical attainments; he should have a certain knowledge of mathematics.

642. You think that now the whole regiment is educated up to a standard that is necessary for only very few?—I think that the endeavour to do so, whether it is successful or not, leads indirectly, to the sacrifice of other things quite as valuable in a military body.

643. Mr. *Pack-Beresford*.] As to the education, have you not found, taking the officers as a body, that a considerable number of them selected mathematics for themselves, pursued their studies in it, and advanced to very considerable scientific acquirements under the old rule that was applied at the time you got your commission yourself?—I am afraid I cannot say that any considerable number did. Individuals of course always did so, but not in sufficient number, in my opinion, because there was positively no stimulus or encouragement 30 years ago whatever, in that direction, but the case is different now; there is a good deal of encouragement.

644. *Chairman*.] You have stated, I think, to-day, that in addition to that dead level of 290 officers which you described to us in your former evidence, there is another dead level of about 110 officers?—Yes.

645. Of about on the average, 20 years service?—No, the 292 is the group of officers who are 25, 24, and 23 years of age at present. There is not at present any large group at 20 years' service or thereabouts, but there will be in 1875.

646. The others you described to-day, I think you gave us as between 15 and 25 years service?—Yes. Colonel Percy Herbert asked me how I made out the number of officers who will have passed 30 years service in 1885; they amount to 104. There are so many officers who will be of from 30 to 34 years service at that time, and those are the officers who are now from 9 to 13 years' service.

647. So that according to your present statement, there are two dead levels in the corps?—There are a good many more.

648. You have described two specially; one a dead level of about 290 officers, and another a dead level of about 110 officers?—Yes; but the latter was taken quite arbitrarily, several other groups of three years would have done as well to illustrate my meaning. The former, the 290 officers, is the great level.

649. And it is in consequence of those dead levels, that you think some special and exceptional provision for retirement should be made?—Yes.

650. When those dead levels are got rid of, and when officers all get their commissions at about the same age that special provision would not according to you, be necessary?—It is difficult to look so very far ahead.

651. To put it in another way, if it were not for those two dead levels, you would not require to introduce into your proposed system all the means of retirement which you now propose?—No, I do not think that the scale and system of retirement

Brigadier
General
J. H. Lefroy,
R.A., F.R.S.
17 June
1867.

Brigadier
General
J. H. Lefroy,
R.A., F.R.S.

17 June
1867.

retirement which I have proposed will be permanently necessary, but I am afraid it will be necessary through the remainder of this century; that is until the officers who obtained their commissions about the time of the Crimean war are all exhausted. If you will permit me, I will mention to you another dead level; there will be 320 officers living in the year 1885 who will have from 20 to 25 years' service.

652. Your way, however, of dealing with the corps, supposing these two exceptional difficulties did not exist, would be in the first instance to follow some such plan as Captain Galton proposed, namely, a maximum of age at which all colonels should go off the fixed list?—Yes.

653. You think that below that, some provision ought to be made as a rule irrespective of those exceptions for helping the flow of promotion, beyond the retirements which are necessary to get rid of inefficient officers?—Yes.

654. But if the numbers of the different ranks of officers were otherwise fixed, would it be necessary to provide for more than getting rid of inefficient officers?—You mean, if a limit were laid down for each rank.

655. You think that in order to promote the flow of promotion, and to prevent blocks, particularly in promotion from the rank of captain to that of lieutenant-colonel, it is advisable to retire more men than it is necessary to retire, merely on account of inefficiency?—Yes.

656. If the number of lieutenant-colonels was greater, and the number of captains less, that necessity would not exist, I presume?—Not to the same extent.

657. You would not, in a perfectly organised corps, wish to retire perfectly efficient men, merely to give steps to the men below them?—No.

658. Therefore, if in a perfectly organised corps, divided properly with respect to its different ranks, all that is necessary is to provide for the retirement of inefficient men, would it not be an alternative to your plan to consider whether the number in each of those ranks ought not to be amended?—Any increase to the proportion of the superior ranks would of course materially improve the advantages of the ranks below them, but no one fixed arrangement, I apprehend, can meet the circumstances of a large body like the artillery, which is subject to the fluctuations of alternate conditions of peace and war. A war may upset the best scheme in the world, by obliging you to augment the number of officers by a couple of hundred men all of the same age, in a very short time. These measures of retirement are an indirect after-consequence of that state of things, and as often as that is repeated, at a period of 30 years afterwards something of the same kind will have to be done again.

659. That I provided for by asking you to eliminate for the moment all idea of the 290 and 110, which were caused really by circumstances something like what you described; but supposing the corps normally to be sound, do you think it would be advisable to retire efficient men, merely to promote those below them?—It would be better to retire the inefficient men; that is to say, it would be better to have a compulsory retirement at the top of the list, and remove those at the top, but so long as officers get into positions upon the regimental establishment which they hold for 20 or 30 years (we have at the present moment an officer who has held the rank of

colonel commandant for 20 years, and there is no such thing as retiring a colonel commandant until death retires him), and so long as you have no means of retiring, those whom I may term the inefficient men, you must advance the juniors by removing comparatively efficient men.

660. The rank of colonel commandant is an honorary rank, where efficiency is hardly in question; but assuming that you have a system by which at a certain age everybody is got out of the way as far as the flow of promotion is concerned, and under which inefficient officers can be removed out of the way at any age, do you think you can justify in theory a further removal of efficient men merely to clear the way for those below them?—Yes; I think if one efficient man is replaced by another efficient man, the country suffers no loss, and he will, under this system, be replaced by a more efficient man, by somebody younger than himself, it may be a necessity of the service. Stated broadly in that way it looks, perhaps, extravagant to retire efficient men, but you are not diminishing the efficiency of the corps by so doing, you are, on the contrary, improving it; I believe that the system of retirement from the top so as to give the same number of steps as would be given according to the view I have supported (and it must be made somehow or other to give the same number of steps) by retiring either at the top or from the colonels alone, would cost more than a system of retirement graduated all down the list. I have endeavoured to calculate it, and it works out a larger figure for the retirement at the top of the list than if they are taken at the lower points. There are so many arbitrary assumptions about the ages at which men would accept the retirement that one cannot rely much upon the result, but that is the result I have come to; I could show it; here is a case in point; I wanted to get 94 retirements, and I assumed that they were divided equally over 20 years; I took six men at 15 years' service, six men at 16 years' service, six men at 17 years' service, and six men at 18 years' service, and then five men for the rest. The sum total of the retirements comes to 21,000 *l*. Now, if instead of doing that, I suppose that nobody retires under 25 years' service, and a portion of them retire at 30 years' service. I have made up the same number by taking 20 captains on half-pay, and 10 lieutenant colonels on majors' half-pay, and 20 lieutenant colonels on half-pay, and 44 lieutenant colonels on full pay, and that comes to 24,000 *l*., that is actually greater than the previous sum.

661. Putting aside for the moment the question which will cost most about which I will not dispute your figures, do you think that the principle can be justified in a highly educated corps like the artillery of inducing efficient men to retire in order to give other efficient men below them a step instead of so paying and promoting your officers as to enable efficient men to reach the point which they deserve?—No doubt the latter plan would be the preferable one, but I do not think there is any violation of principle in the other plan. The whole arrangement is a means to an end; that end is the maximum of efficiency in that branch of the army; if, to effect that efficiency, officers are obliged to be retired, I see no violation of principle in it provided the service benefits by it, which would be the case.

662. You do not think that it would be an inconvenient precedent in the arrangements of the service

Brigadier
General
J. H. Lefroy,
R.A., F.R.S.
17 June
1867.

service, that the Government should deliberately lay down these rules, having as one of its objects to get rid of men who were avowedly efficient?—Pardon me, that is not the avowed object, the avowed object is to bring officers forward by spreading the area of retirement over a greater portion of the scale; at present the area of retirement for half-pay stops at 25 years' service, and for full pay at 30 years' service, and beyond that there is no retirement at all. In order to get a greater number of officers to retire, we spread our area of retirement down to 15 years' service, and the result is to pension some efficient men undoubtedly. Such is the case now in the Indian service, when an officer is permitted to retire after 22 years' service on full pay, counting his service as a cadet. A large number of officers take advantage of that; they are in many cases perfectly efficient men, no doubt, but it is necessary for the good of the service to permit them to go, opening the door to other younger and more efficient men to succeed them.

663. You consider then that that rule in the Indian service was made, not with reference to the hardship of the service in that climate, but with reference to increasing the flow of promotion?—Yes, I should think so. The flow of promotion in the Indian service has been kept a great deal in advance of the flow of promotion in the Royal service, by their early retirements, and their bonuses, but still it has at times stagnated, and led to precisely the same kind of complaints that we have had amongst ourselves.

664. You said, I think, that in order to bring a subaltern to not more than 27 years' service in 1885, it would be necessary that between now and then 272 officers should retire?—Yes, some such number.

665. You meant retire or die, of course?—No, I have already deducted all the deaths that can be fairly reckoned upon in that interval. I have made use of the tables published by Dr. Farr for male lives in healthy districts in England, and a per-centage may perhaps be taken off that for the conditions of military service, but the military profession is not an unhealthy one, and the lives are picked lives. On the whole I think it is fair to take that table as the basis, and all the deaths that can be legitimately expected have been already deducted in that table.

666. Have you calculated how many officers would go off out of those 272, if the maximum age for a colonel was taken at 57, or 60?—Yes, I will read what I have written. There will be 72 surviving officers who will complete 40 years service in or before 1885 (I read 74 just now; the figures are nearly the same); of whom 32 are provided for on the regimental establishment; that is 17 commandants, and 15 colonels; 8 of them I assume to have retired in a former section, leaving 32 men to retire. Therefore, at that time, in order to bring those officers up, we must have had 40 retirements. There will then be 104 who will complete 34 years of service, and 239 who will have completed 27 years of service. There will be 176 altogether, who will have passed the limit assumed for service in the rank of lieutenant colonel (that is 34 years service); of whom 110 must make vacancies by retirement if the junior is to reach the rank of colonel at 34 years service, there being only 66 above the rank of colonel.

667. My question is this: your subaltern of 27 years service will be a man of about 48?—Yes.

O.105.

668. Between the ages of 48 and 60 how many officers will there be according to your calculation; how many will be left allowing for deaths?—Three hundred and forty-three. The number between 28 years service and 34 years service, both inclusive, for 1885, is 239. The number between 35 years service and 40 years, both inclusive, is 104. The total 343.

669. But how many of those will be under 60 years of age?—Those 343 are all under 60 years of age; there are 74 above 60 years of age; I have taken them from 40 years service to 28 years service.

670. Do I rightly understand you to say, that allowing for deaths and allowing for those retirements which are practically compulsory, there will be left 340 officers between the ages of 48 and 60 in 1885?—No, not allowing for retirements; I have here allowed only for deaths. Then I have calculated thus: such being the remaining lives, if an individual at 54 years of age is to be within 66 of the top of the list, how many must make way for him; and if an individual at 48 years of age is to be within 144 of the top of the list, how many must make way for him. That gives the total number of retirements that are necessary.

671. But that is a computation upon the basis of the existing system without retirements, not upon the basis of a system under which at a certain age, either 57 or 60, everybody goes off the list. What I wanted you to tell the Committee, was this, in the year 1855, according to your computation, how many men will there be between the ages of 48, and either 57 or 60, who will not have died meanwhile?—Allow me to explain that in what we are now discussing, I have been endeavouring to arrive at the charge to the country; in the year 1855, of such a system of retirement as will give the promotion we desire, there being no colonel beyond the age of 60, no lieutenant colonel beyond the age of 54, and no captain beyond the age of 48. I have endeavoured to see the cost to the country if that system were in operation at that time. For the purpose of cost it makes no difference whether a man retires that year or the year before, or at any former period; his expense is carried on, therefore I have not taken out the retirements in particular years, that could be easily done.

672. That is not what I mean; I wanted to know, according to your computation in the year 1885, how many officers there will be between 37 and 29 years' service, allowing for deaths, and the few inevitable retirements?—Allowing for deaths only, and not allowing anything for retirements, there will be 343 officers living of between 28 and 40 years' service.

673. Of between 28 and 37 years' service, how many will there be?—I take off 53 only; that would leave 290.

674. Then that gives an average of 30 officers of the same year living?—In some instances there will be many more than 30; one of the groups is 58. That will be the number of men who have at present 12 years service that ought to be living in 1885, when they will have 30 years service.

675. The average would be 30 officers of the same year, would it not?—Yes, about that.

676. What is at present the average number of colonels of the same year's standing?—Four; there are four officers of 37 years' service. At present the officers stand thus: of 30 years' service,

E

Brigadier
General
J. H. Lefroy,
R.A., F.R.S.
17 June
1867.

vice, 5; 31 years, 7; 32 years, 5; 33 years, 8; 34 years, 3; 35 years, 1; 36 years, 4; 37 years, 4; 38 years, 4; 39 years, 6; of 40 years there happen to be none, and over 40 years up to 72 years, there are 25.

677. Colonel *Percy Herbert*.] Is that the service of officers actually serving?—That is the service of officers on the active list at the present moment.

678. *Chairman*.] Then your calculation is that from some abnormal reasons, while the average number of colonels of each year is only about five at present, in 1885 the average number of colonels of each year will be about 30?—If they are colonels. The average number of officers of each year will be as high as that.

679. The average number of officers of the service of the present colonels will be about 30?—Yes, I will show you how this is arrived at: take the highest figure in this list, 58; there are in the current year, 1867, 69 officers of 12 years' service at the present moment; but of those 69 officers, there ought to be 58 remaining in the year 1885, and so on, of every other figure which is here.

680. Then you are in fact arguing upon an exceptional state of things arising mainly from the great increase in the force during the Crimean war?—No, at the top of the list it does not arise from that. At the top of the list it arises from there having been very few first commissions given in the Artillery between the years 1818 and 1826. There is a positive jump of five years of age between two officers who stand next on the list now. Under ordinary circumstances, we should, if there had not been enormous reductions after the last war, have had many more of those groups of officers so situated. It is not the result of the Crimean war, but it is the result of the Peninsular war at present.

681. I spoke of those who would come at the top of the list in 1885?—Even these are all pre-Crimean officers; the Crimean war only dates back 12 years, and these are officers of 17, 18, and 19 years' service.

682. You quoted, I think, officers of 12 years' service just now?—It was in reference to an earlier group; to those who will attain 30 years service in 1885. They will only be lieutenant colonels at best.

683. How many first commissions are given now on the average?—Last year there were 51; the year before 47, and the year before that 95.

684. Does that include the Indian officers?—Yes; they are all added to the general list; they go to supply the Indian list hereafter.

685. How many of these would come as a charge upon the Imperial fund?—Sixty per cent. is a fair proportion for the Imperial fund, counting by the batteries maintained in India, and elsewhere, for the Imperial fund, and forty per cent. for the Indian Fund.

686. Then, according to that, the average number of first commissions, the result of which will come at a future day as an Imperial charge, is about 30 a year?—I think it is more than that; in the three years I have given you, the total is 193, that is an average of 64 a year.

687. Sixty per cent. of that would be a little under 40?—Yes.

688. Out of 40 officers who get first commissions, how many remain for 37 years in the service?—Here are 25 officers who have completed 15 years' service, out of whom we only lose by death up to the year 1885, three.

689. I mean from the first, out of 40 officers who get first commissions, what proportion remain 37 years in the service?—I will take the group between the present senior colonel and the junior colonel. There were originally 123 places between these officers. There are now 34; it appears that 7 per cent. of these officers died or retired as subalterns, 3 per cent. as second captains, 29 per cent. as first captains, and 14 per cent. as lieutenant colonels, so that ultimately 51 per cent. reach the rank of lieutenant colonel, and only 39 per cent. (48 individuals) reached the rank of colonel. They did so in about 30 years' service; and in the usual course of things the ensuing seven years would not reduce their numbers by more than 9 or 10 per cent., so that 30 per cent. will be about an answer to that question. We may, however, take another group. There were originally, 172 officers between the senior and the junior lieutenant colonel; there are now 76. It appears that 15 per cent. died or retired as subalterns, 32 per cent. as second captains, 48 per cent. as first captains; leaving 89 individuals, or 52 per cent., who reached the rank of lieutenant colonel, which they did in about 20 years. These proportions differ but little from those above, and appear to show that under favourable conditions of promotion almost exactly half the officers who enter the Artillery reach the rank of lieutenant colonel, and rather more than a third that of colonel. The number who attain precisely 37 years' service, I could not state without a good deal of trouble. It is worth observing that the number of deaths which has occurred in each of those groups is within two of the number which ought to have occurred according to Dr. Farr's tables, in one case two more, in the other two less. The actual total number is 69, and the calculated number is 69.

690. Do you think that one in three officers remains 37 years?—It is about that number, I think, but probably rather less, between 25 and 30 per cent.

691. At any rate you will have to provide as a permanent scheme for the sufficient promotion and retirement of that per-centage upon 40 annually?—Yes, supposing 64 to continue to be the average number of first commissions given annually.

692. That, of course, will therefore be something very much less than the exceptional number you have quoted for 1885?—I think I am a little at cross purposes with you; I am not so much dealing with abstract causes, or the normal condition, as with what is the matter of fact with the lives that will really exist.

693. The object of my question is this: according to your calculation, allowing for deaths, a certain number of officers will have to be retired by the year 1885, to get the senior captain down to 27 years' service?—Yes; quite so.

694. Take the average number of first commissions granted to officers, who through their service will be a charge upon the Imperial funds; take the per-centage of those who will reach 37 years' service, according to the experience of the corps, and tell me the proportion between that number and the average that you have estimated?—I take then 60 first commissions a-year, which has been the average number since the amalgamation. I assume that 30 per cent. of them will complete 37 years' service. That is 18 individuals,

18 individuals, and if we charge the Imperial funds with six-tenths of the amount of their retirement at that period, it comes to 11 retirements annually. According to my calculation on the actual lives in being, the number that will each year come up to 37 years' service from 1881 to 1885, both inclusive, averages 17; but it will increase largely after that period, and in the year 1892 exceed 50.

695. Reverting to the bonus, you proposed that the bonus system should be optional, and you think that the moral force of opinion in the corps would induce all who could pay to pay?—Yes.

696. Would not the effect of its not being compulsory upon all be that those who did not pay would get the advantage of those who did?—Those who do not pay will have their promotion accelerated by the contributions of those who do; but the main source of the sore feeling attending the purchase system, that is, one man passing over another man's head, will not exist; and I think that as long as officers feel that they do personally derive benefit from their contributions to an amount which they consider fairly equivalent to such contributions, they will not object to their poorer comrades participating also in the benefit.

697. Do you not think that this will be the thin end of the wedge for introducing the purchase system into the corps?—I think it is essentially different from the purchase system. I should be the last to propose the purchase system. I cannot myself see that this would be attended with anything but unmixed good to the country and the service; no man gets promotion who would not get it otherwise; but he gets it sooner in proportion to the amount of contribution, and if he is worthy of the promotion at all, the sooner he gets it the better.

698. To recapitulate your evidence, you agree with Captain Galton that after a certain age, or a certain age modified by a certain length of service, every colonel should be *quasi* retired to a supernumerary list, from which he, in common with the major generals promoted from the colonel's list, should reach in his turn a battalion?—Yes.

699. You think that he might have an option of having something more if he waived his chance of a battalion?—Yes.

700. You think that below that, according to the number of years' service, commencing with 20 as the lowest as a permanent arrangement, all officers should be allowed to retire upon a certain rate of retired pay, not the present rate either of full pay or half pay?—Yes.

701. You think as an exceptional arrangement with reference to these dead levels in the service, that 20 years might be brought down to 15 years?—Yes.

702. You think it would be convenient that those who were retired upon this annual rate of pay, should be able, through the National Debt office, to commute their annuity into a lump payment, and then you think that that system should be supplemented by a system of bonuses, by which an additional number of officers should be able, by the contributions of their brother officers, to retire?—Yes.

703. You believe that all those steps are necessary, and you think that they would be beneficial to the service?—Yes, that is a very correct summary of my evidence.

O.105.

704. You also think that to carry out the system efficiently, the age at which first commissions are granted should be reduced?—I do. I would add also, that I think it deserves serious consideration whether, at the present time, the establishment of subaltern officers might not also be reduced, by not filling up all the vacancies as they occur, so as to produce a natural diminution a few years hence.

705. Without reducing any?—I would simply allow vacancies to remain as we have done at various times before; we have not always had our establishment full.

706. Mr. Otway.] Since the system of competition has been introduced into the Artillery, has what is called the tone of the regiment in any way deteriorated; do you consider that the officers are in all respects equal to what they were formerly?—I should say that they are in all respects equal to what they used to be, and that the tone has not deteriorated in the slightest degree.

707. Major Jervis.] Has not that resulted from the severe examinations they have to pass?—I think that the examinations are so severe that a considerable degree of steadiness, and energy, and diligence is necessary to enable a young man to get into the service at all.

708. Would you therefore advise the age to be reduced, by which you would not get in young men of the same class, or would you allow them to count their time at the Academy towards retirement, as they used to do at Addiscombe?—I think it would be better to allow them to count their time at the Academy towards retirement, because there is great difficulty in keeping down the standard of competitive examinations. The high standard of competitive examinations naturally rises from the desire of youths to get in, and unless you are going to limit the number of competitors, you must take the test of the competition between themselves. I do not see how the age is to be reduced under the open system of competition; I should like to reconsider the question a little, but I think the system which you propose, of allowing the time at the Academy to count, is the preferable one.

709. As the question is a very serious one, would you reconsider that point?—I will. (*Witness afterwards replied as follows.*) The principle of open competition does not require the range in point of age to be as wide as it is at present: viz., from 16 to 19. If admission were restricted to the ages from 16 to 18, and service after 19 allowed to count, we should get younger officers, and they would be under no greater disadvantage in respect to the time of life at which they could hereafter claim retirement, than if they had been actually commissioned at 19; nor would this lower the standard at all. Taking at random the examination for admission to the Royal Military Academy of January 1866, it appears that of the successful competitors,

5	were returned as 16, i. e., in their 17th year
17	" " 17 " " 18th "
15	" " 18 " " 19th "

and the juniors are mostly in the first half of the list. I should be sorry to see the lower limit of age reduced to 15, being persuaded that it would only give a further stimulus to cramming, to the great danger of the health and physical vigour of the young men, and with a deterioration of their after powers.

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Brigadier
General
J. H. Lefroy,
R.A., F.R.S.

17 June
1867.

Colonel GLOUCESTER GAMBIER, C.B., R.A. ; further Examined.

Colonel
G. Gambier,
C.B., R.A.

17 June
1867.

710. *Chairman.*] HAVE you considered the present system of retirement in the Royal Artillery?—Yes.

711. In what respects do you consider that it is deficient?—I consider that there are not sufficient means of retirement or inducements to retire, to provide promotion for the number of officers there are in the corps; and if I may be allowed to add a remark to make that clear, I would give you the figures showing what a cadet entering the service now has to look forward to, taken only from the last five years, because if you go beyond five years, you get into the times when there were additions made to the regiment which you could not reckon upon for the future. Therefore, taking it during the last five years, in the rank of lieutenant there have been 30 steps per annum; that is the average for the last five years, which, with the number of the establishment of lieutenants, makes him exactly $14\frac{1}{2}$ years before he would arrive at the rank of second captain.

712. Colonel *Percy Herbert.*] Do you say that there have been 30 steps on the average during the last five years altogether?—It gives you 30 steps per annum in the rank of lieutenant for the last five years. With regard to the rank of second captain, it takes $11\frac{1}{2}$ years to go through the rank of second captain. With regard to the rank of first captain (this will corroborate a good deal of what General Lefroy said about the ranks of first and second captain), it takes 19 years to get through the rank of first captain, and in the rank of lieutenant colonel it takes $12\frac{1}{2}$ years, and in the rank of full colonel to major general it takes 12 years also. That makes $69\frac{1}{2}$ years as the whole total of service which a youngster coming into the regiment has to look forward to, with the present rate of promotion (it is taken only from the last five years of course), deaths, retirements and everything, including the operation of this 32,000 *l.* a year which there has been; it takes $69\frac{1}{2}$ years' service before he arrives at the rank of major general.

713. Marquis of *Hartington.*] Was the first 14 years?—The first is $14\frac{1}{2}$ years; that you can easily calculate, because the establishment consists of 432 lieutenants, and there were 30 vacancies per annum. 432 divided by 30, gives you exactly $14\frac{1}{2}$ years. In the rank of second captain it is $11\frac{1}{2}$ years.

714. Mr. *Pack-Beresford.*] Do you take the same rate?—No, I take in each rank during the five years all the vacancies that have occurred. In the rank of first captain it is 19 years, from lieutenant colonel to colonel it is 12 years, and from colonel to major general 12 years, making the total I stated of $69\frac{1}{2}$ years.

715. *Chairman.*] So that, although at the present time the senior colonels are only of 37 years' standing, the rate of promotion, according to the last five years, would make a difference of 32 years more?—Yes, certainly.

716. And raise it up to 69 years?—Yes; the reason of that is of course apparent: it is owing to all the additions to the regiment in the wars which there have been during that time. Whether you may look forward to that in future or not is another thing; but now our regiment is quite up to its full establishment, which it was not if you

go some years back; that has given a great amount of promotion, both in the upper ranks and in the lower ranks.

717. You have allowed for that, I suppose, in the computation you have made?—We were very low down at first, even before the war took place. When the augmentations were made, owing to the Duke of Wellington's letter, in consequence of the Artillery being so low, some additions were made; but that you could not reckon upon again.

718. Colonel *Percy Herbert.*] The statement of promotion for the last five years is the actual promotion in each rank, the actual average length of service of each officer upon attaining each rank during the last five years?—It is the actual promotions that have taken place by deaths, retirements, and every means of promotion in each rank that has occurred, which is all that a young officer coming into the regiment can look forward to at the present moment.

719. Of course any young officer coming into the service at the present moment upon that list, would look forward to a greater promotion than that actually?—Taking a young officer coming into the regiment as a lieutenant now, he could not possibly, under the present system, reckon upon being a second captain under $14\frac{1}{2}$ years.

720. But if he were so long in that rank, he would make the more progress in the 14 years next ensuing; of course the promotion would be quicker in the higher ranks if it were so slow in the lower; it is impossible to suppose that all the officers will live to 69 years' service?—This statement has been taken according to what has occurred in each rank.

721. Is not it the case that, when the promotion is slow for a certain time, say for 14 or 15 years, there is a rush in the ensuing 14 or 15 years, and again an ebb afterwards?—That rush has only been from the additions to the regiment, or from a war.

722. I would draw your attention to the increased death-rate which must be calculated upon if the promotion continues according to the table?—I do not think the death-rate would increase; I think five years is too small a period to take for the upper ranks; you could not take it for more years, because there have been all those promotions.

723. I wish you to explain to the Committee why you think it probable that many officers will live out 70 years of service?—I do not say that they will; I only say that that is the prospect of the juniors at present.

724. Major *Jervis.*] What you mean to say is this, that taking all the promotion there has been in the last five years, a man cannot expect, under 69 years' of service, to be a major-general?—Exactly.

725. *Chairman.*] Is it your opinion that any extension of the present system of retirement will meet the difficulties of the case?—I think it would under a different administration of it.

726. The Committee of which you were a member recommended that to the 32,000 *l.* a year allotted to the Artillery, a certain addition should be made?—Yes.

727. And I think you added that this would for the time meet the requirements of the corps; do

do you believe that any addition, and if so, what addition, would permanently meet the requirements of the corps?—I think it would be so very large an addition that would be necessary to meet the requirements of it under these conditions, that no Parliament would ever be justified in voting such a sum.

728. Then you think that, practically, the present system would involve so large an expense that it cannot hold?—I think so, under the present actual conditions.

729. What meaning do you exactly attach to those last words?—The actual conditions are that the requirement is tied up almost to the full colonels. I would extend it, as I have heard recommended in evidence here, to a certain degree down through the other ranks.

730. Then you mean that a system which practically applies the whole of the retirement to optional sums of 600 *l.* a year granted to full colonels, that is colonels in the corps, could only succeed, if carried to an extravagant extent?—I think so, certainly.

731. But you are not to-day in a position to state to the Committee what change you would make in the general system of retirement of the corps—No, I am not.

732. Colonel *Percy Herbert*.] Supposing the rate of promotion lasted for any long term of years, the average age of the officers would be materially increased, would it not?—It would be immensely increased.

733. Therefore I presume that the average death-rate, and consequent promotion, could be also increased?—Yes, it would be still greater.

734. Which would invalidate the result of this calculation?—In the upper ranks, in the higher ranks, it would be so.

735. Major *Jervis*.] In the lower ranks they would simply be longer than they are now?—Yes.

736. Mr. *Trevelyan*.] In time of war the officers in the Artillery are much more increased in proportion than the officers in the Line, are they not?—We do not increase the officers to each battery; they are on the war establishment now.

737. If you take the whole of the Artillery service, and the whole of the Line, the officers of the Artillery are increased in number in time of war much more than those of the Line, are they not?—You mean that the country requires a larger force of Artillery; that would entirely depend upon circumstances.

738. It has been so in the late wars, has it not?—Yes, because we were at such a low establishment.

739. Mr. *Pack-Beresford*.] The Artillery was at an exceptionally low establishment before the late war?—Yes, quite so.

740. I mean before Lord Hardinge's time?—Yes.

Colonel
G. Gambier,
C.B. R.A.

17 June
1867.

Thursday, 20th June 1867.

MEMBERS PRESENT:

Mr. Pack-Beresford.
Mr. Childers.
Mr. Evans.
Mr. Grenfell.
Sir John Hay.
Colonel Percy Herbert.

Major Jervis.
Colonel North.
Major O'Reilly.
Mr. Otway.
Colonel Sturt.
Captain Vivian.

HUGH C. E. CHILDERS, Esq., IN THE CHAIR.

Vice Admiral Sir SIDNEY COLPOYS DACRES, K.C.B., and Major General GEORGE COLT LANGLEY, called in; and Examined.

Vice
Admiral
Sir S. C.
Dacres,
K.C.B., and
Major Gen.
G. C.
Langley.
20 June
1867.

741. *Chairman* (to Admiral Dacres).] You are one of the Lords of the Admiralty, I believe?—Yes.

742. And you are the Lord in whose department the business connected with the Marines is transacted?—Yes.

743. Will you be good enough to state to the Committee, what is the process of retiring officers of the Marines?—It is entirely worked on the 12th article of the Order in Council, which is, that a selection shall be made by the Lords Commissioners of the Admiralty for long and meritorious service and impaired health; but I must add as a rider to that, that of course it is very often worked in this way; when we find people are inefficient they get a hint to go under the 10th article, which I think is a very important one indeed. It is this, “that the commands of divisions may be given without reference to seniority to officers holding the rank of colonel, whose services and qualifications best justify their selection.”

744. Then, what are the ranks of officers who are considered to be in active service in the Marines?—Nobody above a colonel commandant.

745. A colonel commandant is not a general officer, is he?—No.

746. There are no general officers in active service, except, I suppose, the inspector general?—The inspector general, and occasionally the deputy adjutant general, who at present (General Langley) is a general. We have no service to employ a general, but there are generals as you are aware; we have 13, I think.

747. Then those general officers who do not hold the rank of inspector general, or exceptionally, as is the case now of deputy adjutant general, may be held to be part of the retired body of officers of the Marines?—No, I do not think they are retired, because they are on full pay. There are five colonels of divisions who get 900 *l.* a year; they are not retired at all.

748. Their pay is charged upon the retired vote, is not it?—No.

749. Are you confident of that?—I think so.

750. Then, setting aside that establishment of 13 general officers of Marines, the next officers on active service are the colonels commandant and the colonels second commandant, are they

not?—There are not 13 officers on 900 *l.* a year; there are only five out of the 13 selected for that.

751. To go back to the former question, how many general officers are there on the establishment out of whom the inspector general, and occasionally the deputy adjutant general may be selected?—There are 13.

752. They receive what rate of pay?—Five of them receive 900 *l.* a year, and I am not quite certain what the others receive; I believe it is the full pay of their last rank.

753. (To General Langley.) But those officers generally, I think, are borne on the retired vote, are they not?—No; they are unattached.

754. But they are borne upon the vote, for the retired officers?—No, they are not included in the number of retired officers.—(Admiral Dacres.) The money does not come out of the 35,000 *l.*, if you mean that.

755. (To General Langley.) I did not mean that; is not the pay of those general officers all borne upon the non-effective votes?—In the Navy Estimates it is.

756. Although that is so, they are practically in the same position as generals on the establishment of the army, are they not?—Exactly.

757. Then after those 13 general officers come the colonels commandant, and the colonels second commandant?—Yes; certainly.

758. Who are borne upon Vote No. I.?—Yes.

759. Below those, what is the next rank?—The lieutenant colonels.

760. (To Admiral Dacres.) Will you now explain to the Committee how retirements from those ranks take place?—By their voluntarily applying for it, or, as I said before, sometimes there has been a little pressure applied, and they have gone in that way; that is likewise voluntary.

761. The whole of the retired officers, who now number altogether 92, according to page 109 of the Estimates, are retired under the 10th and 12th sections of the Order in Council?—Yes; under the 12th section.

762. Then, is there a list of colonels who have made applications for retirement?—Nobody has made an application, or at least I think there has only

only been one since I have been in the Admiralty, which is within a twelvemonth.

763. But when you retire under the 12th section of the Order in Council, is there no list to refer to?—No, not the slightest; it is just this, that a person who is incapable, from age or anything else retires; but if you look at the list you will find that our senior colonel commandant is only 53 years of age; he is now going to take General Langley's place; the next man to him is 51; the next 52; the next 49; the next 44, and the next 45. We could not retire officers of that age; it would be a wicked thing upon the public to be retiring officers of that age.

764. Then, as I understand you, you have not exhausted all the money available for retirement?—No; nothing like it.

765. And any officer who can prove that his case is a satisfactory one for retirement can get it at the present time?—Most decidedly; the Admiralty take full cognisance of everybody who is retired; the case is brought before them, and perfectly argued about, by me chiefly, but everybody listens, and if they object, of course the man is not retired. There are very often, or I ought rather to say there have been cases in which captains of 16 and 17 years' service have applied to be allowed to retire, but they have been refused because they have no right to be retired in such a case when their age is about 36.

766. Assuming that the case is a fit one for retirement in the opinion of the Admiralty, you have at the present moment plenty of money to do it?—Plenty of money to do it, and a very great wish to do it.

767. Then, commencing with the sums which are paid at present for retirement to those officers, I notice that there is one lieutenant general retired upon 2 l. 5 s. a day?—Yes.

768. And 14 major generals retired upon above 700 l. a year?—Yes.

769. Thirteen on 702 l., and one on 730 l.?—Yes.

770. How are those sums arrived at?—Major General Wesley was the officer who, I think, by particular order, and for very long service, received the 2 l. 5 s. a day; it was by Order in Council; he had been of very long service, and had been for a length of time deputy adjutant general, and by a special Order in Council he got that retirement.

771. Captain Vivian.] What age was he?—I shall be able to tell you, I dare say; I know he is a very old man; I will fill in his age.

772. *Chairman.*] The ordinary retirement appears to be 702 l. 12 s. 6 d. a year, or 1 l. 18 s. 6 d. a day; under what is that?—Under the full pay of their last rank.

773. What was the last rank in the case of these 13 retired major generals?—They were nearly all colonels commandant.

774. The full pay of a colonel commandant is 1 l. 18 s. 6 d. a day?—Yes.

775. So that at the present time any colonel commandant, who is eligible for retirement, can get a retirement of rather more than 700 l. a year?—Yes.

776. Is there any limit of years' service?—No, not the slightest; only of course nobody would think of retiring a person that was thoroughly fit for the service. With all due deference to what has been done before my time, some of those major generals I never should have retired, and never would have proposed to retire such men.

O. 105.

I do not want to bring that forward, but I mention it as an exemplification of what I mean.

777. As a matter of fact, the present regulations admit of any colonel commandant who, in the opinion of the Admiralty is eligible for retirement, retiring upon 700 l. a year?—Yes.

778. And the sum allotted to you is sufficient for that purpose?—Yes.

779. I see below, that there are some retired major generals upon sums averaging between 450 l. and 310 l. a year; from what ranks were those retired?—Those were second commandants; and in the case of the lesser sums, lieutenant colonels, because you retire upon two different ranks. A second commandant retires upon 1 l. 5 s. per day (I think that is the amount), and a lieutenant colonel retires upon 1 l. a day, after 30 years' service.

780. I see there are two cases of retired major generals on 1 l. and 17 s. a day respectively?—Those could only have been lieutenant colonels with brevet rank.

781. Then is the retirement of a lieutenant colonel limited to 30 years' service?—No; because this part of the Order would allow of his retirement, otherwise it says, "and those of shorter service, and officers of inferior rank on their regimental pay."

782. What paragraph is that?—It is the 14th paragraph: "Lieutenant colonels of not less than 30 years' service will be permitted to retire upon 20 s. a day, and those of shorter service and officers of inferior rank, on their regimental pay," which is 17 s. a day for a lieutenant colonel, and a captain would have 11 s. 7 d.; I think that is the amount.

783. So that no lieutenant colonel can be retired upon his 1 l. a day, unless he has had 30 years' service?—No; certainly not.

784. But under 30 years' service, any officer can be retired upon his existing pay, if, in the opinion of the Admiralty, he is a proper officer to retire?—Quite so.

785. Is that the explanation of all the retirements which now exist?—That is the way it is worked. I cannot speak for any particular instances that may have taken place some time ago, but that is the principle upon which it is worked now, and I believe that that principle has been always attended to.

786. So that the rule practically is this: from the rank of colonel commandant downwards, any officer may retire upon his existing pay, without limit of age, if in the opinion of the Admiralty, he is a proper officer to be retired?—Yes; of course the officer must always bring forward some reason.

787. I say if, in the opinion of the Admiralty, he is a proper officer to be retired?—Certainly; that is exactly it.

788. And in addition to that, all officers commanding divisions are obliged to retire on attaining 60 years of age?—Yes; I think it is the operation of those two articles, 10 and 17, that has had the effect of making our officers so young as they are, and I would strongly recommend them to the attention of everybody.

789. The sum, however, of 35,000 l. which has been allotted to the Marines, has been found more than enough to provide for this system of retirement?—It has been, most decidedly.

790. I think you said that every officer on retirement under this system receives a step in rank?—He does.

E 4

791. Does

Vice
Admiral
Sir S. C.
Dacres,
K.C.B., and
Major Gen.
G. C.
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Vice
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791. Does he never receive more than one step in rank?—No, I think not.

792. So that although some of those retired major generals were retired from the rank of lieutenant colonel, they probably held the rank of colonel in the army?—Yes, of brevet colonel; of colonel in the army.

793. Going back for a moment to the general officers of whom we spoke before; perhaps on reference to the Estimates, you would correct your answer as to whether they are considered to be on the retired list?—Yes; this is right in the Estimates no doubt; they are on unattached pay.

794. But although they are voted on the retired list, and in the non-effective part of the Navy Estimates, all the general officers on what is called unattached pay are liable to be called out into service again?—Certainly.

795. And as a matter of fact the selection for inspector general, and occasionally for deputy adjutant general comes out of that list?—Yes.

796. Is it your opinion that the present system of retirement from the Marines, is satisfactory?—So far it has been very satisfactory, but, looking at the list of the ages of the present captains, I do not think it will remain satisfactory long, because you see the captains at the top of the list are now getting to the ages of 44, 45, 42 and so on, and therefore I think that some plan must be adopted to encourage the retirements of lieutenant colonels and captains.

797. You say that the ages of the captains are now advancing?—Yes.

798. And you fear that the system will soon in that respect become unsatisfactory?—I think so now, and I have thought very seriously about it, and spoken to the Board about it.

799. How long has the present system been in force?—Since the year 1854.

800. That is 13 years?—No, I think it was begun in 1858. (General *Langley*.) It was in 1854. (Admiral *Dacres*.) But the last Order in Council was in 1858.

801. Did the system established by that Order in Council of 1858 make any considerable change in the previous system?—Yes, the previous system of 1854 was not found adequate at all; I think that was the one allowing a certain number of officers to retire; General *Langley* says it was the one previous; it was the Order in Council of 1836, which allowed a fixed number of officers to retire.

802. So that since 1854, practically, the present system has been in force?—Yes.

803. That is for 13 years?—Yes.

804. Is not it the case that the ages of the senior captains of marines have been very much reduced since 1854?—Not very much from the age of 46 to about 43½.

805. I think the average age is given in 1856 at 48?—Yes.

806. Whereas it is now 43?—It is 43 now; many of them are 45 and 44, as you will see if you look a little lower down.

807. The average age is two or three years less than it was in 1856?—Certainly, that is a very great improvement.

808. But you have reason to believe that the improvement is likely to turn the other way?—Yes.

809. For what reason?—In consequence of very young men at the top of the list; no colonel commandant will be obliged to retire now for seven years.

810. And you do not think that the temptation offered by the present rate of retirement of 700 l. a year, will induce any of those officers to retire?—No, I do not, because they have the hope of the higher pay as a general, which is very handsome pay.

811. What is that pay?—It is 900 l. a year.

812. The pay of a major general on unattached pay is the same rate, is not it, as the pay of a retired major general?—Yes, exactly.

813. So that an officer retiring from the rank of colonel commandant steps at once into the same pay that he would get if he succeeded to the establishment of general officers?—Yes.

814. But you do not consider that that advantage will be sufficient to induce the senior colonels commandant to retire?—No.

815. Since 1858 or 1854, has there been any augmentation in the marines?—There has been a large augmentation, particularly in the artillery branch, as you are aware.

816. Has that augmentation been out of proportion in the ranks of captain, and below the rank of captain, to the augmentation in the number of field officers?—Yes, it has, I think. This paper (*producing a Paper*) will show it has risen 4,000 since 1854.

817. I see that the augmentation in the number of field officers has increased about 16 per cent.; it has increased from 26 to 30 since 1856?—Yes.

818. And the ranks below field officers have increased in the same time 46, namely, from 401 to 447?—Yes, I cannot say that exactly; but I am quite sure you have the correct figures there.

819. Has that augmentation in the lower ranks been greater in proportion than the augmentation in the higher ranks?—No, I do not think it has.

820. If so, how would that augmentation tend to increase the age of the captains?—I do not think I said that it did increase it; I should think it would not; I should think the contrary.

821. So far, then, as the augmentation is concerned, that has not had any effect on the increased age?—No, I think not.

822. To what, then, do you attribute the tendency to increase in the age of the captains, except the accident that there are young colonels at the head of the list?—Nothing. I think there is nothing else but that, that I can attribute it to. The best proof of it is, the numbers that have gone out lately; they are very small.

823. Will not that in process of time correct itself?—No, I do not think it will, unless you give a larger sum to the lieutenant colonels to retire. I think the retirements of a second commandant, and of a lieutenant colonel, are neither of them sufficient.

824. Then what remedy do you suggest for the present state of things?—To give those officers a greater inducement to retire.

825. To give colonels commandant a greater inducement to retire?—With regard to the commandants, I think the limit of age of 60 will retire them; but the others, I think, ought to be induced to go before that.

826. A colonel second commandant is now retired upon 25 s. a day, is he not?—Yes.

827. After how many years' service?—He must have 30 years' service before you retire him.

828. A lieutenant colonel is entitled, I think, after

after 30 years' service, to 1 l. a day, is he not?—Yes, a lieutenant colonel is.

829. And a colonel second commandant is entitled, after 30 years' service, to 25 s. a day?—Yes.

830. What increase do you propose to give to them?—I think, after 30 years' service, 300 l. a year is very little to give a man; you ought to give him at least 400 l. a year.

831. Would not he get 365 l., if he were a lieutenant colonel?—Yes; but I think that increase would make an important difference; that would put him on an equality with the officers of the Artillery and Engineers.

832. If he was a colonel second commandant he would get 456 l. already, would he not?—Yes. I should raise the amount, because I propose to give a lieutenant colonel 400 l. a year after 30 years, and a second commandant a slight increase too. I think that 400 l. a year is exceedingly little for him, after 30 years' service.

833. And in your opinion that change would be sufficient?—It might induce them not to wait on for the chance of becoming one of those generals of division, as you choose to call them.

834. Captain *Vivian*.] It would only be an increase of 35 l. a year in the case of a lieutenant colonel?—Even that would make the difference; he would be a long while waiting if he did not take it. We find in the navy that people often take a retirement like that when their health is impaired, or anything of that sort; you must recollect that they are none of them rich people in either service; very much the contrary.

835. *Chairman*.] Is it your deliberate opinion that at the present time something ought to be done to increase the flow of promotion in the Marines?—Looking forward, I think it is. I do not think we ought to wait till we come to a block. I think at present the Marines are remarkably well off, but I believe in three or four years you will find that they will not be so. I come to that conclusion from looking at the age of the seniors on the list; here is a colonel commandant 44 years of age, he will be there for 16 years to come; nothing will induce that man to go unless he breaks down.

836. Then the gist of your evidence is this, that the public has been so liberal in past times to the Marines, that their senior officers have become so young that now there is very little chance of their retiring?—Yes; I perfectly agree that they are young men now.

837. And that to cure this, it is necessary to make some provision to prevent the officers of lower rank being too old for their rank?—Yes; the provision I would make would be this; I would not increase the money that is granted in the least, because I think the money they have got would do it.

838. Sir *John Hay*.] Is it the fact that the proportion of field officers in the Marines is small as compared with other corps, or that it is insufficient to promote a fair flow of promotion?—The present working of it has shown that it works very well; of course I should be the very last person to recommend any more field officers of Marines, for we do not regularly employ them in any foreign service. If you sent them abroad very often, and they were made uncomfortable, and were obliged to be invalided, sometimes it would do very well; but as long as the Admiralty keep them at home they like it very well, and they 0.105.

will never leave it; but as the field officers are few in number, the general officers should be retained to obtain a proper provision for the corps.

839. *Chairman*.] The Marines, in fact, are in that respect a very different corps from the Artillery and Engineers, namely, that there is very little employment indeed abroad, above the rank of captain?—Lieutenant colonels are occasionally so employed, but generally speaking the fact is as you say.

840. Is there any employment for lieutenant colonels abroad?—Yes; they have been employed in China and Japan; they have always taken their fair share of it; they are sent wherever they are wanted; we always take every opportunity of sending them when we can.

841. In time of war?—Whenever there is a battalion sent, we always send them, and there has occasionally been a colonel embarked in the flag ships on foreign stations.

842. At present there is no employment for the field officers abroad, is there?—No; at present I think there is none; the last was in Japan, where there were four.—(General *Langley*.) There were three in Japan.—(Admiral *Dacres*.) I think this paper would be a very good thing to give you; it answers that very question (*producing a Paper*).

843. Can you give the Committee any particulars as to the position of the field officers who have been exceptionally employed in time of war?—Yes; this paper gives it; here are instances of lieutenant colonels commanding. In the Crimea there were six regimental field officers besides brevet field officers; in China there were seven from 1857 to 1860; in Mexico, that is the Mexican expedition, from 1861 to 1862, there were two; and in Japan, from 1864 to 1865, there were three.

844. But in time of peace, and especially at the present time, when we are completely at peace, there is no employment whatever abroad for field officers of Marines?—No; none whatever.

845. And there is no employment whatever for general officers of Marines except the one inspector general, and occasionally the deputy adjutant general?—Exactly; but there is no reason why they should not be employed.

846. You cannot, therefore, I presume, in your opinion, put the Marines in that respect on the same footing as the Artillery and Engineers?—They might be all put upon the same footing with reference to employment as generals, few in either branch being employed.

847. You must class together for purposes of comparison all the general officers of Marines, whether retired or unattached, with all the retired general officers of Artillery or Engineers to obtain a fair comparison as to the effect of retirement?—No; unattached generals of Marines can only be compared with unattached generals of Artillery and Engineers, and retired generals, in like manner.

848. The general officers of Marines who are called on the unattached list are practically retired?—I think so practically, but they are eligible for employment and desirous of it; but I think it is fair for me to state that it works of course badly for the promotion of the Marines, in consequence of what I stated in my previous answer that they never have anything to disturb them, and therefore of course are perfectly content to remain as they are till they go to their graves.

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Vice
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20 June
1867.

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849. But in arranging any scheme which will promote a satisfactory flow of retirement, you must consider that all general officers, whether on the unattached list or on the retired list, go on these lists as a means of retirement really?—Yes, and as a reward for their past service; but they have no wish to be considered retired.

850. Then, if so, do you think that the number of officers in that position compared with the number of officers of the Artillery and Engineers is satisfactory?—I know so very little about the working of the Artillery and Engineers that I really cannot compare them. I only know that a certain number of generals are requisite in the Marines, in order to make a few vacancies for colonel commandants.

851. But has it not been the fact that from the large number of general officers of Marines who are thus practically retired, you have got the senior colonels very much younger than the senior colonels in the other corps?—Yes; and likewise from retiring them if we do not think they are fit. That, I think, is a more important point than the other, because I know that many are obliged to go under Section No. 10 of the Order in Council.

852. Whether they are retired under Section No. 10 or under Section No. 12, the practical effect has been this: that you have a very large number of generals of Marines who are practically retired, and that that has produced an unusually young age in the senior colonels?—Yes; I think that 13 generals is a very good proportion.

853. Then would not the result of your evidence in that respect be this: that if, on the one hand, it were necessary to take care that the senior captains do not become too old; on the other hand, it may be necessary to take care that the retirement from the rank of colonel is not too liberal?—We must go back a little. We know that a great stagnation in the Marine corps arose from the want of those generals, and that for years the oldest officers in the army comparatively were at the top of our captains' and lieutenants' lists, and that those regulations were framed to prevent the same thing taking place again.

854. But if there were proper means devised for ensuring that the senior captains should not be too old, would you see any objection to establishing, as to the retirement from the rank of colonel of Marines, what has been suggested as to the retirement from the rank of colonel of Artillery and Engineers; namely, that it should depend upon a certain age being attained?—We do retire ours at a certain age; they actually go; every one of ours is retired at 60.

855. Does anybody reach the age of 60 to be retired under that rule?—Yes; there are two generals so retired.

856. In what year were these generals retired?—In 1859.

857. Then there were two officers in 1859 who were retired as being 60 years of age?—Yes.

858. But, except in those two instances, the 60 years of age retirement has practically not come into operation?—Certainly it has not.

859. And the scale of retirement in the Marines is so liberal that, although an officer is compelled to be retired at 60 years of age, yet no officer has during the last eight years been compulsorily retired under that rule?—It is so; in fact, the retirement is exceedingly liberal.

860. Then to revert to my former question; if

such a system was established as would insure the promotion of captains at a proper age, would you object to the retirement from the rank of colonel being limited to officers who had reached the age of 60?—I think I should, most decidedly; because I think it would be placing a very large body of men, and a very valuable body of men, under great disadvantages. You must recollect that there are nearly 16,000 men in the corps, and a proportionate number of officers whose promotion it would stop. Very few of them could ever get to that rank at all, and every man looks to being an admiral or a general, though many of them do not arrive at it.

861. Do you think that, assuming that provision is made for retiring inefficient men under that age, the age of 60 is too great an age for a colonel of Marines?—No, I do not; having reference to the fact that they are always weeded out before they get up to that age. I think some officers at 60 are very inefficient; but I think that our plan of always considering that point before a man becomes a commandant, prevents an inefficient man becoming one.

862. So that, practically, if you could weed out the inefficient men, you would not mind the age of 60 being the limit for the retirement from the rank of colonel commandant?—Not at all.

863. What provision would you make for weeding out the inefficient men sooner?—None, but telling them that I should not appoint them to a division when their turn came.

864. Would you compel them to retire sooner, then?—I would tell them in plain terms, "You are coming to the command of one of the divisions; you are not fit for it; I must put somebody over you."

865. Would you apply the same rule to colonels second commandant?—I should apply to anybody I did not think efficient.

866. So that your plan would be this: if when it came to the turn of an officer to be appointed second colonel commandant, or if when it came to his turn to be appointed first colonel commandant, you could compel him to retire on the full pay of his rank, you would then be satisfied with not retiring officers of the rank of colonel commandant until they reached the age of 60?—I would.

867. That would be a considerable economy upon the present plan, would it not?—I think it would.

868. With reference to the rate of retirement, do you see any reason why the retirement from the Artillery and the Engineers should be 600 *l.* a year, and that from the Marines 700 *l.*—I am dissatisfied with a lieutenant colonel of Marines getting only 350 *l.* a year, and a lieutenant colonel of Artillery, 400 *l.* a year. All those things ought to be set right; you can hardly compare the one with the other, but I think that a man after 30 years' service ought to have a little more than 350 *l.* a year.

869. Then you would see no objection to putting the rates of retirement for the three corps upon the same footing?—I am not quite up to that; I do not know enough of the circumstances to say so; I do not know how it would work at all; I am not acquainted with the working of the Artillery or Engineers; I only know that they are very likely to come to a block very soon, looking at the ages of the officers.

870. At the top of the tree the prospects of the Artillery and Engineers are a little better than those

those of the Marines, I think; they get 1,000 *l.* a year instead of 900 *l.*?—Yes.

871. Next to that below how is it?—Our major generals get 700 *l.* a year, I think.

872. Whereas theirs only get 600 *l.* or 480 *l.*?—Yes, ours are very much better off.

873. And if the three corps were put upon the same footing, though you do not pledge yourself to the detail, you think it would be fair?—I think it would be much fairer; as I say, I know nothing about the working of it, but I believe it would be fairer.

874. Reverting to the other part of your proposal; how would you ensure that your captains should not be too old?—I think that officers ought to be allowed to retire on an augmenting scale after 20 years; instead of that, whatever number of years a captain has served he is only allowed the full pay of his rank, which is 11 *s.* 7 *d.* a day, or 210 *l.* a year. What I should like would be for it to rise upon an augmenting scale after 20 years, and then a man who had served 25 years might be induced to retire, with an addition to that 210 *l.* a year, and of course an officer of 30 years' service would get still more.

875. That is to say that an officer of 20, of 25, or of 30 years' service, should be allowed to retire on a special rate of retired pay, whatever his rank in the corps or in the army might be?—Exactly; that is what I propose to bring forward to the Board; I should have done it now, unless this Committee had been going on with their inquiry. They of course will have a much better power of recommendation than I have.

876. Then, to sum up your evidence, you think generally, that at the top the retirement should be, without going into detail, something similar to that of the other corps, and should be compulsory at 60 years of age?—Yes.

877. And below that, that officers should be retired, at their own option after 20, 25, or 30 years' service on special rates of retired pay?—Yes.

878. And that when an officer came to his turn to be made a second commandant, or a colonel commandant, the Admiralty should be empowered to compel him to retire?—Yes, if inefficient, I think that would be a very good provision; I am sure they would not do it unjustly; they are so particular about it.

879. And you think, with these modifications, a very satisfactory system of retirement might be established in the Marines?—With the addition of an increase of retirement for lieutenant colonels also.

880. Besides the three rates of retired pay, after 20, 25, and 30 years' service?—No.

881. If the three rates of retired pay, after 20, 25, and 30 years' service were satisfactorily fixed; if those were optional to officers, with the power in the Admiralty to put them compulsorily in force when it came to the turn of an officer to be second commandant or colonel commandant, and if there were a compulsory retirement at the age of 60, you think the scheme would work well?—Yes; but I do not think that 350 *l.* a year is enough for an officer after 30 years' service. I should like to see a fairer division, in fact.

882. You give your answer subject to a revision of the rates of retirement, after 20, 25, and 30 years' service?—Yes, exactly.

883. Is it your opinion that the officers so retired should get a step in rank as they do now?—No.

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884. You do not think that necessary?—No; I think it is a mistake which we have made, through every profession we have got.

885. Is it your opinion that an officer so retired should be enabled to commute his annuity for a fixed sum?—Yes, certainly; if you could capitalise it, I think you should do so.

886. Are you aware that there is no difficulty in arranging that through the National Debt Office?—Yes, perfectly.

887. You think, that as without any additional charge upon the public the annual sum an officer would receive could be commuted to a fixed sum, that should be done?—Yes; it would be a much greater inducement.

888. You are aware that, in that case, you would under no circumstances have any hold upon the officer for further service?—Perfectly; but I should be delighted to do it.

889. As things are now, you have, in case of war, a claim upon the services of retired officers, have you not?—Yes.

890. But you would waive that claim?—Yes, certainly; I think as they would never be employed, it would be much better to waive that claim.

891. Colonel *Percy Herbert*.] In your evidence, you have spoken two or three times of retiring officers under the 10th Article; perhaps you will be good enough to explain what you mean, because, on turning to the 10th Article, it appears that there is no reference whatever to retirement in it?—This is the 10th Article: "The commands of divisions may be given, without reference to seniority, to officers holding the rank of colonel, whose services and qualifications best justify their selection."

892. I think the way in which that is worked was not clear to the Committee from your answer; perhaps you will explain it?—What I mean is, that I think it would be a very strong inducement to any officer finding himself passed over, to retire.

893. *Chairman*.] And it is so at the present time?—It is; of course it does work so.

894. And you would make it compulsory, instead of its being a mere inducement?—Certainly. I think it is a very powerful engine in our hands even at present.

895. Colonel *Percy Herbert*.] Who makes the appointments to commandants?—They are submitted by the deputy adjutant general to me first, and then by me to the Board of Admiralty.

896. They are made by the Board?—Yes.

897. The Board of Admiralty changes very frequently, does not it?—Yes, very often.

898. And probably the Board generally have a very small knowledge, personally, of the officers recommended to them?—I do not think I could say that; I think I know nearly every Marine officer in the service, I would say almost as well as I do my own. I have served a very great deal with them, and know them. I do not believe there is a single commandant whom I have not served with.

899. You feel that you are quite competent to judge of their merits?—I think so; I do indeed; it may be a presumptuous thing to say, but I feel sure that I know their characters pretty well.

900. I suppose the recommendation of the deputy adjutant general goes for a good deal?—An immense deal.

901. So that virtually it comes to this, that the deputy adjutant general has pretty nearly the appointment

Vice
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appointments in his hands?—The deputy adjutant general is here, and will tell you that he and I do not always agree upon that point either. Of course I pay the greatest attention to his representations.

902. It is pure selection that is practised?—Purely; but that does not make much actual difference.

903. But not many?—No; there are some who have retired from that reason.

904. Captain *Vivian*.] Not from having been absolutely passed over, but from having had a hint that they would be passed over?—Yes, I think that is the reason of it.

905. Colonel *Percy Herbert*.] I should like to ask how the last three officers appointed as commandants stood on the list when they were appointed?—Every one of these appointments was according to seniority.

906. They were the seniors?—Every one of them.

907. I observe in the Navy Estimates that there are lieutenant generals on different rates of pay in this unattached list. There is a lieutenant general of Marine Artillery receiving 730*l.* a year, and there are three lieutenant generals of marine Light Infantry who receive each 900*l.* a year; can you explain the difference of pay in the same rank?—I think it is the colonels of divisions who receive 900*l.* a year.

908. *Chairman*.] Those colonels of divisions receiving 900*l.* a year answers to the colonels commanding regiments in the army?—Yes, or the colonels of battalions; they receive 100*l.* a year less than in the Artillery.

909. Colonel *Percy Herbert*.] At the present time the colonels of divisions and the field officers of the Marines generally are sufficiently young for the efficiency of the service, are they not?—They are, the oldest is 53.

910. Therefore, looking at the list for the next 10 or 12 years, you are not likely to have many men too old for their duty?—No, certainly not, I do not know that I can say so long as that, but for some time.

911. I see by a return which has been handed in by the deputy adjutant general of Marines that the lieutenant colonels of Marines have increased by augmentation from eight in the year 1836 to 20 in the year 1866?—It must have been from the increased numbers of the force, I suppose; but you will see that the rank of major was abolished at that time.

912. I presume that augmentation has had something to do with the comparative youth of the officers at the present time?—Yes, I think so.

913. And you said that you looked forward to a great choke on account of a great many of the captains being about the age of 42?—Now they are getting to 44, and in about five or six years, with all these young colonels, there will be a very great choke.

914. The best way of meeting that, I think you said, was to apply some retirement to the lieutenant colonels and captains?—Yes, exactly.

915. You think that the present funds would be sufficient for the purpose if you were allowed to allot them in a different way from the present?—That is my opinion, but I am not a very good judge of that.

916. *Chairman*.] Would you have a fixed fund, or would you have the amount depending solely upon whether there were officers en-

titled under the rules?—Our own fund has had such a surplus of late that I am thoroughly contented with it. If we found we wanted more we should have to apply for it; I will hand in a paper upon that subject (*handing in the same, vide Appendix*). With that paper before me, of course I am quite content with the money we have got, and I think that that would meet the case.

917. Colonel *Percy Herbert*.] Are those surplus sums mentioned in this return repaid to the Exchequer?—No, we do not take any sum; we are allowed to go up to a certain sum, and of course if we do not come up to it we do not draw it.

918. You think that the amount that is authorised by Parliament would be sufficient to meet the object you have in view?—Yes, I think so.

919. Captain *Vivian*.] With regard to this promotion by selection, the system amounts to its being a promotion by selection in the Marines, does not it?—No, I think not; it is only a power of not going by seniority.

920. It practically comes to that; that it is promotion by selection, does it not?—The power is in our hands, not to go by seniority.

921. Do you find that if you convey to an officer what you call that slight pressure, namely, that he is not to get a command, he generally retires upon that?—I think so; it is quite a private arrangement. General Langley does not acknowledge that pressure. (*General Langley*.) I never conveyed any intimation of that kind to any officer.

922. (*To Admiral Dacres*.) So that you have, to a certain extent, the control of the list in your own hands?—Certainly we have the control, that is what I mean, and I should not scruple to use it; General Langley thinks that it is not exerted. I only know that I keep it before me, and I should exert it in an instant if necessary. If he said to me that there was an officer who was not fit to command a division, I should immediately send to him to say that I should take the next.

923. Is that a power which has been frequently used?—It has hardly ever been used. I do not believe anybody has been passed over. (*General Langley*.) That is quite the fact.

924. (*To Admiral Dacres*.) Not absolutely passed over?—No.

925. I suppose many have retired on a hint that they would be passed over?—I think so; I do not speak of my own knowledge, but I think they have.

926. Therefore, the slight pressure of which you speak, is often applied?—Not often, but it has been applied; I could tell you the number of officers who have gone in that way.

927. Colonel *Percy Herbert*.] I suppose if anybody complained, he would be referred to the Board?—I think not at all. I think nobody would be passed over without he was thoroughly conscious that from ill-health or some reason of that sort, that he would have to go.

928. They never have complained?—There have been occasional complaints.

929. Captain *Vivian*.] Would it be physical incapacity which would be the only reason for passing him over?—Physical or mental incapacity, I should say. It is exactly the same regulation that the commander in chief of the army has; he has a similar power.

930. Colonel *Percy Herbert*.] Is it exercised in

in any instance in the army?—I never heard of one.

931. *Mr. Pack-Beresford.*] The fact of an old officer being at the top of the list, and being compelled to retire by the gentle pressure you speak of, would make a very considerable pecuniary difference to him, as compared with his position should he be allowed to get his promotion, and then take a voluntary retirement in the senior rank, would it not?—I do not think that it would ever be done to an old officer; he could not be very old; he could not be 60, or else he would be obliged to retire. Every man must go at 60.

932. He might retire voluntarily if he was a colonel commandant, without taking the command of a division, might he not?—He might.

933. And then he would get the 700*l.* a year?—Yes.

934. Whereas, if he retired as the senior officer in the rank below the colonel commandant, he would only get the amount of his pay annually?—He would get 450*l.* a year as a second commandant.

935. *Major O'Reilly.*] Am I right in understanding that what you would propose with regard to retirement, is first that all officers should be compelled to retire at 60?—Yes.

936. Secondly, that there should be a power in the Board to compel any officer who was unfit from ill-health, or other causes, to retire?—Yes.

937. And, thirdly, that lieutenant colonels and captains should be allowed to retire, if they liked, at certain fixed rates, proportioned to their length of service?—I should keep the same compelling powers in the one case as in the other.

938. But even supposing you do not want to compel them, in addition to the other retirement, you think the lieutenant colonels and captains should be allowed to retire before reaching the age of 60, if they pleased?—Yes; in addition to the other retirements I have spoken of.

939. When would you begin to give them the power of retiring; after 20 years' service?—Yes; that is the fact at present, I believe; or, rather, it is after 21 years now. I should make it 20 years.

940. You would allow any officer, after 20 years' service, to retire in the first instance on the full pay of his rank?—Yes.

941. And then with an increased pay for more years' service than that?—Yes.

942. So that, if there was a captain of 20 years' service, you would allow him at once to retire upon the full pay of his rank, and a captain of 25 years' service you would allow to retire upon something more than the full pay of a captain?—Yes, on an augmented scale.

943. Have you considered what you propose that that augmented scale should be?—No, I have not.

944. Have you considered at all what would be the dead weight to the army of allowing all captains of 20 years' service to retire on the full pay of their rank?—No; I think you misapprehend my proposal.

945. Am I right in understanding you to propose that all lieutenant colonels and captains of 20 years' service should have the power to retire if they wished, on the full pay of their rank?—Certainly not. I said I should be content with the present sum of money; if you allowed them all to retire in that way, it would require three times the sum, I should think; but there are no

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applicants at present, but a larger retirement allowance might act as an inducement.

946. On what principle would you calculate the sum of money you would propose to devote to allowing such officers of 20 years' service to retire, without being unfit for service?—As long as the fund would last they would retire. As soon as there was no money they could not retire. They would be able to retire as the vacancies occurred in this 35,000*l.*

947. *Sir John Hay.*] You would regulate the number who would be permitted to accept that retirement, according to the necessities of the corps for promotion?—You must bring something else in, I suppose, if the necessities arose; this sum would not go very far.

948. *Major O'Reilly.*] Do you propose that the provision for officers compelled to retire at 60 years of age, and for officers compelled to retire from ill-health or other causes, should also be taken out of the 35,000*l.*?—Yes; certainly.

949. *Chairman.*] Then do I understand you to wish still to keep up a fixed fund?—I think that the present fund would do; that is my only reason; there is a large surplus at present. Of course it would be much more liberal if the Government would give more. But you must come to some end to it; you cannot allow them to retire exactly as they choose.

950. Then you think that the total amount of retirement should be limited, and that if there was no sum available on that fund, although an officer might have reached 60 years of age, he should not be compelled to retire?—Yes; I think he should.

951. You think that he should be compelled to retire?—Yes; I think that at 60, he should.

952. Supposing two or three officers reached the age of 60, and the fund was full, how would you provide for their retirements?—We must contrive some means or other; we could not retire them if we had not the money; but I think they ought to be compelled to retire; the money for this purpose should be forthcoming.

953. Would it not be better to lay down fixed rules which an officer should understand, and under which he should know what his absolute rights of retirement were, rather than that the system of retirement should depend upon the accident of whether a certain fund was full or not?—I am only guided in my answers by the surplus we have in hand. Of course the other arrangement would be much better if we had as much money as we liked.

954. Ought not retirement to depend upon some principle rather than upon the accident of a certain sum of money being available for it?—I do not think you can arrive at any principle, except in the cases of officers of 60 years of age. I do not think you could come to any principle of retiring captains after 20 years' service, because one man as has much right to it as another generally.

955. Then would not it be better to apply a fixed rule to that portion of the retirement which you think should be absolute; but to establish what is called a fund, or a fixed sum of money with respect to that portion which ought not to be absolute, but ought to be limited by the amount available?—Yes.

956. At the present time an officer has an absolute right of retirement after 25 years' service, has he not?—Subject to the sanction of the Admiralty; I do not think it is a right.

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Vice
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957. Do not the conditions of the warrant which applies to the army apply also to the Marines?—No, they are a very great guide, but they are not absolute. I think the only absolute retirement we have is the compulsory retirement at 60 years of age.

958. The words are these, are they not, "Colonels second commandant will be permitted to retire on 25 s. a day, and lieutenant colonels of not less than 30 years' service, will be permitted to retire on 30 s. a day"?—That says, he "will be permitted," the other is "shall be compelled" to retire at the age of 60.

959. Then is it the interpretation of that rule at the present time that an officer of 30 years' service who applies to retire is not necessarily permitted to retire?—If there is money, certainly he is.

960. He is only permitted to retire if the fund admits of it?—That is all.

961. Do you think that that condition should apply to an officer of 30 years' service?—No.

962. Then, with respect to officers of 30 years' service, you would make the retirement independent of any fixed fund?—Certainly; I am only giving my own opinion now. I think every officer, after 30 years' service, should be allowed to retire.

963. You modify your previous recommendation to this extent that all officers of 60 years' of age should be compelled to retire, and all officers of 30 years' service should be permitted to retire?—Yes.

964. But that below that, officers of 20 or 25 years' service should be permitted to retire only if there was money available from a fixed fund for those retirements?—Yes, and always upon the principle that officers of 25 years' service should have an augmentation over officers of 20 years' service.

Colonel GLOUCESTER GAMBIER, C.B., R.A., called in; and further Examined.

Colonel
Gloucester
Gambier,
C.B., R.A.

965. *Chairman.*] You were asked when the Committee last met whether you were in a position to suggest to the Committee any changes in the present system of retirement, which you then said was not entirely satisfactory?—Yes.

966. Are you in a position now to make any such recommendation bearing upon the evidence, which I think you have heard of the previous Artillery officers?—I have a scheme which I think a better one than the present; if you please I will hand it in, or I will read that part of it which it would be desirable for you to hear.

967. Perhaps you would give to the Committee the heads of your plan, and it can then be put in as a paper?—Yes, without going into the reasons which lead up to them, I can give the practical suggestions. In order to provide for the future efficiency of officers in all ranks, it has been generally admitted that it is necessary to fix some stated period at which officers should be removed from the effective list, and also that some outlet should be provided for the retirement of officers who have not completed 30 years' service. The following plan for the attainment of these objects, is therefore proposed: first to remove all officers who have completed 38 years' service.

968. *Captain Vivian.*] Compulsorily?—Yes; "and who are not colonels' commandant to a retired list in the ranks they now hold: secondly to allow these officers the option of retiring absolutely upon 700 l. a year, with a step of honorary rank, or of remaining upon their present rate of pay and succeeding to colonel commandant, and the higher grades of general officer according to their army rank."

969. You mean that they are to remain on a retired list?—They would all be on a retired list, but those who elect to take 700 l. a year, get one step, and have done with it; the others go upon their present pay, which would be 478 l. a year if not employed, and also rise to the position of colonel commandant.

970. *Colonel Percy Herbert.*] Will you explain what is the pay of the existing rank?—The pay of the existing rank is 478 l. a year.

971. *Chairman.*] Whether major general or colonel?—Whether major general or colonel; "thirdly, officers so removed from the regimental list who elect to remain on their present pay with a view to further promotion to be eligible, while

on the retired list, for any employment (not regimental), and to retain the appointments they may now hold until the usual five years' period of holding them shall have expired."

972. *Captain Vivian.*] They are to be eligible for staff appointments, in fact?—Yes, but not regimental.

973. You are always referring now to officers of 38 years' standing?—Yes.

974. It is for a 38 years' compulsory retirement?—Yes. "Fourthly, to give an unqualified right of retirement to officers of less than 38, but of 20 years' service and upwards, upon the following scale per annum: 30 years' service to retire upon a permanent pension of 600 l. a year, or with the option to capitalise it at 450 l. a year; that is to say, that an officer of 30 years' service could retire upon a pension of 600 l. a year, or capitalise his pension upon 450 l. a year as an annuity.

975. *Major O'Reilly.*] He would capitalise it at his average chance of life?—Yes, of course, on 450 l. a year; 600 l. a year would be too great a sum to capitalise.

976. *Captain Vivian.*] That is, on 30 years' service?—Yes.

977. This is optional retirement?—Yes, it would be optional; either a permanent retirement of 600 l. a year, or the option of capitalising it according to the plan Colonel Percy Herbert suggested.

978. You began by saying that officers of from 20 to 38 years' service were to have a right of retirement?—I am coming to the scale, what I have given yet does not go below 30 years' service.

979. *Chairman.*] This is for 30 years' service, and above?—Yes. Now below that; after 25 years' service, I propose that officers should be allowed to retire, if they choose, upon a permanent pension of 400 l. a year, or to capitalise it upon 300 l. a year. Officers of 20 years' service to retire upon a permanent pension of 200 l. a year, or to capitalise it upon 150 l. a year. "Those retirements to be governed by length of service, and irrespective of the rank the officer may have attained." They should also be available at any time (after the stated period of service is completed), without reference to vacancies or the retired list, or in the amount of the annual vote for retirement."

980. *Chairman.*]

63

980. *Chairman.*] You mean that there should be no limit?—There should be no limit.

981. Colonel *Percy Herbert.*] It is to be optional with them to take it?—Yes. “Fifthly, every facility to be afforded to the officers who retire with less than 38 years’ service to capitalise their retiring pension at the rates laid down for each period of service in paragraph 4.”

982. *Chairman.*] That is absolute capitalisation?—Yes; they are to afford them every facility for so doing. “Intermediate periods of service to be calculated both for permanent retirement and for capitalising, and the scale raised in proportion,” that is to say, if they wish to retire between the dates, the amount should be estimated accordingly. “6thly. The present retired full pay list to be discontinued as vacancies occur therein.” That is the 32,000 *l.* a year, and the addition at present made. “7thly. The half pay list to be also discontinued, except in the case of officers of less than 20 years’ service, who may be incapacitated for duty from wounds in action, or from ill health contracted in the service.”

983. Mr. *Grenfell.*] Do you limit the half pay to two years?—No; they can retire upon half pay, according to the present rule, after 25 years’ service.

984. You mean not temporary, but permanent half pay?—Yes.

985. *Chairman.*] In future there is to be no permanent half pay?—No; there is to be none in future. Those are the heads of my proposal; I have a calculation of the expense of it.

986. Colonel *Percy Herbert.*] Do you mean to exclude temporary half pay in the case of temporary sickness?—No, not temporary half pay; you would not exclude that; they would come back to the regiment.

987. You do not make any alteration in that respect?—No; it is only the permanent half pay list that is altered. I have made a sort of calculation of the effect of this, and also the cost of it. “The number of officers who have not reached the rank of colonel commandant, but who have completed 38 years’ service, is 17; namely, 14 major generals and three regimental colonels,” that is to say the three senior regimental colonels in the list now have 38 years’ service. “During the next 10 years the number who will reach 38 years’ service (not deducting deaths or retirements in the meantime) would be 55” (that is supposing this scheme was carried into effect as it goes), “including the above 17” (that is the 17 who at the present moment have completed 38 years’ service), “being an average of 5½ promotions from the top of the list alone for each year.” That is to say that the compulsory retirement after 38 years, according to this plan, would give 5½ promotions for the next 10 years.

988. Colonel *Percy Herbert.*] Five and a half steps?—Five and a half steps per annum. “The 17 officers who have now completed 38 years’ service, exactly correspond with the number of colonels commandant, and as promotions to that rank would almost invariably be made from the retired list of officers on major general’s pay, that number of steps would be lost as vacancies occur, and the annual average of retirements at the top of the list would thus be reduced to about four for the next 10 years,” that is to say that if a general officer or colonel commandant died, the step would be lost through the regiment, because it would go to the officers on the retired list as long as there was a sufficient number of them

0.105.

who elect to serve; at present it would be filled up, and a step go through the regiment. Therefore you would lose that step, and actually the retirements would be only four per annum after the present year. “As the regiment now stands, it is not calculated that there would be any officers under 38 years’ service, who would retire, except for the purpose of capitalising their annuities, and the expense of the proposed plan, as regards these officers, would therefore be inconsiderable. The number who might retire for this purpose would not exceed 20 for the present year, in the three periods combined, and therefore, supposing this number retired, the total vacancies for the lower ranks this year would be 37. Of the officers of 38 years’ service, and upwards, who would be removed from the regimental list, it is calculated 12 would elect to remain on their present pay, to succeed to colonel commandant, and the expense of starting the proposed plan would be as under: 12 officers to retire upon their present pay (478 *l.* a year), would be 5,736 *l.*; five officers to retire absolutely on 700 *l.* a year would be 3,500 *l.*, making a total of 9,236 *l.*”; that would be the cost as far as that goes. “Against which there would be a saving from the full and half pay list of 6,700 *l.*; the actual cost would be 2,536 *l.* In the money estimated to be saved, is included 5,200 *l.*, which has been sanctioned by the Treasury (subject to the Vote of Parliament) for next year as the balance of the increased grant of 10,400 *l.*, to which the regiment is entitled, for the number of officers of the old Royal Artillery alone, added to it since the 32,000 *l.* was first granted in 1854, and for whom no retiring allowances have hitherto been provided. The foregoing remarks and proposal have applied solely to the old Royal Artillery, but the amalgamation of the Indian artilleries have added (and continue so to do annually) a large number of lieutenants to the general list, and consequently when the present Indian list of officers have died out, there will be a regiment nearly twice the strength of the old Royal Artillery at the present time, with retiring allowances for only one-half. In the meantime, the Indian Government bear the expense of the retirements of all those officers of Artillery who were on the Indian lists at the date of the amalgamation, and in addition, pay to the Imperial Government a capitation grant for retirements, and pensions of 3 *l.* 10 *s.* for every officer and soldier of the Royal Artillery embarked for India. The same rate of capitation is paid for the cavalry and the line, but the Indian Government have nothing further to do with the retirements and pensions for these branches of the service. It will thus be seen that the Imperial Government have been receiving a certain rate for the retirements of the whole list of Indian Artillery officers, since the date of the amalgamation, and have not hitherto applied any portion of it to that purpose. The additional expense therefore, involved by the plan now proposed, or any other that may be decided upon, may be fairly met by the sum of money which has thus been paid into the Imperial Treasury by the Indian Government for the purposes of retirement of Artillery officers, but which has not been yet applied.” The first part of this paper consists of my reasons for leading up to that conclusion; I will hand in this paper. (*The same was handed in, vide Appendix.*)

989. *Chairman.*] I will ask you first of all upon the last part of it, because it is separate from

Colonel
Gloucester
Gambier
C.B., R.A.

20 June
1867.

Colonel
Gloucester
Gambier,
C.B., R.A.

20 June
1867.

from the rest of the question, is it your understanding of the arrangement with the Indian Government that the entire retirement of all officers of Artillery who have joined since the amalgamation will be thrown upon the Imperial funds?—So I believe it stands.

990. You have at any rate prepared that paper upon the assumption that the entire retirement of all officers who have got their commissions in the Artillery since the amalgamation will come upon the Votes of Parliament?—Not the entire retirements, because 3 *l.* 10 *s.* per man and officer is paid for the retiring allowances of officers and pensions of men of the Cavalry, Line, and Artillery. That is calculated from the rates of retirement for the Line and Cavalry, and therefore, after the subaltern lists in the three Indian lists have run out, the British Government would be entitled to call upon the Indian Government for a greater rate of retirement for the Artillery and Engineers than the 3 *l.* 10 *s.* covers.

991. Mr. Grenfell.] Is that agreed to by the Indian Government?—It is not agreed to, but they are, I believe, aware of it.

992. Chairman.] That greater contribution would have to be paid into the Exchequer, and it is your understanding that the entire retirements will have to be voted by Parliament?—Yes, eventually, because the capitation grant by the Indian Government will be paid into the Exchequer.

993. Mr. Grenfell.] With regard to the 3 *l.* 10 *s.* per man, then, was not it calculated that it would be sufficient to pay the retirements?—Not for the Artillery and Engineers; but it is calculated that it will be sufficient to pay the retirements for the Line and Cavalry and the pensions for the soldiers. The Indian Government are, at present, paying 3 *l.* 10 *s.* per man for the Artillery and Engineers in India, as well as the whole of the retirements of their own old officers, on the lists of those two corps.

994. The Indian Government are now paying the 3 *l.* 10 *s.* per man plus the old retirements?—Yes.

995. Chairman.] Plus the retirements of all Indian officers who got their commissions before the amalgamation?—Yes.

996. But your understanding is, that the retirements of all officers who got their commission since the amalgamation, will come into the Retirement Vote?—Eventually, of course they will; there is nothing required for them now.

997. Going to your plan of retirement, you propose that all officers after 38 years' service, who you assume would be either colonels or major generals, should go to a retired list on their existing rank, and with their existing pay?—Yes.

998. And should succeed in their proper turn, to the rank of colonel commandant?—Only those who elect to remain on their present rate of pay of 478 *l.* a year.

999. On their existing rank and pay?—Yes.

1000. Will not the effect of that, simply be to transfer from one nominal list to another nominal list, a certain number of major generals, without altering their position in any degree?—I think so.

1001. The effect of it will be, that a certain number of major generals, who are now major generals on the establishment, and major generals on unattached pay will be called major generals on retired pay, but will retain precisely their existing rights?—Precisely.

1002. So that with respect to major generals, it will be a mere form, so far?—Yes.

1003. With this difference, that it will give steps for all who take it?—It will give steps to the regiment.

1004. Do you propose that the major generals who have served 38 years, and who go upon this retired list, taking their existing pay and retaining their existing right to succeed to the command of battalions, should make vacancies in the list of general officers?—Yes; and they would make promotions through the regiment.

1005. But they would make vacancies in the fixed list of general officers on unattached pay, would they not?—They would remain as general officers on retired unattached pay.

1006. But they would make vacancies in the fixed list, would they not?—Yes.

1007. Your proposal is this, that assuming in the first instance, that 14 major generals have 38 years' service, they should go to a list which is to be called a list of retired major generals, that they should retain their right to succeed to the battalions, that they should receive the same pay that they are now receiving, and that 14 steps should be given to the colonels?—Yes.

1008. That is to say, the act of their retirement would practically add 14 to the number of major generals, all having the right to succeed to battalions?—It would add the number only, who elect to remain on 478 *l.* a year, but who are however, on a retired list, those who follow them would be colonels on retired full pay; that is to say, they would be colonels on a retired list. There would be 17, because the three senior colonels have 38 years' service; those, as well as the 17, would have to elect whether they would remain upon 478 *l.* a year, or take the 700 *l.* a year.

1009. Captain Vivian.] You mean as well as the 14; there are 14 major generals?—Yes, but there are three full colonels of 38 years' service.

1010. That makes the 17?—Yes.

1011. Chairman.] Supposing the 14 major generals did not elect to take the 700 *l.* a year, they would continue to receive the 478 *l.* a year; they would continue to have a right to succeed to battalions, and they would give the 14 steps to colonels to become major generals?—They would.

1012. I think there is some little misunderstanding about your plan; you do not propose that the major generals who are put upon the sort of retired list should add to the number of major generals at all?—Not to the effective establishment.

1013. No steps would go in the regiment until an officer, whether upon the major generals' establishment, or upon the major generals' retired establishment, succeeded to a battalion?—No, that is not the way I propose it.

1014. Perhaps you would make your proposal more clear?—I think I could give you an instance from the present list; at present there are 14 major generals on the establishment and the three senior colonels.

1015. Perhaps you will take the 14 major generals on the establishment first?—They would have to elect whether they would take 700 *l.* a year and retire at once with a step in rank, or remain with 478 *l.* a year, as they are in their position in the army list; they would be removed on to the retired list, keeping their present rank of major general.

1016. Chairman.] In either case they would be removed to the retired list?—Yes, but those who elected to take the 478 *l.* a year would keep their rank according to their present places.

1017. Supposing

Colonel
Gloucester
Gambier,
C.B., R.A.

20 June
1867.

1017. Supposing an individual major general has attained 38 years' service he will be compelled to go to a retired list; he will have his option of two retired lists, one in which he would give a step of major general, and would receive 700 *l.* a year, and disappear from the list altogether; the other, in which he would have 478 *l.* a year, and go upon a distinct retired list, retaining his succession to a battalion?—Exactly.

1018. Would he make a vacancy in the old list?—Certainly.

1019. If he made a vacancy in the old list, a colonel would be entitled to succeed to that vacancy, would he not?—Yes.

1020. Therefore, if 14 major generals did so, there would be 14 vacancies in the old list, and 14 colonels would be entitled to succeed to them?—Yes.

1021. Your plan is this, that all major generals of 38 years' standing should under any circumstances make vacancies in what is called the major generals establishment, to which colonels would succeed, though these major generals so long as they retained the 478 *l.* a year would be entitled, as now, to succeed to the command of battalions?—Yes, to the command of battalions; but we will take the first senior colonel.

1022. I want to deal with the major generals first, if you please?—The major generals would remain upon a retired list. The whole of those 14 would be removed; we will say that seven or eight of them would take 700 *l.* a year, and the remainder would remain with their present rank of major general and their present pay, only on the retired list.

1023. Each of the 14 would give a step in the regiment, would they not?—Yes; and the 14 officers to succeed them, would be taken from the rank of colonels, who would be put on to the retired list, if they had had 38 years' service.

1024. If they had not had 38 years' service, they would remain?—Yes.

1025. That is to say, that if a major general of 38 years' service did not elect to take the 700 *l.* a year, he would under your system simply give a step in rank all through the regiment, and retain his right to succeed to a battalion?—Yes. The present 14 major generals would give 14 steps; part of them would go to the 478 *l.* a year list, and the other part to the altogether retired list.

1026. And those who did not elect to take the 700 *l.* a year while they gave the steps through the regiment, would retain their right to succeed to a battalion?—Yes.

1027. Captain *Vivian*.] I thought I understood you to say, in the third part of your plan, that they would be eligible for staff appointments, but not for regimental?—Those who elected to take the 478 *l.* a year would be so, though put on a retired list. They would be eligible for employment on any staff appointments in which the Commander in Chief liked to employ them, but not for regimental employment, such as colonels on the staff commanding brigades, or anything of that kind.

1028. *Chairman*.] Do you mean, then, that major generals retiring from the list of the establishment of general officers would be entitled to be employed, or only colonels?—Major generals would be entitled to be employed.

1029. You apply it to both?—Yes.

1030. Then what is the advantage, except to give a certain amount of promotion, of retiring a major general, from one list to another, if he re-

tains upon his new list equally his right of succeeding to a battalion?—The advantage is that it gives promotion.

1031. But beyond giving promotion, there is no object in it?—Yes, there is an object; you enable these officers to be employed.

1032. I said as to a major-general, what is the object in transferring a major general from one list in which he gets 478 *l.* a year, and succeeds to a battalion to another list in which he gets 478 *l.* a year, and succeeds to a battalion, except the advantage of giving a step in the regiment?—There is no other advantage than that it creates promotion.

1033. Then your only object in that part of your scheme is to give a certain amount of promotion?—Yes; and it also secures younger major generals on the fixed establishment.

1034. First I came to the question of the 700 *l.* a year; why do you propose to increase that from 600 *l.* to 700 *l.*?—Because the 600 *l.* a year has not fully answered the anticipations which were formed of it; those who have taken it have been during the last few years, the junior colonels. The 700 *l.* in my opinion, would induce officers to take it from the higher ranks.

1035. But if the higher ranks of colonel are only 55 years of age, and if you have a provision for compulsory retirement from the higher ranks after 38 years' service, why should you give an additional inducement for them to retire?—I do not think 700 *l.* a year is too much for an officer who has served 38 years.

1036. Then you propose that 700 *l.* a year, because with reference to the former 600 *l.* a year, you think the times call for an increase?—They have not taken the 600 *l.* a year as freely as they ought; it has not been a sufficient inducement; they have all been waiting for the 1,000 *l.* a year.

1037. If you have a compulsory retirement after 38 years' service, do you want anything which should be an inducement?—No, you would not want any inducement as regards that upper rank.

1038. Your retirement from that upper rank will not operate as an inducement; it will operate as a compulsion?—Yes.

1039. The question, therefore, is, is it fair as the amount upon which an officer should be compelled to retire?—I think 700 *l.* a year is.

1040. The question of inducement so far passes away?—It vanishes.

1041. You propose that after 30 years' service, that is between 30 and 38 years' service, an officer should be entitled to retire on 600 *l.* a year?—Yes.

1042. What is the present rule?—The present rule is, that an officer may retire if he is in the rank of full colonel after 30 years' service upon 600 *l.* a year.

1043. If, at least, there is a vacancy upon the list?—Yes, he can do so if there is the money available.

1044. If there is not the money available, what right has he of retirement; has he any at all?—None.

1045. He has the right of retirement upon permanent half pay, has he not?—Yes, he has the right of retirement upon permanent half pay.

1046. If of the rank of colonel, what permanent half pay can he get?—16 *s.* 9 *d.* a day.

1047. At present, therefore, no officer can get more than the half pay of his rank after 25 years' service,

G

Colonel
Gloucester
Gambier,
C.B., R.A.

20 June
1867.

service, unless there happens to be a vacancy on the 32,000 *l.* a year?—Yes.

1048. But whether there is a vacancy or not, the existing system would enable a full colonel to retire upon nearly 300 *l.* a year, and a lieutenant colonel to retire upon something over 200 *l.* a year?—Yes, a lieutenant colonel is able to retire upon 400 *l.* a year, provided he has served 30 years, and he is a brevet colonel.

1049. That is, if there is a vacancy on the 32,000 *l.*?—If there is a vacancy, he can retire upon 400 *l.* a year.

1050. If there is no such vacancy, a lieutenant colonel could only retire on about 200 *l.* a year, after 25 years' service, and a full colonel on something under 300 *l.* a year, after 25 years' service?—Yes.

1051. You propose that that should be increased from 200 *l.* a year to 400 *l.* a year, after 25 years' service, and to 600 *l.* a year after 30 years' service, without any limit to the rank of the officer?—Yes.

1052. And you propose further, that after 20 years' service, an officer may retire upon 200 *l.* a year?—Yes.

1053. And you suggest that those retirements should be capitalized at three-fourths of their value?—Yes.

1054. Can you state to the Committee why they should not be capitalized at their full value?—I thought it would be too expensive a plan.

1055. And you made the reduction simply with a view to economy?—Yes.

1056. Your plan proposes the entire abolition of the 32,000 *l.* a year?—Yes, quite so.

1057. And that these retirements after 20 years' service should be absolutely at the option of officers?—Absolutely.

1058. Without any power in the Commander in Chief to say no?—Without any such power.

1059. Is it your opinion that less than that would not secure a sufficient flow of promotion in the corps?—I think less would not secure it; so much so, that I think but few of the retirements which I have proposed under 30 years' service would be accepted, except in the way of capitalizing them.

1060. Are you in favour of maintaining the present age of admission to the Woolwich Academy?—I am not.

1061. You would reduce it?—Certainly.

1062. At what age would an officer get his commission in that case?—I would reduce the entrance to the old standard, from 14 to 17 years of age.

1063. At what age would an officer then, on the average, get his commission?—On the average, he would get his commission at from 18 to 19 years of age.

1064. So that under your plan, every officer at 38 or 39 years of age would be absolutely entitled to retire upon 200 *l.* a year?—Yes.

1065. And you think that that is a fair bargain for the country?—I do.

1066. You do not anticipate that you would lose any considerable number of efficient officers by such a plan?—I think we should lose a great many efficient officers, if they accepted it.

1067. If so, are you still satisfied that the bargain for the country would be a good one?—I still am, because I think that any officer who has completed 20 years' service has a right to retire; at least, it is a just thing to give him an opportunity of retiring if he likes.

1068. You apparently prefer service being the rule to age being the rule?—I do.

1069. Can you tell the Committee why?—I think the fairest mode of calculating any retirements for officers is by service; and I also consider that calculating by age would lead to a very great many complications. I will give an instance; we will take the two senior colonels or lieutenant colonels. The senior from having entered the regiment at a different age, is the younger man; the other, an older man, is below him, and would be put over his head into the next rank as a major general, or, as the case may be, until the other officer is brought in, too. I think that calculating by age would lead to such complications.

1070. You think that as between colonel and major general, if under your plan a colonel, after 38 years' service, went to the major general's list with 700 *l.* a year, that would be unfair to his junior, who might be above him?—Yes; who would not be eligible for the promotion, and in consequence elect for it; but this man, who was a junior officer to him, would go over his head, and would have the chance before him.

1071. If he did not elect for the 700 *l.* a year, but only for the 478 *l.* a year, he would not get a step in rank?—No; and in case of his electing the 478 *l.* a year, of course the junior officer in age, when he was promoted, would be put in his proper place over him; but that is a complication which I think is better avoided.

1072. The only difficulty would be as an officer who elects for the 700 *l.* a year, and therefore takes his step in rank?—No, the same would take place in the other case.

1073. But if an officer elected to take his existing rank and existing pay, it would make no difference whether he was taken out above or below; your proposal was that all officers after 38 years' service should go to a retired list on their existing rank and existing pay?—Yes.

1074. The age rule would create no difficulty in that case, because an officer going to the retired list under these conditions would not get a step in rank?—No.

1075. The difficulty which you contemplate from the age rule is that an old officer would get a step in rank before an officer who was senior to him in the corps?—He might get a step in rank, or he might be taken over his head into this list, where he would be eligible to take the 700 *l.* a year retirement before the other officer.

1076. But in the event of his taking the 700 *l.* a year, he is out of the corps altogether, is not he?—Yes.

1077. Is not that the case at present, if an officer takes the 600 *l.* a year over others who remain in the corps?—He does not go over another man's head; if an officer senior to him wishes for it, he has it.

1078. He gets a step in rank, does he not?—Yes; but he does not go over another man's head.

1079. You think that the effect of the option under the present system, would justify that step being got sooner, whereas under the new system the retirement would be compulsory?—Yes, but I think the main reason is that the justest way of taking retirements, is by service; that is my idea of it, at all events.

1080. Is every officer in the corps considered to count his service, unless after two years' sickness?—Yes.

1081. A

Colonel
Gloucester
Gambier,
C.B., R.A.
—
20 June
1867.

1081. A seconded officer counts his service?—
A seconded officer counts his service.

1082. So that the rule of service, if all officers entered the corps at the same age, would be identical with the rule of age, barring the cases of officers who are put on half pay for sickness after two or more years' sickness?—Yes.

1083. An officer after two or more years' sickness, loses his steps, does not he?—Yes.

1084. If he is put upon half pay, and comes back again, he loses his position, does he not?—If he comes back again, he loses all promotions that have taken place while he was on half pay.

1085. He loses his position; he comes in again at a different point, does he not?—Yes.

1086. Then the only difference between service and age, if all officers got their commissions at the same date, would be the accidental case of an officer being for two or more years sick?—Yes.

1087. Do you consider that the system of allowing service while officers are on the seconded list, would be fair under your plan?—I think so.

1088. Mr. Grenfell.] All the old retirements in the Indian service were after service, not after age, were they not?—I do not know; I am not aware of that.

1089. Colonel North.] Supposing an officer is obliged to retire temporarily on half pay from severe wounds, or anything of that kind, will he be allowed to count one or two years, or whatever the time may be, towards the 20 years' service?—If he is allowed to retire temporarily for two years, not over two years, it would count.

1090. Captain Vivian.] The two years while he was on the half pay list would count?—Yes.

1091. Colonel North.] Supposing an officer on temporary retirement of that kind, is able to rejoin his regiment in one year, is he allowed to do so?—Yes.

1092. Chairman.] The two years is simply a limit?—Yes, it can be extended, and it is extended sometimes.

1093. Then it is your deliberate opinion that the cost of your plan would be only 2,000 £. or 3,000 £. a year more than the cost of the plan which has been assented to this year?—That cost is merely upon the first item; the compulsory retirement after 38 years' service; I have not taken the rest; what the cost of the others would be it is impossible to judge.

1094. You have not made any estimate as to how many officers would take advantage of the improved system of retirement between 20 and

30 years' service?—No; no estimate could be made of that.

1095. But if the compulsory system was in force, as it is a fact that you have no demand for additional retirement at the top of the corps, why should the country with respect to the retirement of colonels be put to additional expense in providing retirements?—I do not see how you would get the promotion, unless you took the colonels off the list.

1096. Your plan for retirement at the top is double; you propose that every officer after 38 years' service, that is, every colonel, should be compulsorily retired, and that a step should be given?—Yes.

1097. But you propose, in addition to that, that every major general after 38 years' service, should also be compulsorily put upon a separate list, with the same rights, and it is putting those major generals upon this new list that creates the additional charge. I ask if you get a full flow of promotion from the retirement of colonels, why should you put the country to an additional charge for the retirement of major generals?—I do not think my plan does so; the pay of those major generals remains the same as it is on their present list.

1098. But they give a step all the way through, do they not?—Yes; but if one of those major generals died, at present he would create a vacancy all through the regiment, but if he dies under my plan, he creates no vacancy.

1099. Between the time of his going on to the retired list, according to your plan, and his death, he creates additional expense, does he not?—That is necessary to start the plan.

1100. Is it necessary to create this additional expense to start the plan, when at present your senior colonels are men of 55 years of age?—If you could keep them in that condition, of course it would be much more desirable to leave the system as it is.

1101. Would not the compulsory retirement of all colonels of 38 years' service keep them in that condition?—I do not think it would, because it gives you four steps a year, or $5\frac{1}{2}$ steps a year after the next 10 years, and in order to get that promotion, you must start with a certain number of promotions at once.

1102. Colonel Percy Herbert.] Have you had any cases in the artillery, of officers leaving the corps for the purpose of taking appointments in the civil service of the country?—No, not in the civil service; at least I do not remember any.

Lieutenant Colonel the Hon. HUSSEY FANE KEANE, R.E., called in; and further Examined.

1103. Chairman.] You have heard, I think, the evidence that was given by Captain Galton?—Yes.

1104. And you have heard to-day the evidence that was given by Colonel Gambier?—Yes.

1105. Is the present state of retirement in the Engineers satisfactory to your mind?—Not at all.

1106. Will you state to the Committee in what points it appears to you to be unsatisfactory?—The age of our senior officers is too great to admit of their being efficient for the great amount of work they have to go through.

1107. What is their present age?—The senior colonel at this moment is 65 $\frac{3}{4}$.

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1108. What, in your opinion, ought to be about the age of your senior colonel?—I think certainly not more than 60.

1109. Does the same objection prevail as to the ages of the officers in the lower ranks?—Yes.

1110. To any serious extent?—No, it is not felt so much in the lower ranks.

1111. Is the difficulty increasing in this respect, or do you think that you see as bad a state of things now as you anticipate?—I do not think it could be worse than it is now.

1112. Then, what suggestion have you to make?—I have sketched out a scheme which, I think, would possibly meet it; perhaps you will allow me to read it.

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Lieut.-Col.
H. F.
Keane, R.E.

Lieut.-Col.
H. F.
Keane, R.E.
—
20 June
1867.

1113. Do you consider that the unsatisfactory state of things as to age which you have described, arises from the inadequacy of the sum applied to retirement, or from the manner in which the officers avail themselves of that retirement?—I think from both reasons; I think, had the money been more, a larger number of the senior officers would have taken it, which, of course, would have made the junior branches younger; and, as a proof of that, I may mention that the moment we had an increased allowance, according to the votes of Parliament this year, two of the senior officers have taken it, of 63 and 62 years of age respectively.

1114. Colonel Gambier stated to us, at the last meeting of the Committee, that the present system would not work satisfactorily without a very large increase indeed. I think he used the word, an "extravagant" increase in the amount available; is that your opinion also?—No, I think not; I think it need not be a very great amount, more than we have at present.

1115. Without any change of the existing system?—I suggest in my paper herewith attached, an entirely new scheme.

1116. Then the recommendations you are about to make constitute a system which you think will meet all the difficulty?—Yes.

1117. Will you read your paper?—"First, at the age of 60 a colonel must elect either to take 600 *l.*, without prospective advantage, or be removed to a separate list on 478 *l.*, and there to await his promotion to major general, and eventually his battalion; secondly, there will be thus three effectual lists: No. 1, colonel commandant; No. 2, eight unattached major generals; No. 3, colonels waiting for vacancies which are made by casualty in No. 1 and No. 2; in either of which a death vacancy would have to be filled by the senior colonel in list No. 3; thirdly, colonels (regimental) after the age of 53, to be eligible for retirement on 600 *l.* a year; fourthly, lieutenant colonels (regimental), after the age of 46, to be eligible for and able to claim 450 *l.* a year."

1118. Colonel *Percy Herbert*.] Not only to be eligible, but to be able to claim that?—Yes.

1119. *Chairman*.] You meant that also with the first, did you not?—Yes, to be entitled to it. "These retirements to have no prospective advantages, but to carry a step of honorary rank; officers who shall have received brevet rank for service, are to have their option of retiring or serving when the officer next below them, in army rank, has reached the prescribed age; should these brevet officers refuse retirement, and elect to take the 478 *l.*, they are to get it when the officer next below them has reached 60 years of age, continuing to serve in the meantime; it may happen that a younger man may stand in the regimental list, above the elder; in this case the younger will not have the option to retire or serve until he has completed the prescribed years. The older can choose when his years are completed, but the younger will not be superseded by the older, but retain his original place above him (when his time is completed), whether he wishes to serve or retire. This arrangement will be necessary in all age retirement schemes." It is to prevent what Colonel Gambier explained, that the older officer should not go over the head of the younger. We have a few instances where it might happen. "Employment to be open to the officers on list No. 3, if considered by the

Commander in Chief efficient; Medical Board retirements to lieutenant colonels and junior officers to be as at present. The advantage of this scheme is, a constant flow of promotion is kept up when it is required; being founded on age, it will only fail to give promotion when it is not wanted, the officers being too young to claim their retirement. The expense will be increased at first, but every death among the retired officers brings back their retiring allowance to the public. After a time the senior officers will be so young, that but few will have age enough to claim retirement."

1120. Then your plan is practically this, that no change should take place with respect to the present establishment of major generals; that an officer of the rank of colonel, at the age of 60, should go to a sort of intermediate list, either retaining his pay and his right in his turn to succeed to the major generals' establishment, and so on to a battalion, or having a right to take 600 *l.* a year?—Yes.

1121. That every officer at 60, whichever he does, whether he goes to the list, which I will call above the line of colonels, or to the 600 *l.* a year list, would give a step through the regiment?—Yes.

1122. And that is the only provision you propose at the top of the list?—That is the only provision.

1123. But, lower down, you propose that every officer at 53 years of age should be entitled to take 600 *l.* a year if he likes, or that at 46 he should be entitled to take 450 *l.* a year if he likes, without any conditions as to service?—Without any conditions.

1124. And you propose minor plans to obviate difficulties as to seniority?—Those are simply matters of detail, as to the seniority by brevet and the age of officers.

1125. Will you state to the Committee why you prefer a system of compulsory or optional retirement by age to a system of compulsory or optional retirement by service?—I think age is a test of efficiency more than length of service, and, although, cadets get their commissions about the same age, there may be a difference of two or three years in age between cadets getting their commissions at the same time.

1126. You propose that all officers who have gone to the separate list at 60 should succeed to the major general's establishment, according to their original position in the colonel's list?—According to their army rank.

1127. That is according to their army rank, according to their original position in the colonel's list?—Yes; it is merely a supplementary list to the major general's.

1128. So that a brevet colonel would get his step on the major general's establishment in his own turn, though he might be very much younger than the officers who had gone forward in the regimental list?—Yes, that is the principle that prevails now; I do not pretend to alter that at all.

1129. With reference to the retirements at 53 or 46 years of age, you have heard, no doubt, of the proposals that have been made to commute the annuity into a fixed sum?—Yes.

1130. Do you think that that would be advantageous?—Decidedly.

1131. Do you think it would be necessary to commute it upon the whole sum, or do you think that the attraction of commuting it upon a portion

tion would be sufficient?—I think I have put it sufficiently low in proposing that it should be commuted upon the whole sum. My scale of retirement is lower than Colonel Gambier's.

1132. Colonel Gambier's plan was, that after 30 years' service an officer in whatever rank should be entitled to take 600*l.* a year, or to commute it upon 450 *l.* a year?—Yes.

1133. You think that 53 years of age is not quite so favourable as 30 years' service?—No.

1134. And therefore you would commute it upon the full amount?—I would commute it upon the full amount.

1135. Do you think it desirable to continue the age at which cadets enter the academy at Woolwich, and get their commissions?—No; I have held a decided opinion for many years that they ought to enter the Academy very much younger than they do now.

1136. At what average age, in your opinion, should a cadet get his commission?—Eighteen is a very good age.

1137. What superior limit would you impose?—I think a cadet ought to go to the Academy at from 15 to 17 years of age; that should be the limit for entrance.

1138. And get his commission, when?—That so much depends upon the details of education, that I do not think it ought to be limited.

1139. You think that 18 should be about the average age at which an officer should get his commission?—I think that would be the practical result of making the age of admission to the Academy from 15 to 17.

1140. Practically, an officer is not entitled to retire upon half-pay until after 25 years' service, and he cannot get a colonel's full-pay retirement of 600*l.* a year until after 30 years' service; that is, until he is 48 years of age?—No.

1141. Do you think that below those ages there should be any option to an officer to take a special rate of retirement?—I think it would be desirable if that could be entertained.

1142. You think it would be a good thing for the corps, but you doubt whether it might not cost so much as to frighten Parliament?—I certainly think it would be a good thing for the corps, especially considering the circumstances of the Engineers, so many of whom are civilly employed.

1143. Would you be satisfied with a retirement at the age of 46 on 450 *l.* a year?—I should for lieutenant colonels; but we must also have the 600 *l.* retirement for colonels.

1144. What do you expect would be the cost of your scheme?—I have not entered into that.

1145. Colonel *Percy Herbert*.] A corps like the Engineers worked like one regiment is liable to a good many fluctuations in promotion, is it not?—Yes.

1146. Sometimes you get a considerable number of officers of nearly the same age lying together in the list?—Yes, frequently.

1147. That is disadvantageous to the corps, is it not?—Very much so.

1148. Would it be advantageous to the corps to apply some system of retirement lower down than you have spoken of as yet to the Committee, in order to relieve those blocks in the list?—Yes.

1149. I presume that when 40 or 50 officers found themselves of the same age lying together in the list, it would be much easier to operate upon a flock like that; and if there were some-

thing offered to them after 15 or 20 years' service that would be a means of relieving the list?—That is taking an improbable number when you speak of 40 or 50 lying together; we might have six or seven or eight, but never more than that in the Engineers, because we do not get commissions given to us in such large quantities. There are rarely more than 8 or 10 commissions given at the same time.

1150. Sometimes two or three batches may be very much of the same age, may they not?—Hardly.

1151. What I wanted to arrive at was this: is not it sometimes the case that a man has a much worse prospect of promotion than a man who happens to be 30 or 40 steps ahead of him comparatively?—Yes.

1152. In that case, owing to the field officers being young, he has no prospect of promotion to the rank of field officer?—No.

1153. Therefore, the first or second captains might be somewhat discontented with their position, and apprehensive that they would not arrive at a field officer's rank within a reasonable period?—I think that an officer standing at the bottom of, say 8 or 10 men of about the same age, would be much more likely to wish to retire upon a fixed sum than one who was at the head of them.

1154. And you would be glad to see some arrangement by which some annuity or lump sum could be offered to officers under those circumstances to facilitate their retirement?—I think it would be very greatly to the advantage of the corps, and would certainly increase promotion.

1155. And it would average promotion?—Yes; very much so.

1156. Instead of having it coming in rushes, with ebbs and flows?—Yes.

1157. There are many of your officers employed in the civil departments of the Government, are there not?—A great number.

1158. Do any from time to time leave the corps, to be employed permanently in the civil service?—Yes, occasionally a few.

1159. Do they receive any advantage for their former public service in the corps of Engineers, when they leave your corps and join the civil service?—Not under a certain rank.

1160. What is that rank?—If a man succeeds in getting to the rank of lieutenant colonel, he reaps an advantage from it, but if he retires in the rank of captain, unless he has served 24 years, he loses all benefit from it. Of that, we have had an instance lately, in the case of Captain Tyler.

1161. He is employed in the railway department, is he not?—He is employed in the Board of Trade.

1162. Will you state what were the circumstances of his retirement?—He had served 13 years upon the seconded list, and was called upon, according to the terms of the warrant, having completed the 10 years, either to rejoin his corps, or to leave. He tried to get half pay, but the wording of the warrant did not permit it, and he resigned his commission altogether, after 22 years' service.

1163. For that 22 years' service he receives no benefit whatever as a military man?—No; he only receives a civil service pension for the 13 years he has served at the Board of Trade; he has no benefit from the previous nine years which he served in the Royal Engineers.

1164. Then you think it would be an advantage if more liberal arrangements were made by the

Lieut.-Col.
H. F.
Keane, R.E.
—
20 June
1867.

Lieut.-Col.
H. F.
Keane, R.E.
—
20 June
1867.

the civil service to enable the previous military service to count?—Decidedly.

1165. Inasmuch as several of your officers are employed in the civil service?—Yes; it was considered a hardship by even those who had the arrangement of this matter, that Captain Tyler lost nine years' service by it.

1166. Mr. *Pack-Beresford*.] You say that you ground your recommendation for retirement by age, upon the fact that age is the test of efficiency; that holds good, no doubt, of compulsory retirement when you wish to get rid of inefficient officers, but the same argument will not stand in the case of voluntary retirement, will it?—It applies more closely to the case of compulsory retirement, certainly, but I take the age instead of the service for the voluntary retirement, because it strikes a particular line in each grade, when I think an officer ought to have the option of leaving after giving a certain number of years' service, because age really means service within a year or two in the two corps of the Artillery and Engineers. You can approximate within a year in those corps what a man's service is by knowing his age.

1167. Colonel *Percy Herbert*.] That is if you limit the age of entry to the academy to two years?—It is limited, and always has been so.

1168. Mr. *Pack-Beresford*.] I think when you went to the academy the limit was from 14 to 16 years of age?—It was from 15 to 17.

1169. That was the effect of an alteration which was made?—Yes, you entered at 14.

1170. Of course you have had a very considerable experience of officers who have obtained their commissions in the Royal Engineers at the age of 18, or thereabouts; are you fully confident that a young man at that age can qualify himself in scientific studies for all the practical requirements of your corps?—Yes.

1171. Colonel *North*.] With regard to Captain Tyler's case, can you state what were the conditions of the Horse Guards Circular Memorandum of the 15th April 1861, by which Engineer officers of all services, of 21 years, 22 years, and so on (for instance, Captain Galton) employed in the civil service, receive full pay; is there any reason why Captain Tyler should have been shut out from that?—They are placed on half-pay, having passed a Medical Board.

1172. Who did?—Captain Galton passed a Medical Board.

1173. Major *O'Reilly*.] You said that you thought it would be desirable to offer some inducement to officers younger than 46 to retire, but that you did not see your way to do it?—Exactly.

1174. Allow me to make this suggestion: if an officer will be entitled at the age of 46 to an annuity of 450 *l.* a year, and he is at present aged 40, or any other age you choose to fix, may not it be taken as a deferred annuity to accrue after five years of 450 *l.* a year, and is not the value of that easily calculated?—Very easily.

1175. If that was offered to him, it might be a sufficient inducement to him to retire, might it not?—At 40.

1176. At any age?—I should not object at all to go back to 20 years' service.

1177. Do you think that that principle, which can be worked out in detail, affords a solution of the difficulty, by offering inducements to officers to retire earlier than 46, without inflicting any additional burden upon the State, because of course, paying down the value of a defined annuity now is no additional burden?—Every officer who took a retirement before 46 years of age would be an additional burden upon the State, because his place must be filled up by another, of course.

Monday, 24th June 1867.

MEMBERS PRESENT :

Mr. Pack-Beresford.
Mr. Childers.
Mr. De Grey.
Marquis of Hartington.
Sir John Hay.
Colonel Percy Herbert.
Major Jervis.

Colonel North.
Major O'Reilly.
Mr. Otway.
Colonel Sturt.
Mr. Trevelyan.
Captain Vivian.

HUGH C. E. CHILDERS, Esq., IN THE CHAIR.

General Sir JOHN BURGOYNE, Bart., G.C.B., called in; and Examined.

1178. *Chairman.*] You are Inspector General of Fortifications, I believe?—I am.

1179. And the Senior Officer of the Royal Engineers?—I am.

1180. Have you considered at all the present state of the age of the senior colonels of your corps?—The subject has only recently come under my notice, and I have not had time to study it well; but I know that several other officers have, and I have been rather waiting to hear what they had to say, and how they drew up their respective cases, intending then to form my own opinion upon it. Therefore, I am afraid that at present I should not be able to give the Committee any information that would be of much value, except that I feel it is a matter of importance, and of great interest, and I hope it will be treated liberally by the Government.

1181. You are of opinion that the corps is in a state that requires some amendment, but you are not in a position to say what that exact amendment should be?—Yes, precisely; I think the matter is more in anticipation than in existence at this moment. That is the reason why I have not attended to it so much; it is rather forthcoming in the future than an urgency which exists at this moment. It is not for me to anticipate what may be the recommendations of the Committee; but should they comprise a compulsory retirement by age, I would submit that as such a rule, if rigorously enforced, might cause

the removal from the service of individuals of great value to it, whether it might not be modified by a discretionary power to make exceptions to meet such cases.

1182. *Captain Vivian.*] You think that it is an evil to be prevented, and not an existing evil to be done away with?—Exactly; it is an evil to be looked forward to, and to be anticipated and prevented, but I feel that it is coming on.

1183. *Chairman.*] When you say that, you are aware that the senior colonels of Engineers are men of 64 and 63 years of age, whose case requires consideration?—What I judge from is that I do not think we have yet found any practical inconvenience from the ages of the respective ranks. It is rather a hardship upon the individuals being retained in the junior ranks, and particularly when they come into positions in the junior ranks of great responsibility and charge.

1184. *Mr. Otway.*] I wish to ask your opinion with regard to the seconding of officers of the Royal Engineers; do you consider that the system of seconding officers of the corps for 10 years, weighing their removal on the one side and the inducements which it gives to officers to join the corps on the other, is prejudicial to the interests of the corps, or the contrary?—I think it is very advantageous to the corps; I think we gain more by the stimulus it gives to others than we lose by losing the services of good officers. I think it is of great consequence.

General
Sir John
Burgoyne,
Bart., G.C.B.

24 June
1867.

Lieutenant Colonel the Honourable HUSSEY FANE KEANE, R.E., called in; and further Examined.

1185. *Mr. Pack-Beresford.*] WHAT is the establishment of general officers of the Royal Engineers?—Eight with battalions, and eight without; 16 in all.

1186. Do you recollect in what year the establishment was fixed at that number?—I cannot tell you. I think in 1858.

1187. It was previous to the augmentation, was it not?—It was in consequence of the completion of the 8th battalion, the 8th battalion gave us the eighth general.

1188. You have had no addition since that time in consequence of subsequent augmentations?—No.

1189. *Captain Vivian.*] You said, in answer to a question of Mr. Pack-Beresford's on Thursday, that he had entered the academy at 14 years' 0.105.

of age, and that you entered when the age was from 15 to 17?—Yes.

1190. Can you tell me when that alteration in the period of entering was made?—In 1836.

1191. Do you think 14 too young to go to the college?—I think 15 is better, but I think that the standard of education would have to be lowered; much lower, of course, than it is at present, if 15 were the limit; the only argument in favour of the age of 17 now, is, that the standard of education is so high that it would be quite impossible to get a lad of either 14, 15, or 16 who could compete under it.

1192. Do you think the standard of education too high?—Nothing can be too high as far as the standard of education goes, but the objection to it

Lieut. Col.
the Hon.
H. F.
Keane, R.E.

Lieut.-Col.
the Hon.
H. F.
Keane, R.E.
—
20 June
1867.

it is that it obliges the young men to be so much older than they would otherwise need to be.

1193. Do you think it would be of advantage to the corps if the standard of education was made rather lower, and the men began their military career earlier?—I think it would be of advantage if they entered earlier, certainly.

1194. Do you think 14 too young?—Yes.

1195. You would say from 15 to 17?—That would meet both cases better, I think.

1196. I think you stated that at the present age the men have a difficulty in coming up to the standard?—Yes, we always get as many as we want, but still the competition is of a very arduous character.

1197. Colonel *Percy Herbert*.] What is the time for being at the academy?—It depends upon how they pass through the different classes; it may extend to three years; the average is about two and a-half, or from that to three years.

1198. Captain *Vivian*.] They are limited to three years, are they not?—I think there is a limit of that sort; it used in my day to be four years.

1199. Colonel *Percy Herbert*.] Are the cadets at liberty to remain there for three years?—Yes, I believe that that is the case; three years is the period that they may remain, but in exceptional cases they are allowed to remain longer than that; another term is given in the event of illness, or any ostensible reason that appears to justify it to the commander in chief; I am not quite positive about these dates.

1200. Mr. *Puck-Beresford*.] There is a specified time, and if they do not qualify within that time they have to go?—Yes.

1201. Mr. *Otway*.] I wish to direct your attention to one or two of the answers you made to the questions addressed to you on a former occasion, with reference to the officers of Engineers who have left the corps, and been employed in civil departments; I find that in answer to Question 1159, "Do they receive any advantage for their former public service in the corps of Engineers, when they leave your corps and join the civil service?" You said, "Not under a certain rank." Will you explain what that is?—I implied by that a certain period. Unless a captain had served 24 years, he could not derive a benefit from his former service, because he could not get half-pay from it. If he retires before serving 24 years, he loses all his previous service, because he thereby has no claim to half-pay.

1202. But then he would retire to obtain a civil employment?—Of course it would be for that purpose.

1203. Do you think it would be fair, if he received for the civil employment 1,000 *l.* or 1,500 *l.* a year from the State, that he should also receive military half-pay?—I think the Treasury take precautions against that. If you get half-pay from one branch, they deduct it from the other emolument you receive.

1204. Then it would be of no importance one way or the other?—No.

1205. I should like to ask your opinion with regard to the seconding; whether you think that the system of officers leaving the corps for 10 years is advantageous?—Yes, decidedly.

1206. Will you state your reasons for that opinion?—A corps that has the opportunity of civil employment of all kinds naturally has greater inducements to a young man coming into it than one which has not. There are all kinds of

openings for which engineer officers are frequently, I may say, constantly being asked for; and under this system they are enabled to take an employment, and test whether they like it or not, for a period of 10 years. If they do, they give up their military career, and take to whatever else it may be. It is extremely desirable to have such a system, and the proof of that is that in other branches of the service, in the Line, for instance, applications are constantly made to second officers, but it is not generally approved. There are certain appointments which are allowed to be held by seconded officers.

1207. You think that the advantage of the inducement it holds out to men to remain in the corps of Royal Engineers counterbalances the disadvantage of losing the services of a young and efficient officer for 10 years, and then, at the end of 10 years perhaps, receiving him back, or perhaps losing him altogether?—You lose the individual, but you do not lose the step, because the promotion takes place during that 10 years, and at the expiration of the 10 years he has to be re-absorbed into the corps, if he wishes to return to it.

1208. Is it often the case that the officers return after 10 years, or do they remain in civil employment?—They almost always return to the corps. Captain Tyler is the only exception, in my memory.

1209. *Chairman*.] The point about these regulations is this, is it not; there are certain rules as to a seconded officer being entitled to retire on half-pay?—Yes.

1210. If he has not served the time to bring him within those rules, he loses the right to go on half-pay?—Certainly.

1211. If he has served that time, he has the right to go on half-pay?—Yes.

1212. Are you aware whether an officer appointed to a civil employment, such as a railway inspectorship under the Board of Trade, when he is superannuated, has a certain number of years added to his years of service, on account of his professional character?—No; I am not aware of that, but he counts the whole of the seconded period in which he has been employed by that department for his retirement.

1213. You do not know whether under the Civil Service rules, the Treasury add to the civil service of an officer of that kind a certain number of years on account of his professional character?—I am not aware.

1214. Mr. *Otway*.] In the case of Captain Tyler, you stated that he received a Civil Service pension for the 10 years which he served in the Board of Trade?—Yes; he will receive, but not for the nine years which he served in the Engineers besides.

1215. Major *Jervis*.] You said the other day, that you wished a lieutenant colonel to have an opportunity of retiring at 46 years of age; would not it be advisable, if the age of 46 is to be introduced at all, that it should be introduced as a matter of age, not with reference to rank; it is not a man's fault that he is not a lieutenant colonel at 46; it may be owing to something which has been done for the benefit of the public service?—If this rule was laid down which I have spoken of, an officer in the Royal Engineers would always be a lieutenant colonel at 46.

1216. Supposing he was not?—If my scheme is carried out, he would not be of a lower rank than lieutenant colonel at 46 years of age.

1217. I.

1217. If he was not, you would not mind leaving out the words "lieutenant colonel"?—No, not at all.

1218. *Chairman.*] You were asked generally the last time you were examined why you preferred age to service for compulsory retirement; do you think the same reasons apply to the optional retirement at the earlier stages?—Yes, I think so; precisely the same.

1219. All the retirements under 60 provided for all branches of the service, I think, are retirements on service?—All of them.

1220. Whereas the only compulsory retirement in the army at present is the age retirement of 60?—Yes.

1221. Might it not possibly introduce complication in the other branches of the service if the rule of age was used for the optional retirements lower down?—I think it might; I think you might advantageously adhere to the present principle with regard to service in the junior ranks, and then it would do away with any difficulty of that sort.

1222. So that, instead of 46 years of age and 53 years of age for the earlier periods, you would not see any objection to substituting the corresponding period of service?—None whatever.

1223. *Captain Vivian.*] You think that it would not cause confusion between the age of retirement upon the compulsory list and the other retirements?—No; I do not think that the difference of age in every ten years is sufficiently great amongst the cadets getting their commissions to make any great difference between age and service in that period.

1224. *Chairman.*] The retirements low down being absolute retirements from the army altogether?—Yes; altogether.

1225. *Mr. Pack-Beresford.*] Have you any officers who got their commissions except under the competitive examination?—Yes.

1226. Their ages vary very considerably, do they not?—I only know of two; I think one of them is very much older than his contemporaries; his commission was given during the war, when there was great pressure.

1227. *Major Jervis.*] If you do away with the present high standard of examination, and you keep up the competitive system, open to all the world, as it is at present, will you not very much lower the class of men who come forward?—I think it would be necessary, then, to adopt the same principle in entering the academy or on competitive examination for the academy at Woolwich, as is now necessary for Sandhurst.

1228. Under the old system of selection by the Master General of the Ordnance, you were of course confined to those whom he thought proper to nominate; but now that it is open to all the world to come forward without the sanction of anybody, if you lower the standard of examination, you of course lower the expense of education, and therefore you might have a very different class of men altogether?—It would require, as an addendum to that plan, supposing it were carried out, that there should be an introduction of every individual competing in the same way, as is now the rule for Sandhurst: a man's father writes a letter to the military secretary, and he has to produce a certificate of somebody else who is known, saying who he is.

1229. Therefore, it would follow that you must do away with the system of open competition; it would become a system of selection by the Com-

mander in Chief?—Yes, not to the same extent as it was in former days by the Master General of the Ordnance, but in the same way as is now required at Sandhurst.

1230. *Colonel Percy Herbert.*] A reduction of the limit of age from 17 to 19 as at present to 15 to 17, as you propose, would probably have the effect of bringing the same youths to the academy as at present, would it not?—Yes, I think it would.

1231. *Major Jervis.*] Do you think that boys of from 15 to 17 years of age could pass the same standard of examination as they do now, when the age is from 17 to 19?—No.

1232. If you reduced the age from 17 to 19 to 15 to 17, would it not follow that you would be obliged to have a very much lower standard of examination, and therefore open the academy to a class of men who now cannot enter?—I do not think that altogether; I think that a lad who enters now by a very high standard of examination at 17 is the same class of boy that would enter at 15, at a lower standard, if he had directed his attention towards that particular line, with the intention of going to the academy at Woolwich.

1233. Then you do not think that an increased standard of study involves also an increase of expenditure to attain it?—Yes, it does, certainly.

1234. If it increases the expenditure, does not it also make a difference in the class of persons who come forward?—Not so much as I think one would imagine.

1235. Are you aware that that was one of the reasons why a good many years ago they made the standard at the *Ecole Polytechnique* so high as it is?—Yes, I know that that was one of the reasons.

1236. *Major O'Reilly.*] Is not it the fact that any standard of education which you can reasonably fix for boys of 15 will enable a much poorer class of the population to qualify their sons for passing that examination, than a relatively equal examination fixed at the age of 17 or 18?—Yes, I think it would; but I should propose to meet that objection by a nomination for competitions.

1237. *Mr. Pack-Beresford.*] Do you think that in England when you have once opened the academy to all the people, as you have done, by a competitive examination, you can ever go back to a system of selection?—If the public submit to it in the case of Sandhurst, I do not see why they should not submit to it in the case of Woolwich.

1238. Only that at Sandhurst they never have opened it?—I suppose it is not impossible to retrace a mistake.

1239. *Major Jervis.*] Would it be a mistake if you maintained the present high class of examination, and allowed them while at the academy to count their time towards retirement the same as they did at Addiscombe, counting the time at the academy as part of the soldiering, in fact?—That is an idea I have never thought of. Under such a rule, an idler at the academy would count time for service for half-pay, with less army service than the industrious officer; both getting their commissions the same day.

1240. In the case of the Artillery and the Engineers in India, they could retire after 22 years, but the two years they spent at Addiscombe counted out of that time?—That is only a 20-years' service with the two years added on.

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1241. Colonel

Lieut.-Col.
the Hon.
H. F.
Keane, R.E.

24 June
1867.

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1241. Colonel *Percy Herbert*.] You have a certain number of officers in the corps of Royal Engineers now on half-pay, have you not?—Yes.

1242. The Government has a claim upon their services, if they require them?—Yes.

1243. Is that claim ever practically put in force?—Never within my knowledge.

1244. In fact we may suppose that it is never put in force?—No, there has never been an opportunity.

1245. Then there would be no loss to the country if any retirement was given without that claim upon their service?—No, I think not.

1246. At present an officer being upon half-pay could not go to the Commissioners for the Reduction of the National Debt, and capitalise that half-pay, I presume?—He can, certainly; there is a warrant permitting it.

1247. When was that warrant issued?—Five or six years ago, I think; I will provide it.

1248. Mr. *Otway*.] With reference to the ages of the officers, are you aware whether the officers in your corps have entered later than the officers in other countries, France, or Prussia, or Russia?—I am not aware.

1249. Do many or any of the officers of the Engineers leave the corps, to your knowledge, to obtain employment other than under the Government; for instance, under any of the great companies for engineering purposes?—No, we have not an instance of it.

1250. Do I understand you to propose that any

officer of the Engineers should be able to claim retirement at the age of 46, receiving 450 *l.* a year?—Yes.

1251. Major *Jervis*.] The junior officers of the Engineers in India are now entirely recruited from the Royal Engineers, are they not?—Yes.

1252. The Indian Government is obtaining the advantage of the services of those officers simply by paying what would be the amount of the yearly pay of the troops out there, without having to look forward to the future burden of the pensions, is it not?—I should imagine that the same reply would meet that question, as Colonel Gambier made with reference to the Artillery, that the capitation grant which they pay goes for everything.

1253. Is that taken into account in the capitation grant?—I think so.

1254. Do you know what proportion is taken into account?—No.

1255. I have never myself been able to get any explanation as to what the capitation grant covers?—Nor I either.

1256. Colonel *Sturt*.] Has your attention been drawn to Brigadier General Lefroy's proposal of a bonus system?—Yes.

1257. Do you think that it would answer for the Engineers?—No, I think not.

1258. Will you give your reasons why you think it would not answer?—I do not think the officers would like to portion off a certain quantity of their income for that purpose.

1259. Do you think that there would be any other objection upon public grounds?—No.

Major General COLLINGWOOD DICKSON, C.B., V.C., R.A., called in; and Examined.

Major-Gen.
C. Dickson,
C.B., V.C.,
R.A.

1260. *Chairman*.] You have no employment at present, I believe?—No.

1261. What was your last employment?—As Lieutenant Colonel in the Royal Artillery, commanding the Royal Artillery in Scotland.

1262. Has your attention been directed at all to the question of the present system of retirement of the corps?—It has.

1263. And to the effects of that system upon the efficiency of the corps generally?—Yes, I have thought much about it.

1264. Do you consider that the present system requires amendment in any respect?—I do.

1265. Will you be good enough to state to the Committee in what respect you think it is deficient, and what amendment you can suggest?—I think the present mode of retiring officers on full pay being confined to the upper ranks of the corps has limited the number of retirements annually very much, and the emoluments of the officers in the higher ranks are so good from commands and so on, and their prospects are so good, that you cannot get them to retire. It is with great difficulty that you get officers in the higher ranks to retire; the junior full colonels, as a general rule, have been more the men to retire than those who hold the commands in the high places. And also the retirements being upon a fixed list, and a certain sum of money being voted annually, it amounts to a separate corps, in which the appointments go by death-vacancies. Of course until the younger officers retire, they clog the list, and prevent any additions of importance to it for many years to come. In the last five years I find, on looking at the returns, that there have

been only 13 retirements on full pay from the Royal Artillery; that is an average of 2½, or thereabouts, per annum. That is very insufficient for such a corps as ours. That is all the retirement there is, with the exception of the retirement of officers on half-pay, owing to ill health and other circumstances in the lower ranks; and that is quite insufficient to meet the wants of the corps.

1266. What proposal would you make to meet this evil?—The proposal I would wish to make would be to extend the advantages of the retirement from the upper to the lower grades of the service. As far as regards lieutenant colonels and captains, I would propose that the present mode of retirement be suffered to die out, that is to say, that as the holders die off, the money should go to the Government. The new scheme which I propose would be to revise a warrant which I believe answered very well for a long time; it only allowed, I think, a limited number of retirements. I refer to the Warrant of the 10th of April 1841. It allowed four lieutenant colonels and four captains to retire on full pay annually. Therefore, there was no limit to the number who might be on the list, but eight officers every year were allowed to retire on full pay, provided they could prove before a medical board that they were no longer able to continue in the service, and they must have completed 21 years' service; that was the warrant, I believe.

1267. Under the system then in force, there was a fixed establishment of retired full-pay officers, was there not?—There was.

1268. And those annual retirements were in addition

75
Major-Gen.
C. Dickson,
C.B., V.C.,
R.A.
—
24 June
1867.

addition to the fixed establishment?—The annual retirements were in addition to a fixed establishment which had been formed previously.

1269. Was the option of retirement given to those officers who were retired annually, or were they selected by the Master General?—The option was given to them in order of seniority. The retirement was offered to an officer whose state of health prevented him from continuing in the service. If more than four presented themselves the senior four obtained it, if a medical board confirmed the state of their health as being unfit for service, of course supposing them to have served the requisite time. That was the case with lieutenant colonels, and it was the same with captains; any one over 21 years' service received it.

1270. Only, if I rightly understand you, in the event of their being certified by a medical board to be unfit for service?—That was all.

1271. So that there was no absolute option to any lieutenant colonel to take his retirement?—Not unless he could prove his health to be such as to unfit him for service. But as a general rule, owing to the Colonial service, very many of the officers found that their health was not in that state that would enable them to serve, and they could show it.

1272. At that time there were no officers retired from the colonels' list, were there?—No; at that time the number of colonels was very different from what it is now. There were the same number of colonels per battalion or brigade, but they were employed in very limited numbers. At the time when that warrant existed, there were, I think, nine battalions of artillery, and one brigade of horse artillery, which made 20 colonels; out of those not above five or six were employed, the rest might be said to be on full pay, with the prospect of succession to general officers in their turn.

1273. So that the colonels' list was almost a retired list in itself?—It was looked upon in those days as an honourable retirement almost; there were only four or five employed from it.

1274. The senior colonels were nearly 70 years of age, were they not?—They were.

1275. According to that system, the colonels' list being a sort of honorary retired list, no one was to be retired below the rank of colonel, except upon a medical certificate?—No one except upon a medical certificate.

1276. Is the Committee to understand that you think that a similar system might be restored now with advantage?—Yes, with regard to length of service; but, putting aside the requirements of a medical certificate, I would abolish the system of an officer making his health the cause of retirement, and allow him to retire after he had served a certain length of time. I will explain in a very few words the system I would propose. It would be that for a sum of 5,000 *l.* a year, voted annually, two full colonels, four lieutenant colonels, and eight captains, should be allowed to retire; the colonels upon 600 *l.* a year, and the lieutenant colonels upon 400 *l.* a year. When I say colonels, I mean either colonels or major generals from the effective list of major generals, if they liked to take it, besides four lieutenant colonels and eight captains, on the full pay of their rank, with, of course, the addition of any brevet pay they may enjoy at the time of retiring.

1277. Captain Vivian.] What is the full pay 0.105.

of captain?—The full pay of the rank of first captain is about 240 *l.* a year, but then many of them are brevet officers, and you might fix the average at from 250 *l.* to 260 *l.* a year. The whole sum required, would amount to about 5,000 *l.* per annum.

1278. *Chairman.*] Two hundred and seventy-five pounds would give exactly 5,000 *l.* a year?—I fix it at that, to put the sum in round numbers; it would be very nearly as much as that with some of the brevet officers. The scheme I propose would give 14 officers retiring annually, to bring forward, at least 14 sub-alterns, if officers were found willing to accept the retirement. It is also capable of expansion, because if that number is not considered sufficient, and the country is willing to afford the expense, for 7,500 *l.* a year, you could retire in addition, one colonel, two lieutenant colonels, and four captains; that would make 21 in all. For the sum of 7,500 *l.* if that number, 21, could be found to retire, you could give them a retirement. But as the list stands at present, as the officers enjoying 600 *l.* a year who went under the warrant of 1854, and all the old warrants from 1840 onwards, and the captains who retired under the warrant of 1854, die off, their money will come into the country again. Therefore, that would lessen the expense for many years. And also if that number of officers I have mentioned retired annually, their retirements would soon begin to drop in. In 10 years' time, for instance, the total sum voted by the country, taking it at the rate of 7,500 *l.* a year, would be 75,000 *l.*; but you must deduct from that, the money falling in continually from the old retirements dropping off, and also from the deaths of some amongst the body of officers who have retired under it; I think that is a better scheme than having any list which becomes, as I said before, a mere seniority list, in which officers must wait for a death vacancy, to retire.

1279. You have no basis upon which you could fix the amount to be deducted from the 75,000 *l.*?—No; I did not go into that. There are 23 general officers at this moment, and adding nine officers who have taken 600 *l.* a year under the grant voted by Parliament this year, that makes 32 officers enjoying 600 *l.* a year each; many of those are men of a great age, and 10 years must necessarily make a great difference in their number, and there would be several of those 600 *l.* a year coming in. Even taking the death vacancies at two per annum off this retired list, that would in 10 years give you 12,000 *l.* back, and at the same time you must allow for any of the officers enjoying the retired pay under the new warrant, dropping off; I have no other data to go upon; I cannot go into it further.

1280. You think therefore, that you might probably get back 15,000 *l.* out of the 75,000 *l.*?—Yes; I should think at the end of 10 years you might say that the expense to the country would be from 55,000 *l.* to 60,000 *l.* that would have been voted by Parliament. At present, the state of things is this, the money voted this year was 32,000 *l.*, and an additional 5,000 *l.*; that makes 37,000 *l.*, and if the present system of retirement had been carried on, I believe it was to have been 5,000 *l.* more next year, which would have made 42,000 *l.* I do not apprehend that the carrying out of my scheme would entail a very large additional expense. We are a very large corps, the country wishes to see it efficient, of course it requires

Major-Gen.
C. Dickson,
C.B. V.C.,
R.A.

24 June
1867.

requires a great expense to keep it so, but I do not think that the scheme I propose would entail any very great additional expense upon the country.

1281. Your proposal is this: that the 32,000 *l.* a year or 37,000 *l.* a year now allotted to the Artillery, should die out altogether?—Yes; that it should die out.

1282. That at the top, instead of it, two colonels should be retired every year on 600 *l.* a year?—Yes.

1283. You would offer that in turn to the whole body of colonels from the top?—From the major generals, who are like myself unemployed, waiting for commands, or brigades. I would offer it amongst them or the colonels; amongst the superior list.

1284. You would offer it from the top amongst the major generals and colonels, whichever chose to take it?—Yes; according to the practice at present.

1285. Would you give any preference to those who are anxious to take it, and satisfy a medical board that they are unfit for service?—I should say that if you fixed the length of service, I think a medical board might be dispensed with, because the case of an officer having to satisfy a medical board is where he declines to serve. In such a case he must appear before a medical board, and if the medical board finds him unfit for service, it is for the authorities to tell him that he must take a retirement.

1286. My question is this, supposing the senior colonel on the list is fit for service, and the second colonel is not fit for service, would you retire the senior colonel all the same in preference to the second colonel?—If both were desirous of taking it, I think I should give the preference to the claim of seniority in a case where I made the retirement optional, because the second officer would have the chance of getting the retirement next year.

1287. Coming to the next rank, the rank of lieutenant colonel, you would give in the same way four retirements every year to the four senior officers who wanted it?—Yes.

1288. Would you, with respect to that rank, also give it to a senior officer who asked for it who was thoroughly efficient, in preference to a junior officer who was unfit for service?—It is a very difficult question to answer; I should say (and the same would apply to the case you mentioned before) that it would be most desirable to keep the officer who was thoroughly efficient, particularly in the case of a lieutenant colonel, where you have a greater hold upon him than in the case of a full colonel. There are always some full colonels who are unemployed, but there are never lieutenant colonels unemployed, therefore necessarily the lieutenant colonel who was physically unfit for service would get the retirement in preference to a senior officer.

1289. You would propose to revert to the warrant of 1842, under which a fixed number of officers were retired every year, but in each case, with the condition of the report of a medical board; you say, however, that you would dispense with the condition of a report of a medical board; would you dispense with it so far as to give the preference to seniority over those whom a medical board might prove to be desirable to be retired?—I think, on consideration, I should modify what I said; I certainly think, if officers cannot accept service on account of their health,

they ought to be the first to be allowed to go; perhaps you will allow me also to state the length of service, which I have not yet done. I should say that for full colonels it should be as at present, after 30 years' service or upwards; for lieutenant colonels I think it should be from 25 years' service upwards, and for captain it should be from 21 years' service upwards. That was the warrant of 1841, only that it forced them to go before a medical board. I would dispense with that requirement except in cases where officers are called upon to serve and cannot do so; then if they cannot pass through a medical board I think you might allow them the option of retiring.

1290. So that if there were not eight captains of 21 years' service who wished to take the retirement, the whole amount of retirement would not be given?—Whatever retirements are not taken during the year would be saved, in the same way as under the warrant of 1841; occasionally there were one or two which fell in; the Government did not necessarily have to give them all. But our corps has increased so much, and our service has become so varied, with the addition of India and other places that have fallen to us in consequence of our amalgamation with the Indian army, that a great many officers lose their health, and particularly in the rank of captain. There are many officers now who cannot even get half pay, and who, I believe, would be very glad to go. They are men who have deserved, by the length and character of their colonial service, more consideration than mere half pay after 21 years' service.

1291. The effect of your proposal would be to make the amount of retirement from the corps dependent upon a rigid rule of a certain amount per annum being granted to officers of different ranks?—Yes.

1292. Will you be good enough to say whether you think any calculation can be made which will insure that that system shall not be either too much or too little?—I think that the only calculation I can make as to its effect upon the promotion would be, that taking the present number of subaltern officers of the Artillery who it is most desirable should reach the rank of second captain at the proper age for service, I think it would have the effect, with the addition of the ordinary vacancies in the regiment, of making subalterns captains at from 10 to 11 years' service, which is as much as can be reasonably expected.

1293. Colonel *Percy Herbert*.] That is, second captains?—Yes; second captains. It would also bring forward the second captains if the retirements were taken (this is voluntary; there is no other way of doing it, except by making retirement compulsory), so that second captains would pass through their rank in about seven years on the average; therefore an officer would attain the rank of first captain after from 17 to 18 years' service. I doubt very much whether in a large corps like ours you could produce a much quicker rate of promotion.

1294. *Chairman*.] You have made this calculation with reference to the existing establishment of officers of Artillery?—Yes.

1295. If there was an augmentation, a larger number of officers, I presume, would have to be retired annually?—Yes, certainly.

1296. And, if the corps was reduced in the same way, the amount of annual retirement would have to be reduced also?—Yes.

1297. Have

Major-Gen.
C. Dickson,
C.B., V.C.,
R.A.
24 June
1867.

1297. Have you considered the circumstance that the corps will be greatly increased by the addition of the Indian regiments?—Yes, I have; but that will not operate for many years to come. The Indian regiments are not with us at present as regards promotion, and will not be until the whole of the officers of the old Indian Artillery are absorbed in their own regiments. Then they will come to us, but many years must elapse before they can form a part of our Royal Artillery. In the present scheme, I have only taken the Royal Artillery at its present strength.

1298. Is that when the augmentation of the captains caused by the amalgamation of the Indian regiments with the old royal regiments takes place, it will be necessary to provide for a larger number of captains, for instance, being annually retired?—The Indian Government at present provide retirements for their own officers, and, I presume, as we get more amalgamated together, the system of retirement must be extended to the regiment as it increases, but I apprehend that what I propose is sufficient for the requirements for many years to come.

1299. Are you aware that now, for some years past, a subaltern has been appointed as a subaltern in the whole Artillery corps?—I am perfectly aware of it, and at present no subaltern of the Royal Artillery can be promoted to the rank of second captain in any of the Presidency corps until all the subalterns of those corps are gone. At present, in the Bengal Artillery, there are 92 subalterns; all of those must go before the senior subaltern of the present Royal Artillery can obtain a second captaincy in the Bengal Artillery.

1300. When the time comes that a subaltern appointed since the amalgamation, reaches to be a captain of 21 years' standing, it will be necessary, under your scheme, to increase the number of retirements from that rank?—Decidedly, it will.

1301. And you think that retirement from a corps so large as the Artillery will be better effected by a fixed amount from the different ranks every year, than by a mixture of the compulsory and optional systems at certain ages, or at certain periods of service?—I am averse to fixing compulsory retirement at certain ages or certain fixed periods of service, because I think that very often great injustice is done by it. If 60 years of age had been fixed as the maximum, the country would have lost the services of many officers, and excellent officers too, and there are many other officers younger than them, whose services I believe it would be a gain for the country to lose. Therefore, it is a very difficult thing to fix any date at which to compel officers to retire, and it would be a very hard thing, in many cases, if you had such a limit. You can make physical infirmity a cause of retirement, but I hardly think it would be fair to fix a limit of age, unless the age of the officers became very advanced, and an officer had no chance of becoming a general officer before he was 75 or 70. But without that state of things, I hardly think at present that it would be fair to fix any compulsory limit of that kind.

1302. Did you hear the previous evidence which has been given, with reference to the proposed retirement of a colonel at 60 to a list which would entitle him to succeed to battalions as now, or to be employed on the staff?—I did.

1303. Do you consider that the objection to 0.105.

fixing a limit of age, would extend to a qualified retirement of that kind?—A retirement like that is merely making a second list, because I believe from what I have heard of that scheme, that the officers so retiring were still to be allowed to serve on the staff. The consequence is, that you put new officers in their place, and you have not employment for them all, and then you get a still more extended list, and some of the older ones are still desirous of serving, though removed to that list, and you prevent the younger men who have stepped into their places from getting any employment, while they are taken out of the ranks where they were usefully employed.

1304. Your first objection to retirement would not extend to that kind of retirement; but you find another kind of objection to it?—I find the objection, that I think officers who retire from the service ought to be *bonâ fide* retired, and as an ordinary rule not in any shape to look forward to it again.

1305. Do you think that your system of a certain number of annual retirements would be preferable to an optional retirement at a fixed age, or after a fixed length of service?—I think that an optional retirement at a fixed age or after a fixed length of service would be very desirable?—If no compulsion is used, I certainly have no objection to such a scheme as that; I think if an officer had his choice to serve on, or to retire after he attained a certain age, then it would be a very fair thing.

1306. In that case, might not the fixed age, or the fixed service, be pitched a little higher than according to your plan?—I think it might; I think you might even give the officers some years more, and by doing so you would allow officers who felt tired of the service, and who had the option of going, to take their retirements.

1307. Colonel Percy Herbert.] You object to compulsory retirement at 60 years of age, on account of the injustice to the individual officer?—Yes.

1308. Would you object to the proposal which was alluded to by the Chairman, that officers should be retired from the active duties of the artillery regiment at 60 years of age, but should be allowed to gain the rank of major general, and attain the honorary rank of colonel commandant, with the power to her Majesty to employ them as general officers on the staff away from the corps of Artillery; would your objection extend to such a proposal as that?—No, I do not think it would, if an officer had the option either to take that or to serve. I object to any one, on attaining the age of 60, being told that he must be put aside. The chances at that age of his promotion on the staff of the army are very small, and he would be doomed to a life of idleness.

1309. That would be, perhaps, an appropriate thing, after he had attained the age of 60?—There are, or have been, many officers, and very good ones of that age; at present there are none of that age in the Royal Artillery, from our senior colonels downwards. I believe there is no officer within three or four years of 60, but in old days we had some very good officers of that age. I do not mean to say that a man of 60 ought not to be a man of higher rank than a colonel of Artillery; but from unavoidable causes he may be so, and in that case I do not think he ought to be removed, when he can remain and do good service.

1310. Not in the interests of the corps itself?—I think

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Major-Gen.
C. Dickson,
C.B., V.C.
R.A.
—
24 June
1867.

—I think if the interests of the corps can be served by optional retirement, that would be much more advisable. I would not come to compulsory retirement until a fair trial had been given to optional retirement. Of course, if it comes to a *dernier ressort*, one must take it, but that is a thing which I would put aside until other things have been tried.

1311. I think you proposed that the rate of retirement should depend upon the rank the officer held at the time that he retired?—Yes, upon the rank.

1312. For the lower ranks of the service, at any rate?—Yes, for captains.

1313. And lieutenant-colonels?—A lieutenant-colonel would receive 400 *l.* a year; that was what I proposed.

1314. Should you have any objection, in the interests of the corps, to fixing the rate of retirement by the number of years' service which the officer had seen, irrespective of his regimental rank, on the same principle as is followed in the Indian service?—I should think that that would not be an objectionable principle at all. If the officer was to have the option of retiring upon the completion of so many years' service, irrespective of his rank. I think that plan would answer equally well with the one I have proposed. You give the officer, in fact, the Indian system of pensioning. I think it would answer equally well with the other plan.

1315. It would have this advantage, of remunerating an officer in some degree for having had the misfortune of slow promotion, which might have been owing to no fault of his?—Exactly.

1316. If that system was followed, might it not make it easier to provide for the cases of officers who were reported unfit for service by a medical board, inasmuch as they might be put as supernumeraries on a list to fall in at the first vacancy?—Yes, I think that would be of advantage.

1317. Because of course, if the retirement depended upon the rank of the officer, it might be that there was a field officer who was sick when there was only a vacancy for a captain?—Yes, I understand what you mean; if you made it depend on the number of years' service in a progressive corps like ours, whatever the number of years' service you lay down, you may almost predict the rank which an officer will be in after that length of service; that is the general rule.

1318. It varies from period to period, does it not, very materially?—I think the service of the senior captain of the Royal Artillery waiting to become a lieutenant colonel, is about 23 or 24 years, barely 24 years.

1319. According to a return which has been handed in by the Deputy Adjutant General of Artillery, we see that the senior captains of Artillery in 1836 had 36 years' service, but that in 1866 they had 21 years' service, so that there is a very great difference of age in the same rank at different periods?—Yes; but you must bear in mind that that state of things in 1836 was the result of a reduction of the army after the Peninsular war in 1822, in which a great many officers were put upon half-pay, and no vacancies were filled up until every one of those officers of the different ranks, from lieutenant colonel downwards, were brought back again. I know that when I entered the service, and joined the regiment in 1836, I mounted guard with subalterns of 23 years' service, who were subalterns with

myself who had just joined. That was an exceptional case.

1320. Future augmentations and reductions may cause something of the same kind again, may they not?—If there were great reductions, of course the corps would suffer enormously.

1321. I should like to have your opinion as to the number of years' service at which you think that it is desirable for an officer to attain the rank of first captain of Artillery?—I think he ought to attain that rank after from 16 to 17 years' service, if possible. I should think probably it would be 18 years, but, if possible, it should be less; it might be as low as 12 years, but that would be impossible with the great list of subalterns, because the retirements to be given would have to be so very extensive, that you could not possibly get subalterns promoted to the rank of second captains much under 10 or 11 years' service. And the second captains' list is a very large one; I believe, with officers of all classes, seconded officers, and one thing and another, there are 181 of them. To go through such a list as that, you must allow at least six or seven years, with every wish to benefit the officer and push them forward. Therefore I say he must have 17 or 18 years' service under any scheme, before he could attain the rank of first captain.

1322. The rank of first captain of Artillery in a battery in the field is a very important one according to the organization of your corps, is it not?—Yes, it is as important as the command of a regiment; the officer has a very large charge, exclusive of his guns, in war time; he has something like 220 men and 190 horse; he has charge of the ammunition and the reserve stores; in fact, he is the paymaster as well for his battery, and he is a commissariat officer, in fact he combines a great many offices in his person.

1323. The personal character of the officer reflects very much upon the efficiency of the battery under his command, does it not?—Of course.

1324. And to secure his full efficiency and bodily vigour you think he ought to attain that rank at not later than about 17 years' service?—Decidedly; sooner if possible.

1325. Not later than that?—Not later than that, most certainly.

1326. Am I to understand you, then, that having regard only to the efficiency of the service, and not to the mere interests of the officers, you think that any system of retirement ought to have that for its aim?—Yes, to bring officers up to the commands of which the command of a battery is the most important as soon as possible.

1327. Captain Vivian.] You were asked just now why you objected to compulsory retirement at 60 upon a list, from which list the officers would be eligible to staff appointments, and you objected to that scheme because you said it would be practically shelving officers?—I did.

1328. Do you know how many general officers of Artillery there are now employed upon the general staff of the army?—Yes.

1329. How many are there?—There are five general officers of Artillery employed in that way. There is Major General St. George, the Director of the Ordnance in War Department; Major General Ward, the Commandant at Woolwich, who commands the district; Major General Burke Cuppage, the Governor of Jersey; Major General Ormsby, the Governor of the Royal Military Academy at Woolwich, and Major General Taylor, the

the Inspector General of Artillery. There are 15 general officers of the Royal Artillery on the establishment on unattached pay, not being colonels commandant, and five of those are employed at present.

1330. Are officers of Artillery ever selected as major generals for appointments on the general staff of the army for such posts as the command at Gibraltar or Malta?—I have only known one instance, and that was many years ago; that was the late Sir Robert Gardner. Besides that case, Sir William Williams, of Kars, was Commander in Chief of the Forces in North America. I only know of those two officers who have held staff appointments on the general staff of the army.

1331. Therefore you think that, according to the present system, putting officers upon such a list as that which was proposed, would be almost a forlorn hope?—I am confident of it, for this reason: that the officers of the general army being much younger than ours, they would be naturally selected for all important commands in preference to men of 60 and over from our corps. I have not a doubt of it; not one of our officers would practically get a command.

1332. *Chairman.*] Is not it the case at the present time in the line that a colonel has to retire at 60 years of age?—He has only got the option; he can go if he likes, but they do not compel him.

1333. Is he not compelled to go under the warrant?—His Royal Highness the Duke of Cambridge has it in his power to compel him, but he is very reluctant to exert it.

1334. Are not the words of the warrant, "shall be compulsorily retired, unless the Commander in Chief chooses" to dispense with it?—It so happens that that "unless" has saved the thing from ever being carried out; but allow me to state that an officer in the line, at the age of 60, who, either at his own option or because he is compelled to go, retires from the command of a regiment, is put upon a retired list with a rate of pay which will remunerate him for his loss; in fact, he receives the same rate of pay as he would get if commanding a regiment, that is, 1 l. a day, and he becomes a major general in his turn, and is eligible to be employed on the staff.

1335. Colonel *Percy Herbert.*] What is your objection to putting an Artillery officer on precisely the same footing?—My objection to it is that, as I have already stated, I am averse to compulsion. I do not even approve of the plan of putting out lieutenant colonels commanding line regiments if they do not wish to go. But I think the cases are very rare in a line regiment for an officer of 60 years of age to be still only in that position, whereas it appears that in our corps there are several colonels, at least more than one, who are in that position, and still willing and able to command, and my objection to putting them out is, that in the line an officer may by chance get a command, but an Artillery officer will never have a chance of it at that age; they would never employ him.

1336. Captain *Vivian.*] Officers employed in command of the Artillery in districts are colonels on the staff, not brigadiers, are they not?—Yes, they are colonels on the staff.

1337. However large their district may be, and however many guns they may have, and however important their command, they are never raised to the rank of brigadier generals, are they?—Never, except in war time.

O.105.

1338. So that a colonel of Artillery going to take the command of the Artillery at Aldershot, would still find himself under all the brigadiers of infantry?—Yes; but that would not generally have any practical effect. He is at the head of his own arm, and is responsible to the general in command of the force at present, and therefore no brigadier general would interfere with him, except where by seniority the command would devolve upon him; that is the only case in which it would operate, and such cases are very rare; but the colonels of districts of the Royal Artillery exercise a command, which is in many cases threefold larger in point of numbers, that is in the numerical strength of the men and horses, and as regards the stores of artillery, ammunition, &c., of which he has charge, than that which a brigadier exercises. Of course I do not want to make any comments upon the one or the other; I speak only of their rank.

1339. However, that is simply the fact?—Yes. The only general officer of Artillery employed purely as such in peace time, was Major General Sir Richard Dacres, who, after the Crimean war, went to Ireland; I was his adjutant general at the time, but that appointment was abolished in 1859; and the officer who succeeded General Dacres, Colonel Ormsby, now Major General Ormsby, came to Ireland to command seven field batteries, and three troops of Horse Artillery, exclusive of garrison Artillery, altogether a large charge throughout the country without even being a colonel on the staff; he came as a simple colonel to command there, with no advantages or pay, except what he got from his regimental rank.

1340. That was the case with Sir David Wood, I think?—Yes; until in the end of 1859, or the beginning of 1860, the Duke of Cambridge got the Government to sanction the appointment of so many colonels on the staff for the great and important districts of England, Ireland, Scotland, and abroad. Since that we have had five or six colonels on the staff in England and Ireland, and the colonels in great districts have got those appointments.

1341. None of these offices would be open to the compulsorily retired list?—No; decidedly not, unless the officers on that list retained their rank of colonel only. They are anxious to serve as colonels, and if you make them major generals you preclude them from that.

1342. Colonel *North.*] Sir Fenwick Williams was Commander in Chief in Canada, was he not?—I mentioned him.

1343. Mr. *Pack-Beresford.*] I apprehend that Colonel Percy Herbert in his scheme did not propose promotion to the rank of major general?—As I said before, if you allowed them as colonels to get employment as Artillery officers, then your second colonels list would be so clogged that you would have a number of young colonels whom you could give nothing to.

1344. You consider that a compulsory system of retirement would in course of time create such a large list of colonels that the prospects of promotion of those at the bottom of the list to major general, or their prospect of being absorbed into the establishment of major generals, would be almost hopeless?—Yes, it would; I have considered that question, and it is simply the old story of a double list. You put men aside, and then there is a question about keeping them there; and there is the old objection against it, it does

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63

Major-Gen.
C. *Dickson*,
C.B., V.C.,
R.A.

24 June
1867.

Major-Gen.
C. Dickson,
C.B., V.C.,
R.A.
24 June
1867.

not remove them. Whatever retirements there are, ought to be *bonâ fide* retirements from the corps; there ought to be no looking back to it; they should take their retirement and go, then they would make vacancies; they would never make any vacancies in the way you mentioned.

1345. The great aim and hope of an Artillery officer of course is to arrive in course of time at the highest rank?—Yes, of course.

1346. Do you not consider that it would be a great boon to the Artillery, and to the service generally, if general officers were employed in commands where the force of artillery justifies such a course in comparison with the strength of your general officers' command?—Most decidedly.

1347. Going back to your suggestion, you said, I think, that you would allow in your scheme of retirement 600 *l.* a year to be offered either to major generals upon the establishment, or to colonels?—Yes.

1348. If major generals upon the establishment took the 600 *l.* a year, that would not necessarily give a step throughout the regiment?—Yes; it gives a step throughout the regiment, because it promotes the senior colonel of the regiment to be a major general *bonâ fide* upon the establishment.

1349. That is, if you had no supernumerary major generals?—Yes.

1350. I should like to ask your opinion as to the age of officers on first getting their commissions, and to their relative efficiency at the time when they went to the Academy at 14 years, and at the present time?—I think at present in a seniority corps like ours, the age at which they generally get their commissions is too great, but as Colonel Keane stated in his evidence just now, when you take the high character of the competitive examinations that have been going on into consideration, I do not see how you can well remedy that state of things without lowering the whole character of the acquirements to be attained by the officers. At present, I believe the average ages of the officers who get their commissions are from 21 to 22. I know that the duties of the corps were well and efficiently performed by young officers of 17 or 18, whom I had under me; when I had the honour of serving in the Crimea, I had a great number of officers of Artillery under me who came fresh from the Academy; some of them very little over 16, owing to the pressure, and certainly the duties were performed by them to my entire satisfaction, and they proved themselves a most gallant and efficient body of young men. I believe they were quite equal to the officers who are now coming into the regiment in every way.

1351. As to the education, do you think that if officers got their commissions at 18 years of age, they would be able to acquire sufficient theoretical attainments to qualify themselves as Artillery officers?—I think if they were to get their commissions at 18, you would have to reduce the present scale of education, because I do not think if they went into the Academy, say from 15 to 17, you could get lads who could attain that degree of knowledge which is now acquired. The difficulty is to take any step which will lower the standard of attainments.

1352. What I wished to ask your opinion upon was this, whether for all practical purposes, a young man at 18 might not have acquired sufficient theoretical education to qualify himself for

a first-rate Artillery officer, and if he wished subsequently to pursue his studies to enable him to arrive at great eminence in physics, or anything else to which he chose to turn his attention?—I am quite satisfied of that; I think 18 is a very good age, and by that age a young man might have acquired quite sufficient knowledge for a good Artillery officer; we do not want every officer to be a man of great scientific attainments. There are plenty of men, indeed there were plenty of men even in the old days, with what was called our defective education, men like General Lefroy, and other men highly distinguished in arts and science, who have been at the same time most eminent men in our corps as artillerists; and I should say, as a general rule, that 18 was a very proper age for a young man to get his commission.

1353. The distinguished scientific officers whom you mentioned (and one could mention a good many more), in fact, all those you referred to, got their commissions at 18 years of age, did they not?—In some instances at 17; from 17 to 18.

1354. Do you think that the advantages to the corps to be gained by getting in officers at 18 would not outbalance their want of the very high scientific education which is now required?—I think the advantage of getting them in at that age would more than balance the loss of any very high scientific qualifications, for they could acquire these afterwards in the great schools we have at present for the instruction of officers.

1355. Major Jervis.] You stated that there were five major generals on the supernumerary list employed; out of those four are employed in what you may call strictly regimental employments, are they not?—I stated the total number employed; there are but two, indeed, only one employed on the general staff of the army, that is Major General Cuppage, the other four are strictly regimental employments; I only stated the number who were employed altogether; only one, strictly speaking, is in command of mixed forces.

1356. I think out of the 17 officers who have obtained the honorary command of a battalion not a single one is employed in any way?—Sir William Williams has been employed.

1357. I mean at the present moment?—He is now governor of Nova Scotia; that is a civil appointment.

1358. He is not on the staff of the army?—Not now.

1359. You have been asked whether it would not be fair that a colonel of Artillery should retire at 60, because a lieutenant colonel in the line has to retire from a regiment of the line at 60, if he is required to do so; but I think the duties of a lieutenant colonel in command of a regiment are hardly to be compared with those of a colonel of Artillery in command of a district; you would rather compare the duties of the colonels of Artillery to those of a major general on the staff, would you not?—A colonel of Royal Artillery, an officer of 60, who gets employment would be a colonel on the staff. His duties are of a much more extensive and important nature than those of a colonel commanding a regiment.

1360. In fact they are duties which should be performed by an officer of the rank of major general?—Yes, by a general officer.

1361. Therefore, the proper comparison would be in reality to compare the retirement of colonels

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of Artillery at 60 to the retirement of major general of the line at 60?—Exactly; their duties are analogous.

1362. *Mr. Trevelyan.*] I see there are 19 unmanned batteries of Artillery according to this return?—I think those are Indian.

1363. Are the officers in those batteries in the line of promotion?—Yes, they are unmanned; but the officers are employed elsewhere on other employments. It was because the Indian Government did not require the services of so many men and officers, but they could not well reduce the number of officers, and as they had ample employment for them elsewhere, they were employed in that way.

1364. They stand in the way of promotion?—Yes.

1365. Is that besides the other difficulties of retirement, the corps of Artillery at present labours under the anomaly of having 70, 80, or 90 more officers than are required for the service?—I do not think there are so many as that.

1366. There are 19 batteries not quite fully manned with officers?—They are the Indian batteries; they stand, as you say, in the list; but although their men and horses are not there, they are employed in various ways, and attached to other companies. The Indian service is a peculiar one. Many officers are obliged to come home on furloughs and leaves, and they fill up the places with the others; these officers could not well be dispensed with, if there were not the others to take their places. I do not think they could well reduce them; it would be making matters worse, because the officers would be reduced to half pay.

1367. Besides all the other difficulties attending the question of retirement in the Artillery, there is the difficulty of having all this number of officers who stand in the line of promotion, is there not?—They are in the Indian Artillery, which is not in our line of promotion at present.

1368. I thought you said that all the Indian lieutenants had to reach the rank of second captain, before any promotions could take place?—What I said was, that every lieutenant in the Indian Artillery must be absorbed in his own corps before a promotion can be gained in ours. Until 92 lieutenants of the Bengal Artillery become second captains in their corps, the promotion in the Bengal Artillery cannot come off the head of our list; and the same is the case with the Bombay and Madras Artillery.

1369. Then they do stand in the line of promotion of the Royal Artillery?—They do stand in the line of general promotion, when the corps are amalgamated.

1370. In the case of an army going upon active service, with say 10 or 15 batteries, how many Artillery officers above the rank of captains would be employed?—A division of Artillery of two batteries would be in the command of a lieutenant colonel, and in ten batteries, they would have five lieutenant colonels specially to be employed in the command of them, and of course there would be superior rank; there would be a colonel, and if the force of Artillery attains the full size there would be several full colonels, and a major general commanding; but the proportion is one field officer to two field batteries of Artillery nominally.

1371. *Colonel North.*] I think you mentioned that there were several captains of your corps at 0.105.

this moment whose health had suffered from the service, and who would be happy to go on half-pay, but would be unable to do so. Is that caused by their not getting a sufficiently strong certificate as to their sickness, or by what other cause?—They are officers who have not served sufficiently long, according to the warrants, to get half-pay; no officer can receive half-pay until he has been 25 years in the service, as the warrant stands now; and there are officers of 17, 18, and 19 years' service, who are not entitled to half pay. They would get temporary half-pay for sickness, and then at the expiration of a certain period they would be examined by a medical board, and if they were found then unfit for service, if the circumstances were very strong, and they had been made unfit by the climates in which they had served, they might get half-pay as a boon, but that would not necessarily be the case.

1372. What becomes of them if they do not?—They have to resign their commissions in those cases.

1373. Without any remuneration?—Without any remuneration; but I believe wherever the War Office can do so, they grant half pay where the circumstances show a sufficiently strong case; that is to say where the officer's services have caused his loss of health.

1374. In the case of an officer who has been severely wounded, is he obliged to retire from the service without any remuneration whatever?—I presume he would get, in addition to his pension for his wound, his half pay, because those are peculiar cases. I was only speaking of general service, when sickness or ill health is the cause of retirement; then he would retire without remuneration.

1375. Considering the climates to which our officers are exposed, and the risks to health, for instance, in China, do you mean to say that an officer of your corps would be obliged to leave the service without any remuneration whatever under the circumstances you have described, and would not even be allowed to sell out?—If he were in ill health he would get leave, and he would receive temporary half pay, which temporary half pay might be prolonged for one year or two years, or even three years; but if at the end of that time he is not able to fulfil his duties, I believe there is no option but for him to resign his commission.

1376. *Chairman.*] Have you heard of any such case occurring lately?—I have not, but I believe that that is the rule.

1377. *Colonel North.*] With regard to the duty of an Artillery officer, is it requisite that he should have the very high class of education which he is obliged to have at present before he can get his commission?—It has been deemed so by the higher authorities, and by public opinion. For my own part, I was perfectly satisfied with the class of officers who served under my command at different periods under the old system; but there is no doubt, as the science of Artillery has progressed so much of late, and is progressing, it is desirable that officers should have a higher education than they used to obtain in the days when I was a cadet. But I think that could be obtained, and still leave a margin for an officer obtaining his commission earlier than he does now, and acquiring the superior attainments in the course of his service. We have a school of instruction at Woolwich, to which officers

Major-Gen.
C. Dickson,
C.B., V.C.,
R.A.
24 June
1867.

Major-Gen.
C. Dickson,
C.B., V.C.,
R.A.
24 June
1867.

officers are allowed to volunteer, where they receive a special class of instruction, and where, I believe, they reach a very high degree of mathematical and scientific education, to qualify themselves for holding appointments of a superior kind in the Royal Artillery; and there is always a sufficient number of candidates to do that, who will always maintain the credit of our corps as a scientific body.

1378. But the every-day duty of an Artillery officer does not require that high class of qualification?—Certainly not.

1379. What is the age now for a cadet to enter?—He enters at from 17 to 19, I think.

1380. What was the age formerly?—It has varied at different periods. When I entered the Academy the age was from 14 to 16; it was then increased, about five or six years after I entered the service, to from 15 to 17, and it remained at that age until just after the Crimean war, when they threw it open to public competition, and increased the age; each competitive examination of late has been severer year after year, and the consequence is that young men of the very highest attainments even fail now in getting admission to the Academy under the competitive system.

1381. Is there physical competition as well as mental?—Of course they must pass an examination as being sound and healthy, and strong, and their eyesight must be good, but there is nothing beyond that. There is every inducement for cadets to get physical strength at the Academy. They have gymnasiums and every means of manual and physical exercise of every kind.

1382. Major O'Reilly.] You said that young men of the very highest attainments failed to enter the Academy?—Yes.

1383. Was not that in consequence of young men of still higher attainments presenting themselves for examination?—Yes, I am perfectly aware of that; it is the natural result of competitive examination.

1384. You stated that you were averse to any compulsory retirement at the age of 60; may I ask you to supplement that by saying down to what rank of the service you think that a man is fully competent for the duties of the rank over the age of 60?—I think myself that even under the worst system of promotion we may have for some years to come, allowing for a fair proportion of retirements, we should rarely get officers to become colonels much later than 50, we will say, or 53 or 54; and they are quite competent to perform the duties of their rank up to the age of from 60 to 65, because, as I said before, the colonels on the staff perform duties more similar to those of general officers than regimental ones; and, as we know, there are many general officers employed on the staff of the army discharging perhaps less important functions than those of the colonels of Artillery on the staff at a much greater age.

1385. My question was, down to what rank would you allow an officer over 60 to serve?—I do not think that any man over 60 years of age ought to be, you might say, a lieutenant colonel; he certainly is not competent to perform the duties of the rank of lieutenant colonel as a general rule, I think, at 60.

1386. Then, am I right in understanding that you would think compulsory retirement from the rank of lieutenant colonel at the age of 60, to be justified by the requirements of the service?—

I am averse to compulsory retirement altogether, but if it is absolutely necessary for the good of the regiment to carry it out, I should say that the compulsory retirement of a lieutenant colonel at 60 would be right. Decidedly, a lieutenant colonel at 60 cannot be considered fit for his work.

1387. My question was not with regard to the good of the regiment, but with regard to the efficiency of the service; do you consider that a lieutenant colonel is not, as regards the efficiency of the service, fit for the work of a lieutenant colonel over 60?—Most decidedly.

1388. Major Jervis.] The good of the regiment is the good of the service?—For the good of the service I think he is not fit for regimental duty after 60.

1389. Major O'Reilly.] You think that while it would be unjust to compel colonels to retire at 60, because they might be fit for the duties they would be called upon to discharge, it would be right to compel lieutenant colonels of 60 to retire, because they would not be fit for their duties?—Yes, certainly.

1390. Is there any age at which you think a man might be fairly required to retire from the rank of colonel?—I should say at 65 he might be fairly asked to do so.

1391. Then, do you consider that a colonel would be fit, on the average, over the age of 60, for the active duties in the field belonging to the rank of colonel?—Perhaps not, on the average; you might here and there get a man who would be fit for active service in the field at that age, but I think not, on the average.

1392. Do you not think that the retirements in all branches of the army ought to be calculated upon what is required for efficiency in the field?—Certainly we ought to look at the whole army from that point of view; all officers ought to be of such an age as would make them efficient in the field. But in the same way in which officers are said to be retired, and eligible for command, even if you put them aside; at 60 an officer might get a command which, in the case of war, might give him very important duties to perform after 60, if you allowed him to serve. I should be sorry to see compulsory retirement, but if for the good of the service it is necessary to have it, it should at once be made a *bonâ fide* retirement; the officers should get a pension, and retire from active service altogether.

1393. You stated that in the system you would propose, of a certain number of annual retirements being open to officers, you would consider it right that a preference should be given to those who were reported unfit by a medical board?—Yes.

1394. Might not that give rise to a good deal of difficulty, when there were two officers, both of whom wished to retire, and it was known that the one would have the preference over the other, because he could get a board to incline in his favour; we are speaking of course of officers not clearly disqualified by wounds, but of officers comparatively disqualified?—Then to avoid that difficulty, there is no other remedy than to give it to the senior, because if you allowed officers to retire in consequence of the reports of medical boards, it might lead to an officer who wanted to get the advantage of it, getting up a case to retire; it is very easy to get up a case for that purpose. Therefore I should say, in order to obviate that

that difficulty, that you must give it strictly to the senior.

1395. You think, upon the whole, you must give it strictly to the senior?—Yes.

1396. You stated that officers in bad health, which is not directly the effect of service, have not now the means of retiring; would not that continue to be the case under the plan you propose?—I would give officers who were under 20 years' service, from 15 to 20 years' service, if they were found unfit for service by a medical board, from ill health, either half pay or a compensation in lieu thereof.

1397. My question applies to an officer of over 20 or 25 years' service, who is in bad health, but who happens not to be the senior entitled to the retirement under your system; would not that officer be in just as bad a position as ever?—No, because if he sends in a claim for retirement one year, and fails to get it, as the retirements take place every year, the chances are that he will be sure to come in the next year. If he failed the first year, when he sent in his application, it would be a question of a year or two, and if his health was bad, he could be allowed leave; he might get temporary half-pay in the meanwhile.

1398. I believe, under the present system of retirement, it not unfrequently happens that the retirement offered is taken by a younger and more efficient officer, and that an officer who has a more immediate chance of promotion declines it?—Yes.

1399. Do you not think that that objection might apply also to the system you have suggested?—It would apply, I am afraid, in the case of men in the higher ranks.

1400. Would not it apply in the case of the lower ranks; is not, it probable that a much younger captain, a man quite at the bottom of the rank of captains, might retire in preference to a much older and less efficient man who, being near the top of the rank of captains, declined your voluntary retirement?—It might be so occasionally, but I think that it would not happen often; and I think no system of retirement short of compulsory retirement would prevent that evil from arising. I always speak of compulsory retirement, or any system that fixes an age at which an officer must go, as the very last resource.

1401. Your system of retirement for the Royal Artillery is entirely founded, is not it, upon the present condition of that branch of the service, and on the present number of subalterns, and on their present age?—Yes.

1402. But you think it would work, and be satisfactory, probably, for some number of years to come?—I think so; I am pretty sure of it.

1403. You cannot say whether it would for anything more than a certain number of years immediately coming on?—You leave the retirements to the option of the officers themselves; but even in the case of compulsory retirement, you could hardly put it in force yet for some years to come; the senior colonel of Artillery at this moment is only 56 or 57, and you could hardly retire him at that age.

1404. Your system is not founded upon any principle which will work in other times and circumstances, but only founded upon the requirements of the present condition of the service?—I beg your pardon; I should think that such a

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system as I have proposed would last for a very long time.

1405. It is a question of how long it will last; it is not a system which will necessarily apply to all times?—The only system which will apply to all times is a system of fixing an age, and making the officers go at the age you fix; and the question is whether that system would be advantageous to the service.

1406. The system which you propose, you think will not apply as soon as the influx of Indian officers comes in to affect the service, which will not be, you say, for a considerable time yet?—It will be a great many years before that could apply.

1407. When that time comes, your system will not apply?—It would apply by increasing it. Of course, if the corps gets larger, you must increase the numbers to retire.

1408. Is it founded upon any principle compared to the numbers of the corps now, so that you could work it out, and see what increase would be required when the corps was increased?—It is founded upon the principle of a certain sum of money to be voted annually by Parliament; and as you know the number of the officers to be retired, it is very easy to tell the sum which would be required; it is a fixed sum annually, and you could increase it at the same rate as the corps increases. All the Indian retirements at the same time would drop in, as their holders died off, to the Treasury, as well as our own. That would relieve the expense considerably in time, though some of the incumbents of these pension lists must naturally go on for some time to come.

1409. Am I right in understanding that you think while 7,500 *l.* a year would be the proper sum to provide the retirements for the corps which you suggest in its present strength, the proper sum which would have to be provided for retirements for the corps in any other strength, greater or less than the present, should be founded upon the basis of 7,500 *l.* a year for the present strength?—Yes, the strength of the Indian Artillery that will be amalgamated with us by degrees, is 14 brigades, which is less than half of what the whole corps will be; 31 brigades will compose the whole of the Royal Artillery, including the Indian as well as the others; it would be less than half of that; so that it is a matter of simple calculation. There are 17 brigades at present of the Royal Artillery; the old corps, and 14 of the Indian corps.

1410. Then one may arrive at the conclusion from that, that if 7,500 *l.* is what you suggest for your present strength of 17 brigades, something rather less than twice that annual amount would be what you would suggest when the additional number of 14 brigades was added?—It would come to about that.

1411. Mr. *De Grey*.] Do you object to a compulsory system of retirement, in consequence of the hardship it would entail on an individual who was required to retire, or on the ground of the loss which the country would sustain in losing his services?—I put it more on the ground of the individual. I considered it more upon the question of the individual officer. I think the feelings of individual officers may be consulted in these cases, provided the service does not suffer by it.

1412. If a discretionary power was left with the commander in chief to retain the services of any distinguished and efficient officer, would that

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Major-Gen.
C. Dickson,
C.B., V.C.,
R.A.

24 June
1867.

Major-Gen.
C. Dickson,
C.B., V.C.,
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24 June
1867.

remove your objection to the compulsory system? —I think there would be no end to it, because it would be rather an invidious and difficult thing to do. The question would become one of interest and favour as much as one of merit. Therefore, that is a proposal which I should not like to recommend.

1413. With respect to lowering the standard of education, what do you think would be the effect of lowering the standard of the competitive examinations on entering the academy? —The standard depends on the age; of course, if the age is lowered, you must necessarily lower the standard. I do not think that the regiment would suffer in any way thereby.

1414. You think that it would not admit a different class of men? —I think not, for I fancy that the expenses of the preparation would be very nearly as great to the parents as they are now, and the expenses of the academy are another consideration which would prevent a lower class of men in many cases from going there; I except, of course, the cases of officers, whose sons pay a very moderate scale; but as regards civilians, for noblemen's and gentlemen's sons who enter the academy, paying now a very high rate, that would remain as before; and I think that that is a greater deterrent to people of a lower class from entering than anything else. I know there is at present nothing to prevent the son of a wealthy shopkeeper or tradesman, or any one of that class, coming in and becoming a competitor for the academy. In fact they do it now, and they could do it then; it is the same thing as regards the open competition. I do not think it would make the slightest difference in the class of cadets; it would lessen the expense very often for the sons of officers who are men of not good incomes, and who have to prepare their sons for the competition. Any diminution of the preparation that was necessary would of course make a great difference to them, but I do not think there would be the slightest difference, generally speaking, in the class of cadets you would receive.

1415. You think, on the whole, as I understand you, that it would be advantageous to the service that the standard of age and the standard of education should be lowered? —Yes; the younger you can get an officer in within a reasonable limit, the better for the service, because you get the benefit of the continuance of his services for a longer period.

1416. Mr. Pack-Beresford.] You said, in answer to a question, that you should not so much object to a fixed limit of service or age in one of the junior ranks; for instance, I think you said that at 60 a lieutenant colonel might be made to retire? —Yes.

1417. Do you not think that as a rule it would act much more harshly upon the body of the officers, if you selected a junior rank, with of course a lower scale of pay, to make officers retire from, than if you allowed them to arrive at the top of the list, and then retire, of course on considerably more pay? —I only spoke of the compulsion with reference to an officer being unable to perform his duties; as I stated before, I am averse to compulsory retirement altogether; I think it would be a great hardship, so that I only spoke of it in reference to an officer being able to perform his duties properly.

1418. I think your objection was, that it would be a hardship on certain officers, and hurt their feelings? —Yes.

1419. Taking the body of officers, would it not be a much greater hardship upon the officers, as a whole, if they were obliged to retire from a junior rank, because the effect of not retiring in an upper rank would of course be very much to increase the age or length of service in the next lower grade, so that all the officers, if put out at a certain age, would go from that rank? —I am averse from putting out any in that way.

1420. Chairman.] You are averse altogether to the system of compulsory retirement? —I am; I only said if the country is compelled to come to it, it would be best that they should come from that rank which I mentioned.

1421. Colonel Sturt.] Are you aware that the standard of admission to the corps is higher than the standard of admission to the French Artillery, or that of the foreign armies generally? —I believe the French standard is a very high one.

1422. As high as ours? —I am not aware; I think not at present; it used to be much higher than ours, because I think a young man went from the Ecole Polytechnique, and got into the Artillery as an officer, before 21; I believe ours is as high now as theirs.

1423. That is the case with our Artillery now; the average age of getting commissions is about 21, is it not? —Yes, about 21 or 22.

1424. Captain Vivian.] Can you tell me whether the age of the general officers at present employed upon the staff of the army is above or under the compulsory age, taking it at 60? —There is but one who is above that, namely, Major General Cuppage, who is in Jersey.

1425. The others are all under 60? —The others are all under 60.

1426. And with regard to the 15 general officers upon the list of general officers now, are they over or under the age of 60? —I suppose there are about seven of them above 60, and the remainder are under that age; six are over 65. I think I should be about right in saying, that there are about eight or nine over 60; there are altogether only 15, and of those six are above 65. I think the rest jumped down to 56 or 57.

1427. Captain Vivian.] What is your opinion with regard to reducing the period of entering the academy to the old time of 15 years of age, from the present time of 17? —I think it would be very advisable to reduce the time if possible.

1428. You think it would be very advisable that youths should enter at from 15 to 17, instead of from 17 to 19? —Yes.

1429. Colonel Percy Herbert.] I think you remarked upon the few general officers of Artillery who are employed upon the staff? —Yes.

1430. Are you aware that of the 17 colonels commandant there are only three that are under 75 years of age? —Yes.

1431. We may assume that they entered the service at 18 years of age, which would be of course sufficiently correct? —Yes.

1432. Of the 15 general officers unattached, not colonels commandant, six are over 65? —Yes.

1433. Chairman.] You dropped the words with the present great list of subalterns; did you mean by that to imply that the number of subalterns in the corps is, in your opinion, excessive, compared with that of the captains and field officers? —No, I do not think, in war time particularly, and in peace time, as the corps is now constituted, you could carry on the duties of a battery with less than three subalterns, which is the present strength

Major-Gen.
C. Dickson,
C.B., V.C.
R.A.

24 June
1867.

strength. I only spoke of the great augmentations which have increased the total numbers.

1434. One of your objections to the compulsory retirement of a full colonel at 60 was based upon the supposition that he would get a step in rank, and that he would only be eligible for staff appointments as a major general. If he did not get that step in rank, would the objection be as strong as you have hitherto felt it to be?—I think if a colonel does not continue in his command or appointment from which it is proposed to retire him for being 60 years of age, he is not likely to get any other employment on the staff.

1435. If he was practically excluded from service in the field, but still available for certain employments on the staff which colonels in the corps get, would that diminish your objection?—It has this effect; it clogs the list with a number of colonels whom you do not want.

1436. Putting it simply as a question of grievance to the officer, what would you say?—It would be no grievance to the officer if he gets employment as a colonel on the staff after he is put aside on the retired list, and can hold the appointment for five or six years, as usual; I suppose he could have no grievance then.

1437. Then the only remaining objection you would have would be its making the list of colonels so large as to clog the promotion to the major generals' list?—It would not help in the least towards any promotion, except that to full colonel, which certainly is the rank from which they would have to select officers to command the Royal Artillery.

1438. You said that one of the grievances of the present system was the inability of an officer who was not wounded, but who was disabled by service in a tropical country from retiring on half-pay under a certain length of service, and you thought that your system of annually retiring a certain number of each rank would meet that, because, if such an officer did not get his retirement one year, he would probably get it the next?—Yes.

1439. Might he not meanwhile be promoted?—Yes.

1440. And then he would lose his chance till he got to the top of the next rank?—Yes, that might happen.

1441. So that if he did not get his step through this system of retirement, but expected to get it next year, is not there a very considerable chance that during that year he would get his step by a death vacancy?—That might be so; but if an officer found himself so high up on the list that he would be likely to get a step, I think he would strive all he could to avoid retiring till he did get his next step, and then he would serve on.

1442. Is not it practically the case that you cannot expect to retire officers who are inefficient from ill-health under a system of mere fixed op-

tional retirement from the top of each rank?—I think, if you took the numbers to whom it is to be allowed, you would find that it would work so.

1443. You said that you considered the system of seconding of advantage to the corps, I think?—No; I do not think I said anything about seconding.

1444. Will you be good enough to state to the Committee whether in your opinion the system of seconding is of advantage to your corps or not?—It is of advantage as creating a certain number of vacancies for bringing forward subalterns. The seconding is simply taking away officers who hold civil employment in the manufacturing departments and other Artillery establishments; as they are not performing regimental duties, you fill up their vacancies with officers who do perform the duties, which they do not. I think it is of great advantage to have the system. While those appointments exist each of them creates a step for the subalterns, or whoever it may be.

1445. Do not the Artillery officers get a certain number of appointments outside the service altogether; I mean civil appointments?—None that I know of, except that Lieutenant Colonel Anson has just been appointed Governor of Penang, and there are one or two other officers who have had foreign or colonial appointments, but that is not so common an occurrence with us as it is with the engineers; in fact it is very rare.

1446. As a balance of advantages and disadvantages, do you consider the system of seconding officers for civil employment a good one?—Yes; because you take them from their regimental duties, and if you had not the system of seconding, you would oblige other officers to perform their duties without the advantages of the rank or pay belonging to them.

1447. Mr. Pack-Beresford.] With regard to the artillery establishment of general officers, are you aware, that in proportion to the strength of the regiment, it is below the strength contemplated, when it was recommended to have a fixed establishment of general officers?—Yes.

1448. Do you know what number of general officers are required to bring up the proportion?—When the Royal Commission of 1854 made its report and recommendation, there were then 13 brigades of Artillery and 1 brigade of Horse Artillery, making 14, and the number then fixed was 32 general officers for the establishment. Since then, we have got 2 brigades of Foot Artillery and 1 brigade of Horse Artillery added, which makes 17; and I presume, having regard to the establishment having been fixed when there were 14 brigades, that there ought to be at least four, or half-a-dozen more general officers added to the list.

Colonel JOHN M. ADYE, C.B., was called in; and Examined.

1449. *Chairman.*] You are Lieutenant Colonel of the Royal Artillery, and a Colonel in the Army, I believe?—Yes.

1450. What is your present employment?—I am temporarily employed in the Ordnance Select Committee.

1451. Have you considered the question of retirement from your corps?—I have.

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1452. Have you considered it both with reference to the flow of promotion in the corps, and to the efficiency of the officers themselves?—Yes, I have.

1453. Is it your opinion that the present system is a satisfactory system in those respects?—No; I think it is not quite satisfactory.

1454. Will you tell the Committee in what respect

Colonel
John M.
Adye, C.B.

Colonel
John M.
Adye, C.B.

24 June
1867.

respect you consider it unsatisfactory?—I think, in the first place, that we have an insufficient number of general officers, as compared to the rest of the army; secondly, that there is the want of a limit of service at the top of the list of colonels. There ought to be a limit at the top, defining how long an officer has to serve in a regimental capacity; thirdly, I think that the grant for retiring allowances is insufficient; fourthly, I think that the appropriation of the present retiring allowances is defective; I think, fifthly, that the condition of the regiment is unsatisfactory at present, owing to its abnormal state, in consequence of officers, comparatively young in years, having been pushed on to the top, and ultimately, unless something is done, there will be a great reaction, and those now at the bottom will be of great age before they get to the top.

1455. What suggestions do you make to remedy those evils?—The remedies I would propose are, 1st. An increase in the establishment of general officers in proportion to the augmentation of three brigades, which have occurred since the fixed establishment of general officers was first laid down in 1854.

1456. What addition would that be?—It does not exactly divide; it would amount to about six; we have now 17 brigades to 32 generals; therefore three more brigades would make very nearly six more generals. 2ndly. I would have a limit of 40 years' service at the top of the colonels.

1457. Do you mean by a 'limit of service' that every full colonel of 40 years' service should be retired?—I do not say that he is to be retired; I will enter into the detail if you wish it, directly; what I mean is, that no officer should remain in the regiment to do regimental duty as a colonel after 40 years' service. 3rdly. I propose a graduated scale of pensions (with a small bonus) to be given by service, and not by rank; the rules to be very simple and few. 4thly. An honorary step of rank on retirement. 5thly. Officers to enter the corps at about 18 years of age. 6thly. That the establishment of subalterns shall not be kept full in time of peace. If you would allow me, I should like to explain that.

1458. Have you a paper upon this subject?—I have a paper, but it goes, first of all, shortly into the history of promotion.

1459. Will you put it in, and read that part of it which bears distinctly upon the proposals you have made?—"In a seniority corps there are but three ways of obtaining promotion: 1st. By death vacancies. 2nd. By promotion of colonels to be generals. 3rd. By retirement with pension. The first is a constant quantity, that is, it will occur at a certain proportionate rate, but as the average duration of life far exceeds that of efficiency in an officer, it is not of itself sufficient to maintain a regiment in a sound condition. The second outlet is by the promotion of colonels to the rank of general. There are, however, but 32 officers of the latter grade, including the colonels commandant to a regiment of over 900 officers, so that promotions from that source are very few. It is to be observed that on the abolition of periodical brevets in 1854, the above number of generals was fixed for the Royal Artillery as being in proportion to those of the Cavalry and Infantry. Since that date, however, the other two branches have received certain augmentations, and an increase to their generals accordingly. Whereas, though the

Royal Artillery have been augmented from 14 to 17 brigades, the number of their generals remains the same. It also appears that the Royal Marines have 11 unattached generals to 489 officers, whereas the Royal Artillery have 15 to 905. There would therefore appear to be valid reasons for somewhat increasing the number of general officers of the Royal Artillery, and such a measure would, to its extent, prove beneficial to the corps as adding to the proportion of those in the higher ranks.

"The third and apparently only effectual method of maintaining regular and efficient promotion in a seniority corps is by a system of pensions or retiring allowances. Those of the Royal Artillery previous to 1840, it will have been observed, were reported as quite insufficient, and evidently proved so; and although in the latter year some considerable improvement was made in this respect, still, again, in 1854, a second Royal Commission recommended a more liberal scale of pension, and an increase in the numbers; since 1854 three more brigades have been added, consequently the amount then given, even if sufficient at that time, is evidently not so now; it is not, however, that the annual grant has not kept pace with the augmented establishments of the corps, but there are inequalities and other defects in its distribution, which seem to require alteration. The rules hitherto in force in this matter appear, for the most part, to have been temporary expedients rather than parts of a comprehensive plan, and although the general design has always been to provide against extreme age and consequent inefficiency in the upper ranks, still no definite limit of age or of service has ever been laid down at which officers are to cease performing regimental duties; thus, within the last few years, we have seen colonels doing duty when over 70 years old, whilst others have obtained 600 *l.* a year retirements when they were under 50; cases of this kind can hardly have been contemplated by the Royal Commissioners of 1854. It appears to me that an essential rule in a seniority corps is to define the limit of service at which officers should cease to perform regimental duties, and I would suggest 40 years' service as appropriate; my view is that each officer who, on arriving at the head of the list of colonels (by army rank) has 40 years' service (this is laid down on the supposition that each officer is about 20 years old when he receives his first commission) shall, at the discretion of the military authorities, either be promoted at once as a supernumerary major general or else shall be called upon to retire on 600 *l.* a year, with a step of honorary rank. Of course if any officer reaches the top of the colonels before 40 years' service, he would be promoted in due course, whilst, by thus giving a discretionary power to the military authorities, they would be enabled, should promotion languish, to retain occasionally as generals, such colonels of 40 years' service as might be considered desirable. The generals so promoted as supernumeraries would be gradually absorbed into the fixed establishment as vacancies occurred. The great advantage of this limit of service at the top of the colonels would be that the regiment, even in time of peace, would never fall below a certain level, and the other ranks would also fall into a natural gradation of length of service. Another point calling for remark is, that hitherto pensions have been generally given by rank rather than by length of service,

Colonel
John M.
Aclay, C.B.
24 June
1867.

service, and this operates unequally; for instance, within the last few years we have seen colonels accepting 600 *l.* a year when over 70 years old, whilst now the officers eligible for the same amount are not 50, so that in the latter case the recipients have not only enjoyed good fortune during their career, but find themselves entitled to large pensions on retirement; thus an inducement is held out to the comparatively young and prosperous officers to retire, whilst the object should be just the reverse. The regulations as to retirement on full or half pay after a certain number of years, also act unequally, as they depend on the rank held at the time of retirement. I therefore propose a graduated scale of pensions according to service, and not by rank."

1460. Will you be good enough to state your proposals, one by one, shortly?—First, officers from 15 to 20 years' service wishing to retire, to be allowed 1,000 *l.* sterling bonus on leaving the corps, but no pension.

1461. Would that be their absolute right?—No, I have a limit; secondly, officers from 20 to 25 years' service wishing to retire, to be granted a pension of 150 *l.* per annum, with a bonus of the first year's salary of 150 *l.* As regards these first two rules, I would place a limit on the number of officers allowed to retire under them, say two of the first, and four of the second, per annum.

1462. Colonel *Percy Herbert.*] Will you just say how you would give the option; would you give it to the senior?—As a matter of course to the senior. Thirdly, officers of over 25 years, and up to 40 years' service, to be granted pensions at the following rates, and to be free to take them without limit as to numbers: 25 years' service, pension 250 *l.*; 26 years' service, 270 *l.*; 27, 290 *l.*; 28, 310 *l.*; 29, 330 *l.*

1463. *Chairman.*] There is an increase of 20 *l.* every year?—Yes, every year up to that time.

1464. Colonel *Sturt.*] Without limit as to number?—Yes; and the whole of those in that category to have a bonus of 200 *l.* on retirement. Then at 30 years, a pension of 350 *l.*; 31, 370 *l.*; 32, 390 *l.*; 33, 410 *l.*; 34, 430 *l.*; those from 30 to 34 years' service, inclusive, to have 250 *l.* bonus on retirement. At 35 years' service, a pension of 450 *l.*; 36, 480 *l.*; 37, 510 *l.*; 38, 540 *l.*; 39, 570 *l.* The whole of these last officers to have a bonus of 300 *l.* on retirement, in addition to their pensions. Officers of 40 years' service, to have 600 *l.* a year pension, and 350 *l.* bonus.

1465. *Chairman.*] Is that all the proposals you make?—I would only wish to mention that this system is somewhat similar to one which is now adopted in India, and has been for many years. I can go into the reasons, if you wish it. I will hand in my paper.—(*The same was handed in. Vide Appendix.*)

1466. Then your plan is, in short, this, to get rid of the present 32,000 *l.* a year retirement as such?—Yes.

1467. To increase the number of major generals upon the establishment by six?—Yes.

1468. To leave the pay of the major generals, and the succession, to the command of battalions as it is now?—Yes.

1469. To retire every officer compulsorily, after 40 years' service, on 600 *l.* a year pension?—Yes; either to retire or to be made a supernumerary major general.

O.105.

1470. With a step in rank or not?—With an honorary step of rank, or with the option on the part of the military authorities if they wish to retain his services, and there is not a vacancy, that he should be made a supernumerary major general.

1471. And between 40 and 25 years' service, to give every officer a limited right of taking, if he likes, pensions graduated from 600 *l.* down to 250 *l.*, and bonuses graduated from 350 *l.* down to 200 *l.*, and below 25 years' service to give a limited number of optional retirements, some at 150 *l.* a year, with 150 *l.* bonus, and two a year of 1,000 *l.* down?—Yes.

1472. Do you propose with respect to those who retire at their own option between 39 and 25 years' service, that they should have a step of rank?—Yes, I propose on retirement, in whatever rank they may be, that they should have an honorary step in rank, and have done with it.

1473. And with regard to those who retire below that, between 15 and 25 years' service, is it your proposal, that they also should have a step of rank?—I see no objection to it.

1474. Have you calculated what this scheme would cost?—No, I do not think it is possible to calculate what it would cost, because you do not know how many men will take it, but I do not think it is a question so much of cost, as whether the pensions are of a moderate kind, and if they are, I think then that the Government, if they wish to benefit the corps, and to make the promotion moderately good, must adopt some plan of the kind.

1475. Will not the extent of the benefit to the corps, depend upon the number of officers who take it?—Yes.

1476. And will not the expense depend upon the number of officers who take it?—Certainly.

1477. Therefore, will not the benefit to the corps depend upon the amount of expense?—Yes.

1478. Therefore, when you calculate upon a certain amount of benefit to the corps, cannot you give us also a certain amount of probable expense?—No, it is impossible to give any idea, except in this way; you can reason from the Indian service; the Indian service pensions are a good deal more liberal than those I have stated; I can tell you what they are, if you wish, but I have never heard that there is any undue pressure upon those pensions; they are thrown open to the whole army. And secondly, in various branches of the civil service, there is a graduated scale of pensions to be given after so many years' service; I am not aware that there is any limit to the number, and I do not think that they lead to any excessive run upon the pension list.

1479. You recommend this as the right system because you think it will produce a certain amount of promotion in the corps?—Yes.

1480. You have calculated the extent to which you would carry this system to be of use?—Yes.

1481. Having calculated it, cannot you give us the amount which at these figures it would come to?—No, it is quite impossible; it would be quite illusory to give anything of that kind. I think, if the retirements are moderate, the numbers will be moderate. Of course, if I put large figures down, you might expect to get a rush of officers from the corps, and the Government might find they had given too much.

1482. You recommend this system because you think

I 4

Colonel
John M.
Adye, C.B.

24 June
1867.

think that a certain number of people will take advantage of it?—Yes.

1483. If they do not take advantage of it, it will not be of sufficient use to the corps?—Quite so.

1484. If they do take advantage of it, it will be of a certain use to the corps?—Yes.

1485. To what extent do you think advantage will be taken of it?—I think having a limit at the top of 40 years' service, an officer knows that he must go then if he is not a general; he finds that the pensions are graduated down from that point; he sees his future clear before him, and he may take a retirement at any time. A number of officers will, no doubt, go every year in various parts of the regiment, which is the great object, namely, to break up the long lists.

1486. You have not calculated to what extent officers will take advantage of such a system as you propose?—No; I think a calculation of that kind is not possible.

1487. If it is not possible to make such a calculation, how can it be possible to say that this system will remove the evils of which you complain?—I have done it upon the general principle that officers below 30 years' service should retire upon less than what might be expected to be their full pay; that at 30 years' service it should be about their full pay, and then gradually increasing. Those are the kind of principles I went upon. I considered that an officer of 30 years' service was entitled to a fair calculation of what might be his pay at the time.

1488. You cannot give the Committee any idea to what extent this plan of yours really will be carried out, and how much it would cost the country?—No. Perhaps you would allow me to read remarks that were made upon the same subject from the Report of the Royal Commission of 1854. It is a memorandum upon promotion in the Royal Engineers, I believe, by Sir John Burgoyne, but it is not signed. He is speaking of promotion; he says, "The only remedies are a system of liberal retirement which will make it easier to remove such members, and one that will raise the whole corps to higher grades at lower ages; and this cannot be attained at all without considerable expense, and the inconvenience will be the greater as compared with other public services in proportion to the greater wear and tear of bodily powers which at the same time are so much more required in the military service." Again, he says, "In the Ordnance Corps, unlike the rest of the army and navy, the service is continuous. There is no half pay (except as permanent retirement) or unemployed list. It can then scarcely be considered an unreasonable charge on the public, if they become entitled to a liberal retirement after 30 years' actual service; that is at 50 years of age, for such portion as may be then thought unequal to the duties, with a lower rate for those who may be disqualified at an earlier period." Then he finishes by saying, "It is suggested that the only just proposition for the arrangement should be founded on that mode of reasoning, and not on the aggregate amount of charge to the public."

1489. Mr. Pack-Beresford.] Surely it would be a complete matter of calculation to ascertain how far the retirements must be made use of to keep the regiment efficient; by going into the matter you could calculate without any great difficulty how many officers must retire, to provide for promotion to particular ranks at a par-

ticular age throughout the regiment?—I have two rules; one is that 40 years' service is the limit at the top; secondly, that there should be a gradation of pensions below that. In laying that down, I believe you will find that by simply having that limit at the top, the other ranks will fall into their natural gradation of age; they never can be very old; but I cannot say how many men will accept a particular scheme of retirement. I think it would be quite an illusion for me to put forward any figures.

1490. I meant to say this: if you go through the Army List you have certain fixed quantities; that is to say, you have those officers per annum who you suppose certainly will retire at 15 years, 20 years, and 25 years, and you also have officers retiring or put aside at 40 years of age; and from the Army List you know, in the course of the next 10 years, how many steps that will give you. Then it remains to be seen how many other retirements you must provide, in order to bring the subalterns up to 15 years' service, or whatever you think efficiency requires. In that way you might get an idea of the expense, might you not?—I do not think you can go into those calculations with any certainty. My view would be this: if 600 *l.* a year, for instance, is the proper pension at 40 years' service, then an actuary would tell you what an officer ought to get at 30 years' service; a man who was 10 years younger in fact; that is the way I would put it. If you think 600 *l.* a year is not too much for an officer 60 years old to receive, an actuary will tell you what one of 50 or 40 ought to get. Therefore my scheme is not one of unlimited expense.

1491. Colonel Percy Herbert.] You spoke of the number of general officers for the Artillery having been fixed some years ago with reference to the number of brigades of Artillery; with reference to the number of combatant officers I think it was?—Yes.

1492. I think the list of the general officers for the army at large was also fixed about the same time, was not it?—Yes.

1493. With reference to the same question, was not it?—Yes.

1494. You say that there has been no increase to the Artillery of late years, though the number of brigades has been increased?—Yes.

1495. There has been an increase to the infantry and cavalry, has there not, since then?—Yes.

1496. And there has been no increase in the number of generals to them either, has there?—Yes, there has been a large increase to the number of generals of cavalry and infantry.

1497. Since that time?—I do not remember the date; I think it was about the year 1858; but these are matters of fact which can be ascertained. I have not traced the augmentations of the general officers of infantry and cavalry, but I know that when new regiments have been added, and battalions brought in from the Indian Army, general officers were brought in also.

1498. Were any general officers added for the 27 second battalions which were added during the Russian war?—I think you will find that there were a considerable number added.

1499. Major Jervis.] A question was asked today with reference to the non-retirement of the Indian officers in proportion to the number of subalterns of Artillery, having regard to the number of brigades. It was said that the only chance

89
Colonel
John M.
Adye, C.B.
24 June
1867.

chance of promotion the subalterns at present attached to the Indian brigades have, until the whole of the captains of the old Indian brigades die off, is in the English Artillery; are not their chances very much lessened by the addition to the corps?—No, their chances are not lessened; those who have joined since the amalgamation will, in point of fact, have the promotion of the four regiments.

1500. The question was put in this way. In the Bengal Artillery there are still more than 90 subalterns of the old regiment who have to see their way up in the Bengal Artillery; and, until that takes place, all the subalterns of the English Artillery attached to that brigade have only got the promotion in the old English Artillery to look to for their promotion?—No; the subalterns in the Bengal Artillery take promotion in their own list; they are all older officers, and have been longer in the service than those who have joined the old Royal Artillery since the amalgamation, and, therefore, they are deservedly promoted. First. Directly they die off, the promotion will go to those who have joined since the amalgamation. I think that is all just enough, but I think in view of the stagnation which is probably coming on our regiment, it would be advisable not to fill up all the steps in the subalterns' list.

1501. When you were Deputy Adjutant General to the Artillery in India, was any reference made to your office in any way, with a view of seeing what charge should be made upon the Indian Government with reference to the pensions that would accrue in respect of those officers. Was the question brought before your notice as to what share the Indian Government should bear of those pensions?—No, but I think that it is a question that ought to be gone into.

1502. At present, as far as we can learn, they get the services of the English Artillery out there at this moment, without at all bearing their share of the burden of the pensions accruing from the service that takes place there?—Quite so; I believe they do; I am told that it is supposed to be covered by what is called the capitation grant; I am not aware on what principles that capitation grant was drawn out, and I doubt very much whether the Indian Government ought not to be called upon to pay the pensions of the 14 brigades which were added; and, in addition to the 14 brigades, I would point out that there are two brigades of the old Royal Artillery in India. Consequently there are 16 brigades of Royal Artillery in India; I think the Indian Government ought to be called upon ultimately to pay the whole, and at present they ought to pay a fractional part of that burden; that is to say, they ought to pay for the services of those subalterns who have joined our regiment since the amalgamation.

1503. But that was never brought before you whilst you were Deputy Adjutant General to the Artillery in India?—No, I never heard anything about the capitation grant.

1504. Mr. Trevelyan.] Do you consider that the officers of these 19 unmanned batteries are in addition to the requisite strength of officers of the Royal Artillery; that they are superfluous, in fact?—As a matter of my own opinion, I think that they are in some degree. There has been a great deal of correspondence with the Secretary of State for India and the Indian Government as to those officers. They are supposed to be used to supply officers for the dépôts at home, to

supply officers in place of others who are sick, and to supply officers for the Native Artillery. But these officers of the unmanned batteries are in large numbers; I think in larger numbers than are required for the wants that were detailed for them.

1505. So that they clog the promotion of the Royal Artillery, and at the same time are used for purposes alien to the Royal Artillery?—They do not clog the promotion, inasmuch as there are the same number of the upper ranks in proportion to those officers as to the others. It does not stop the promotion, because they are in all grades. The batteries consist not only of captains and subalterns—there are field officers in proportion; but to my mind there are a greater number of field officers, captains, and subalterns than are required for the service. However, that is not a question upon which I am in a position to give a decided opinion; it is a question for the military authorities to decide whether they think they are required or not.

1506. Mr. Pack-Beresford.] The expression was used "for purposes alien to the Royal Artillery." I think the mode in which those officers may be employed is laid down and provided by officers of the Royal Artillery in India?—Yes; I cannot say that they are employed in duties alien to the Royal Artillery; they are employed always regimentally, including the Native Artillery, which is a part of the duty of artillerymen as long as they are maintained.

1507. Major O'Reilly.] You said that an actuary would determine what pension ought to be given to a man of 30 years' service if 600 *l.* was given to a man of 40 years' service?—Yes.

1508. You mean that an actuary would determine what is the present value of a deferred annuity not to accrue for 10 years; that is to say, what is the present amount that you should pay down to a man to get rid of his chance of a pension of 600 *l.* a year if he lives 10 years longer?—Yes; that is what I meant. But when you get the figure from the actuary, it does not follow that you should go by his figures exactly. I think an actuary would give you merely the amount of the value of a man's life.

1509. Is that the amount of pension you would propose for a man of 30?—No, I think the longer an officer stays in the service, the more pension he ought to get for every year that he stays in the service.

1510. Do you think that a man of 20 years' service ought to get a far higher pension than is the present value of what he would get if he lives to complete 40 years' service?—No, I think he ought to get less.

1511. If you propose to give a man of 15 years' service a sum of 1,000 *l.*, is not that simply an addition to his pay; is not it just the same thing as having paid him so much a year more during those 15 years?—I think if a man has done 15 years' service, whether he is efficient or not, if circumstances induce him to leave the army, he has a fair right to say "Fifteen years of my life have been spent in doing my duty." I think a man ought to go into private life with some sort of provision under those circumstances.

1512. I ask is there any difference between that and paying him a higher rate of pay for those 15 years' service?—Certainly.

1513. Would it not be exactly the same thing to the man if you paid him so much a year for the

Colonel
John M.
Adye, C.B.
—
24 June
1867.

the 15 years, and he laid a portion of it by?—No; if he does not finish his 15 years he gets nothing.

1514. Marquis of Hartington.] Do you think that the compulsory retirement, after 40 years' service, which you propose, would of itself keep down the age of each rank to an efficient point?—No, I think it would hardly do so. I think it would be slow; it would keep it down very much, however; and I think with the moderate scale of pensions I have laid down below that, it will work equably and well.

1515. Then, is the object of your graduated scale of pensions to afford a proper current of promotion, or is it that you think that it is just to a man after a certain number of years' service, that he should have a chance of retiring?—Both; my object is this; I think the service demands that we should have comparatively young men in the different ranks, and at the same time an individual who has served a certain number of years should be able to look forward to an amount of pension which he may get for a certainty.

1516. So far as the accelerating of promotion is concerned, you cannot form any opinion of what the effect would be?—It depends entirely upon the amount of the pensions whether they are moderate or not.

1517. Supposing your system was adopted tomorrow, you cannot form any estimate of what would be the effect in the next year, or in the next 10 years?—In my own mind I have formed an opinion, but I cannot lay anything down with

certainty, because I do not know the minds of other people. But my principle is that a moderate scale of pensions would be beneficial to the service, and to the individual.

1518. I believe you propose to reduce the number of subalterns in time of peace, do you not?—Yes.

1519. Could that be done, in your opinion, without causing the duties of the remaining subalterns to be too heavy?—In time of war, the three subalterns are essentially necessary; in time of peace with garrison batteries, I think you might have some of them with two subalterns per battery. In former days—in fact, until of late years, there was always a certain margin allowed in our regiment; the bottom vacancies were not filled up; there were a good many vacancies in the regiment till of late years; now I believe there are none.

1520. Chairman.] Do you happen to know in the French Artillery, how many men there are in a battery?—They vary very much.

1521. They are much larger in number than ours, are they not?—No; they are not so strong; they vary as we do; in time of war they rise to a large figure, and in time of peace they cut them down; a battery is an elastic thing.

1522. Do you know whether the proportion of subalterns to the other officers is as large in the French army as in ours?—I believe it is; but in time of peace they employ some of their captains in arsenals, and in other ways, and call them in in time of war, so I have been informed.

Thursday, 27th June 1867.

MEMBERS PRESENT:

Mr. Pack Beresford.
Mr. Childers.
Mr. De Grey.
Mr. Evans.
Sir John Hay.
Colonel Percy Herbert.

Major Jervis
Colonel North.
Colonel Sturt.
Mr. Trevelyan.
Captain Vivian.

HUGH C. E. CHILDERS, Esq., IN THE CHAIR.

Lieutenant Colonel ROBERT BIDDULPH, R.A., Examined.

1523. *Chairman.*] YOU are a second Captain in the Artillery and a Brevet Lieutenant Colonel are you not?—Yes.

1524. You held recently a staff appointment in India, I think?—Yes.

1525. What was it?—I was Military Secretary to the Commander in Chief at Madras.

1526. You have had occasion to consider the question of the present arrangement as to retirement from the regiment of Artillery?—Yes.

1527. I suppose you have considered it to a certain extent from the point of view of your own standing in the corps?—To a certain extent, and also with regard to all ranks; with regard to the general state of the regiment.

1528. Will you be good enough to tell the Committee whether you consider that there are any improvements feasible in the present system?—I think that the present system is unsatisfactory, because the condition of the regiment in 1854, when the present system was put in force, was so very different from the present state of the regiment.

1529. In what respects, especially, was it different?—On the 1st January 1854, which was about the time the Royal Commission was ordered to sit, to take into consideration the state of the regiment, the senior lieutenant colonel was 67 years of age, the senior captain 50, the senior lieutenant 27, and the senior second lieutenant 20 or 21; from which you will see that in the lower ranks the subalterns were getting their promotion very fairly, but that the field officers and captains were getting on in years very considerably, so that the higher you went in the list the worse was the promotion, and that the top of the regiment required relieving very considerably, in order to make it thoroughly efficient. There was no field officer who was not over 50 to go out to the Crimea at first, though there was afterwards. In comparison with that state of things, on the 1st of January of this year the senior lieutenant colonel was 49, that is 18 years' difference; the senior captain was 41, that is nine years less; the senior lieutenant was 29, and some of them, lower down, are 32; and the senior second lieutenant (that is to say, the officer in the corresponding position, for that rank has been abolished) is from 25 to 26 years of age. So that whilst the upper ranks have gone down in years, that is to say, they have benefited so far, that

0.105.

benefit gradually decreases as you go downwards, till you come to the subalterns, who have gone up in years. Whilst there was in 1854 30 years' difference of age between the senior second lieutenant and the senior captain, in 1867 there is only a difference of 15 years; and whilst, in 1854, there was an interval of 40 years from the senior first lieutenant to the senior lieutenant colonel, in 1867 there is only an interval of 20 years, and the difference is even only 17 years in some cases. Therefore, while the regiment has become larger between these grades, the difference of age has become half, or less than half of what it then was.

1530. So that the changes which have taken place since 1854 have had the effect of very much improving the state of the upper ranks in the regiment; but they have tended in the opposite direction as to the lower ranks?—I do not know that the system tended of itself to hurt the lower ranks, but it had the effect, which I presume the Royal Commission intended it should have, of especially improving the upper ranks; because, in their report to Her Majesty, they laid particular stress upon the necessity of having younger field officers, and pointed out that there was no officer to take the command of the Artillery in the East who was not of a very considerable age.

1531. What would you then suggest should be done at present to modify that tendency that you have spoken of?—I think we can observe from this, that the lieutenants are the officers who are worst off in the regiment, because they are getting worse and worse, whereas the other have been getting better. Certainly the others will not get better now, owing to the slowness of promotion, but at present the lieutenants have suffered more than any one. Therefore they should be relieved by giving them as many steps as is consistent with the good of the service generally. I do not mean so as to destroy entirely the promotion at the top, but that a larger proportion of vacancies should go to the rank of subalterns than should go to the rank of captains.

1532. Beginning at the top of the list, do you think that a system under which at a certain age every officer should go off, so far as standing in the way of promotion is concerned, would be satisfactory?—It is a very difficult question, I think, and requires a good deal of consideration; but

Lieut. Col.
R. Biddulph,
R.A.
27 June
1867.

Lieut. Col.
R. Biddulph,
R.A.

27 June
1867.

but it seems to me that the question can only be entertained in so far as it affects the whole army; it is difficult to make it apply to one corps more than to another.

1533. You think that non-purchase corps and purchase corps should stand upon the same footing in that respect?—Yes, as regards superannuation; because the public do not care very much whether officers have quick promotion or slow promotion, so long as they have officers of efficient age and of sufficient ability to perform the work.

1534. Does not the purchase system in the Line practically accelerate promotion sufficiently without any such rule being laid down?—Yes.

1535. Practically, is not the effect of the working of the seniority system in the non-purchase corps, not so much in your corps as in your sister corps the Engineers, to keep a great number of old men at the top of the list?—Yes; a seniority system must invariably tend to keep old officers at the top of the list.

1536. Would you not draw from that the inference that it would be wise to have a limit of age in a seniority corps at the top, which it would not be wise to have in a purchase corps?—I do not see why; I apprehend that you mean that it may be unnecessary to have any limit of age at all in a purchase corps; but still you may have an officer of very great age in a purchase corps whom it would be advisable to remove, and the Royal warrant provides for that.

1537. The Royal warrant now enables the Commander in Chief to remove any officer from the command of a regiment after he is 60 years of age, does it not?—I rather think it is compulsory that he is to be removed from the command of a battalion at that age.

1538. I think you will find that it is from the command of a regiment?—I believe the words are nearly these: That every lieutenant colonel commanding a regiment shall retire at 60, unless the Commander in Chief wishes to retain his services.

1539. Yes; that admits entirely the principle of compulsory retirement in the Line?—Yes.

1540. The principle being admitted, your objection to it in the other corps, the non-purchase corps, perhaps would not be felt so strongly?—No; if a man is unfit to command a regiment of the Line at 60, he is equally unfit, I presume, to command a brigade of Artillery, arguing from equal premises.

1541. Then if such a regulation were in force, and if a liberal system of retirement after 25 years' service were established, do you think that that would upon the average meet the difficulties which you anticipate from the present state of the corps?—It is very difficult to say what a superannuation system would do, because it would not act at all at present, although undoubtedly, if such a course is deemed advisable by the Government, it is better to introduce it now, when it does not affect anyone, than afterwards, when it would be thought a great hardship to introduce such a system at a time when it would cut a great many officers suddenly out of the active list; but it must be borne in mind that, if the system of superannuation is introduced, there will at a future period be some captains superannuated at 60, even with a superannuation system in operation.

1542. But if every colonel is superannuated at 60, it is hardly likely that any captain will reach the age of 60, is it?—Yes; there are at the present time lieutenants older than I am.

1543. Between the top of the colonel's list and the top of the captain's list, are there not a sufficient number of officers to keep the age down?—It would be so, now that the regiment has resumed the regular course of admission; but it was so uneven about the years 1856 and 1857, and officers of such various ages came in, that practically some of them would be superannuated long before they got to the top of the regiment.

1544. You mean that, according to an actuary's calculation, such was the unevenness of ages in the corps extending over a period of some years, that you might have a senior captain as old as a senior colonel?—Yes (I should not say by an actuary's calculation, because I have not made it.)

1545. That is your own impression, from your own inquiry?—Yes.

1546. Therefore a simple retirement at 60 during those dead-level periods would not be sufficient?—It would cause, of course, a very great amount of promotion when those officers came to the age of 60.

1547. Meanwhile it would not be enough?—No, I think not; I think it would have a very small effect.

1548. My original question was, Would such a system of retirement at 60 years of age, coupled with a satisfactory optional retirement after 25 years' service, meet the case?—I think that a system of retirement after 25 years' service would have a very good effect in relieving the list, if it were, as you say, a satisfactory retirement.

1549. What would you consider would be a fair and satisfactory retirement, after 25 years' service; are you satisfied with the present half-pay retirement?—I think that there are a great many things to be considered in a question of that sort; of course it is not always easy for a private individual to give a fair opinion; at the same time, I think that half pay is not sufficient after 25 years' service, in a seniority corps, to induce a man to retire.

1550. The present rule is, that an officer, after 25 years' service, has an absolute right to take the half pay of his rank?—Yes, I believe so.

1551. If he is a lieutenant colonel, do you remember what his half pay is?—No; I do not know the rates of half pay at this moment; I cannot absolutely say what it is.

1552. At any rate, you think that some better rate would have the effect of clearing the corps sufficiently to promote a fair flow of promotion?—Yes.

1553. Can you give the Committee an idea, without troubling yourself with the details, about what rate you think would have that effect?—I have not considered the question of the amounts of pension that should be given, and I do not exactly like to make a random statement about it; but I think that a certain idea may be taken from the amount given by the Indian pension rules. I do not know the amount given under them, nor do I say that officers in the Royal Artillery would be entitled to have so much retirement; of course service in that climate is more severe than in other climates, and the Indian Government were more liberal, probably, than our Government would be disposed to be; at the same time, a great portion of the service of many of our officers is in the Colonies, and in bad climates.

1554. Do you remember what the proportion of retired pay is to pay after 25 years' service in India?—No, I do not know exactly.

1555. But

93
Lieut. Col.
R. Biddulph,
R.A.
27 June
1867.

1555. But you think that some such proportion would be a fair rule to lay down here?—Yes, I think the system of retirement for years' service is a good one to go upon.

1556. Would you make the rate of retired pay dependent upon the rank upon which the officer retired, or simply upon the number of years' service?—Not entirely upon the rank; I think that a certain length of service should entitle an officer to the pension of a certain rank; but if he attained that rank before that length of service, the Government might be disposed to give him the pension of his rank, allowing the rule as it is in India to apply.

1557. Do you think that it is necessary to make any provision for the retirement of officers of less than 25 years' service, except in case of wounds or sickness?—I think it would benefit very considerably the promotion in the regiment if the Government allowed officers to retire before 25 years' service.

1558. What limit would you propose?—I should say after 20 years' service.

1559. Irrespective of wounds or sickness?—Yes.

1560. Then according to your plan there should be an optional retirement, commencing after 20 years' service?—I think that if you introduced that system of an optional retirement, that is to say, an unqualified right to retire after a certain number of years' service, you could not begin it at a less service than is taken in the Indian army, which is 22 years; but if the question were merely considered as regards giving a modified inducement to officers to retire, then you might begin after 20 years' service.

1561. What do you think that the officers of the corps would prefer, an absolute right to retirement, after a certain number of years, at certain amounts, or a right perhaps at a somewhat earlier period, but limited by the amount to a certain number every year?—I should think that an absolute right after a certain number of years would be the best.

1562. You think that, instead of calculating chances, the officers would prefer to know at a certain point of their service, that they acquired certain absolute rights?—Yes, because at present the absolute right to retire is null, except at the very top of the list. It is not very long, I believe, since a colonel wished to retire on full pay, who had more than 30 years' service, by which, under the Royal warrant, he would be entitled to retire, but he could not retire because there was no money for him.

1563. At present it depends upon the actual balance of a fund of 32,000*l.*?—Yes, I believe so.

1564. And officers are from time to time calculating their chances of getting upon that fund?—Yes.

1565. You would prefer to that, an absolute right to retire at certain points of service, and an absolute liability at a certain age?—I think so.

1566. Then may I take it that your general views would be to get rid entirely of the present system, and to substitute an optional retirement at rates to be considered at a graduated scale, beginning at 20 years' service, with compulsory retirement at the age of 60, at the top of the list?—A great deal depends upon what is proposed instead of the present system. I do not know that it would be right to say that I should like to see the present rate entirely abolished. At present it does induce the officers

0.105.

at the top of the list to retire, but if they do not get a sufficiently satisfactory proposition under the new arrangement, they might not be induced to go, and then it would work badly in that respect; we might get clogged at the top of the list again.

1567. I did not speak of amount. I said, supposing the amount were satisfactory, the general tenor of your proposal would be, to have a compulsory retirement at the top, and to have an optional retirement upon a graduated scale beginning at 20 years' service?—Yes.

1568. You were, I think you said, military secretary to the Commander in Chief in Madras?—Yes.

1569. Do you happen to be able to tell the Committee anything of the arrangements which were made as to the skeleton batteries at the time of the amalgamation of the Indian and imperial regiments?—The arrangement made at the time of the amalgamation was that there should be one skeleton battery for each brigade of artillery serving in India. There were then 14 brigades of the old Indian Artillery, and two brigades of the old Royal Artillery. Therefore, there were to be 16 batteries of officers without men, and besides that, there were four batteries which were supposed to be kept for the local artillery, which has since died out, and for the native artillery, which is of a very small amount.

1570. There are, therefore, now 20 skeleton batteries of artillery in India?—There are more; there have been seven batteries reduced since; I mean, reduced in men.

1571. Then I understand that there are 27 batteries at the present time with their full establishment of officers; but with no men, or with only a certain number of non-commissioned officers?—With no non-commissioned officers, and no men.

1572. With no men at all?—None.

1573. That arrangement did not, I suppose, affect the officers who got their commissions before the amalgamation?—No.

1574. What do you conceive will be the effect of that large number of skeleton batteries upon the prospect of the officers who have got their commissions since the amalgamation?—The effect, I conceive, will be this, that when at some distant period, not very distant now, the Indian regiments become entirely filled up by Royal Artillery officers, the War Department will say that they do not require so many officers, and that they will place a certain number of them on half-pay; that is my impression.

1575. With the alternative, I suppose, of a very heavy clogging of the list if they are maintained?—Of course they would be admitted to return to full pay in their turns, the same as took place after the Peninsular War.

1576. Did the arrangements as to these additional batteries come under your notice officially at the time of the amalgamation?—They did.

1577. Were the numbers suddenly augmented in consequence?—No, no great augmentation took place of the Indian Artillery at that time, there had been an augmentation before; but there was no augmentation made that I am aware of to fill up those regiments. At the actual time of these brigades being formed I was not in India. I was in China, and therefore I lost sight at that time of what was actually done; but the number of commissions given can easily be ascertained by reference to the Army List of that

K 3

date

Lieut. Col.
R. Biddulph,
R.A.
—
27 June
1867.

date. At the time of the amalgamation they had very few vacancies; but still there were a few when the regiments were formed anew on the Royal Artillery footing; they had, I think, eight vacancies altogether left.

1578. The result, however, is that there may be apprehension of a demand for reduction when the whole of the Artillery corps comes more directly under the view of the War Office?—That is my impression.

1579. And that at present there are 27 surplus batteries, with comparatively nothing for the officers to do?—I do not say nothing to do, because they are supposed to be employed in various ways. It was specially laid down in Sir Charles Wood's Despatch upon the subject, that those officers were to provide for the cases of officers on furlough and sick leave; that was specially quoted in his Despatch; at that time there was a difficulty in getting officers; I cannot imagine that there is quite so much difficulty now, because very large secondings have taken place. At the time I speak of, I remember in Madras we had very great difficulty in getting a sufficient number of officers, but there were also no less than 13 captains on civil and political employment in the Madras Artillery alone, who have been all seconded since.

1580. Have you considered at all the question of the age at which officers in your corps get their commissions?—Yes.

1581. At what age did you yourself get your commission?—I was not quite 18.

1582. Do you know what the average age is now?—From 21 to 22, I believe.

1583. Do you think that that is an advantageous change?—No, I do not.

1584. For what reason?—Because, I think that an officer entering the army should enter before he is 20; I do not think that captains would generally like subalterns of 21 and 22 in preference to those of 18; I should say the reverse.

1585. Do you believe that reducing the age by two or three years would lower the standard to any considerable extent?—There can be no doubt that a young man who has been studying up to the age of 21 must have more theoretical knowledge and learning than one who leaves school at 18; but I consider that that advantage is very much counterbalanced by the difference of a young man beginning his profession early.

1586. Do you think that that is the general opinion in the corps?—I think it is.

1587. Mr. Evans.] I suppose you think a young man is more easily moulded at 18 than at 22?—Yes.

1588. Mr. Trevelyan.] I suppose, in a picked corps like the Artillery, the mere fact of being in the corps is an education in itself, in the same way as being in the Indian Civil Service is practically an education?—Exactly; the artillery education is very little learnt in the Academy; the whole of the duties, strictly speaking, of an Artillery officer are learned in the regiment.

1589. And you find that the moral and intellectual change in a man for the better goes on as fast or faster in a corps where he has plenty of duty and intellectual companions than when he is professedly studying in the college?—Really, that very much depends upon the personal character of the man himself; but I do not think that an officer is personally deteriorated by being kept at college two or three years longer. As a man,

he does not become morally and intellectually worse; there is no reason to suppose that. I think it has one evil effect upon the officer himself, namely, that he feels he is not beginning life so soon as he might have done. I think it is a great start to begin life at 18 instead of at 21.

1590. Are you aware that in the Civil Service in India, a good many of the numerous examinations are studied for during the time the men are in the service itself, while they are actually performing their duties?—Yes.

1591. Would that be possible in the Artillery; would it be possible to carry on the higher branches of instruction when a young man was performing duty with his regiment, if he joined at 18?—It would be quite possible; it has been done at times. It used formerly to be the case, when they got their commissions at 18, that for the first six months after getting their commissions, they did pursue their instruction at Woolwich under an officer especially appointed for the purpose.

1592. With reference to those unmanned batteries, would it be possible to diminish the number of entries in the corps on account of the number of officers who are in the service, and who have no men to command?—It is not very easy for me to say whether that could be done or not, because I am not in a position to say whether all the officers are employed or not in India. My impression is, that the lieutenants could be reduced by giving fewer admissions, on account of the extra number that there are at present.

1593. Colonel North.] With regard to the daily regimental duties of an officer of Artillery, do they require the very high class of education for the performance of them, which is now practically necessary in order to get a commission?—No; certainly not, the daily regimental duties do not require it.

1594. Then, however much it is desirable that any officer should be as accomplished as possible, the regiment would not be likely to suffer in the regimental work by the age being reduced, and the officers entering the regiment at an earlier age than they now do?—No; I think not.

1595. What is the average age which a subaltern of Artillery would reach before he got his company if he entered at 21?—The subalterns who are now getting their promotion have upwards of 11 years' service.

1596. That is, 11 years' service as subalterns?—Yes; as subalterns.

1597. Some have even entered the regiment as late as 23 years of age, have they not?—I believe older than that; I am not sure of it, but I have been told that there have been some older.

1598. Can you give the Committee any information with regard to retiring; is there any particular age up to which an officer must serve before he can retire, and is there any system by which an officer of Artillery can claim half pay as a matter of right?—No more than there is in the rest of the army; that is, after 25 years' service.

1599. Supposing an officer wishes to retire from ill-health before completing his 25 years' service; take your own case; you have served in China, which is a bad climate; suppose you have served 16 or 17 years, or some time less than 25 years, and wish to retire from ill-health, have you a claim to go upon half pay?—Only on temporary half pay.

1600. Supposing at the end of your temporary half pay your health is so shattered that you are not

95
Lieut. Col.
R. Biddulph,
R. A.
—
27 June
1867.

not able to rejoin your regiment?—Then my case would be specially considered by the Secretary of State for War.

1601. Then it is in the power of the Secretary of State for War to say that you shall not have any half pay at all?—Certainly.

1602. Then what becomes of you?—Then, I presume, I should have to leave without anything.

1603. You would have to resign your commission?—Yes, I presume so.

1604. Then your corps is different from any other branch of the army in that respect?—I believe the same rule exists in the rest of the army, with the exception that the officers in the Line are able to sell their commissions.

1605. The officers in the other branches of the army consider that they have either a right to half pay or to sell their commissions, do they not?—Yes.

1606. Did you ever know an instance of an officer in the Line being obliged to throw up his commission without any remuneration whatever?—No, not unless he was turned out of the army for misconduct.

1607. Do you know what the rule is in your regiment at this moment with regard to temporary half pay; if the temporary half pay last two years and you recover in that time, at the end of the two years where do you find yourself in the regiment?—You are put back in the same place in which you were when you left it; that is to say, if you were the 100th captain when you left you would be put back as the 100th captain, and you would lose the steps which had been given in the meantime.

1608. *Chairman.*] After how long; after two years?—After two years.

1609. *Major Jervis.*] It would be so after any time, would it not?—Yes; it is usually for two years.

1610. *Captain Vivian.*] The temporary half pay only extend to two years, does it?—I believe not longer; it is sometimes less.

1611. You cannot, except under very special circumstances, be put upon the temporary half-pay list for longer than two years?—I believe not; but I am not well acquainted with the War Office rules on the subject.

1612. *Colonel North.*] Suppose you get temporary half pay for two years, and recover in one year, are you then able to rejoin your regiment?—Yes.

1613. Supposing an officer is obliged to continue on temporary half pay beyond two years; is he allowed to count the first two years, or the whole of the period, towards completing his 30 years' service?—I believe not; I believe it is full pay service that is required for retiring on full pay.

1614. Do you not think that, considering the position in which that officer is placed, he ought to be allowed to count, not the whole time he may be on temporary half pay, which may be three or four years, but the first two years, which is the usual period, towards the 30 years' full pay service?—I think he should; but all rules on that subject in our corps must be guided by the rules of the rest of the army; I think you could not make an exception in our case.

1615. If the officer has not recovered at the end of two years, the temporary half pay is extended, is it not?—It is a subject with which I am not well acquainted.

1616. In the regular army we have no means

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of going upon temporary half pay for two years, in consequence of ill health; it is confined to your corps, I think; I never heard of it in the Line?—No, because there is a half pay list for the army, which there is not for the Artillery.

1617. Then your corps is not placed on the same footing as the rest of the army, with regard to half pay?—We have no unattached list as the rest of the army has.

1618. Do you think that it is fair to your corps, that after 17 or 18 years' service, when you have lost your health in such climates as British officers are bound to go to, you should be sent to the right about without any remuneration of any sort or kind?—I should like some provision of the kind you refer to, if we could have it, of course.

1619. *Mr. De Grey.*] Would an officer in a regiment in which the purchase system might be in force, equally lose any steps there might be going while he was on half pay?—I imagine that he would go to the bottom of the captains' list, if that was his rank.

1620. That would be so, would it?—That is the rule of the service.

1621. *Captain Vivian.*] I think you have stated that, in your opinion, there are two means of remedying the evil which is likely to occur in the Artillery corps, and that those are to be found, first of all, in an optional retirement after 20 years' service and upwards; and secondly, in compulsory retirement at 60 years of age?—I said that I thought that compulsory retirement would not give very much promotion; but that if the Government fixed an age at which they consider an officer incapable of performing certain duties, of course it might be made compulsory for him to retire.

1622. Which do you think would be the fairest and most advantageous to the corps, compulsory retirement at the age of 60, or compulsory retirement after a certain number of years' service?—I do not exactly know what you mean by compulsory retirement after a certain number of years' service.

1623. Which do you think is the best test of an officer's efficiency to perform his duties; the test of length of service or the test of age?—Generally speaking, the test of age; though some individuals at 50 are certainly much better than others at the same age; as a general rule, age must be the best test, I presume.

1624. You consider age a better test than service, then?—Yes; because an officer does not deteriorate from having entered the army a year or two sooner or later; it makes no difference to him physically.

1625. You think that the fairest way would be to say that an officer should retire at 60 years of age, rather than that he should retire after 40 years' service?—Certainly.

1626. With regard to this optional retirement after 20 years' service; of course whether officers would retire or not would depend upon the inducement held out to them to retire?—Certainly.

1627. Have you considered at all what inducement should be held out to officers in order to get them to retire?—I have not considered the subject particularly: I do not think that an officer of 20 years' service could be expected to go at much under full pay; because, unless he had very strong reasons for wishing to leave, he would naturally remain.

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1628. You

Lieut. Col.
R. Biddulph,
R.A.
27 June
1867.

1628. You have heard, I daresay, the scheme of a bonus being offered, discussed?—I have.

1629. What is your opinion about that; do you think it would be preferred by officers to retirement upon an annuity?—I think it would be the means of inducing many officers to leave.

1630. You prefer a bonus to an annuity?—I think officers of a comparatively short service, that is to say 20 years' service, would very often go for a bonus; I think it would be a means of doing good in another way; it would be a means of removing inefficient officers from the regiment.

1631. You think that a bonus would be a greater inducement to an officer than an annuity?—It depends entirely upon the amount; I do not think you can lay down one rule more than another; I think the relative amount is the thing to go upon.

1632. You have been asked, I think, about the establishment of subalterns?—Yes.

1633. There are three subalterns to every battery of Artillery now, are there not?—Yes.

1634. Do you think that the subalterns' list in time of peace might be reduced?—I do not think that the duties of a field battery can be carried on efficiently with less than three subalterns.

1635. Do you mean in time of war, or in time of peace?—In time of peace; as long as you have six guns you must have three subalterns; a garrison battery might do with less at home.

1636. You have stated, I think, that the subalterns might with advantage enter the service at an earlier period than that at which they now enter?—Yes.

1637. Do you know the period at which the cadets enter the Woolwich Academy now; is it not from 17 to 19 years of age?—I really do not know the present rules; they have been changed a great many times.

1638. You were at the academy, of course?—Yes.

1639. At what age did you enter the academy?—At 14.

1640. And you entered the service at 18?—Yes.

1641. When you were at the academy, was the time limited for a cadet to go through his education there?—One could not stay there more than five years, except under very peculiar circumstances, such as an illness, which had prevented a cadet keeping one of the terms.

1642. Do you not think that the period of entering the academy might, with advantage to the service, be reduced from 17 to 19, to from 15 to 17?—It depends upon whether it is considered that the theoretical education of the academy is better than what the young men can get at other places. Apparently, the opinion of the Council of Military Education, and of the authorities in general, is that the cadets should acquire their theoretical education to a very large extent before they came into the academy. But if they were allowed to learn only the practical part of their profession at the academy at Woolwich, then it would not be so necessary for them to enter young, and they would only go through the practical course at the academy, whereas I believe at present they continue the theoretical course for some time after they enter.

1643. Do you know anything about the examination of the cadets at the present day?—Nothing

but what I have been told by young officers now entering the regiment.

1644. Can you tell me whether it is or is not a fact, that comparatively very few young men are enabled to pass at a very early age, on account of the severity of the examination?—I imagine that that is the reason why the age has gradually risen; namely, that on account of the severity of the examinations, very young men or boys were unable to pass them.

1645. Do you think that for all the practical purposes of an Artillery officer, the examinations need not be so severe as they are?—I should think not, if they are so severe as I imagine they are; but I am so little conversant with the present course of education at the academy, that I am unable to speak precisely upon the point.

1646. Colonel *Sturt*.] The examination has been made more severe by the number of candidates, has it not?—I believe that that has had the effect of increasing the severity of the examinations.

1647. Captain *Vivian*.] You said that you have no half-pay list in the Artillery; you have no half-pay list of your own, but colonels of Artillery go upon half pay, do they not?—When I made use of the words "half-pay list," I alluded more to the unattached half-pay list as it exists in the army. We have got a retired half-pay list, but that is not exactly the same thing as the unattached half-pay list.

1648. *Chairman*.] It is not called a retired half-pay list, is it?—No; the Government have a right to call upon the officers on that list to serve, if they are fit for service.

1649. I do not think the word "half" is used; it is called "retired pay"?—The army list would show; I think it says "retired pay and half pay."

1650. Captain *Vivian*.] A colonel of Artillery going upon half pay can sell his commission, can he not?—Yes.

1651. That comes out of the reserve fund, does not it?—Yes; but it is no right which is applicable to the Artillery alone; they only sell commissions under the terms of the War Office Circular of February 1861, which admitted of the Secretary of State reducing the half-pay list by purchasing officers out.

1652. By purchasing commissions from the reserve fund?—Yes, indiscriminately; they do not inquire whether he is an Artillery or an Infantry officer.

1653. It is a fact that an officer of Artillery who has not paid for his commission, but who goes upon half pay, can still sell that commission for 4,500 *l.*, and that that money is paid to him out of the reserve fund?—Yes; there have been some cases in which that has been done.

1654. Colonel *North*.] Do you know of any instance of any officer of your corps who has been obliged to leave the corps on account of ill health, without either selling his commission or getting half pay?—No, I do not.

1655. Major *Jervis*.] Can you give the Committee any idea as to what amount of bonus men of 15 or 20 years' service would like to have before they would go; I mean to say, what would be a fair inducement to get them to go; I will take your own case; you have seen about as much service as most men of your years; what bonus would you think fair as an inducement to you to go?—I really have not considered the subject sufficiently able to state.

1656. Taking an average of 100 *l.* a year, do you

you think that most officers would go for that?—Yes, I think they would go for that.

1657. *Chairman.*] That is to say, you think the least efficient men would go for that?—Yes, and many efficient men who do not wish to remain in the service would go.

1658. *Major Jervis.*] Taking your own case, you are a lieutenant colonel, I think, by brevet, for service in the field; when do you expect to become a lieutenant colonel of Artillery?—I cannot possibly, as it appears at present, be a regimental lieutenant colonel under 30 years' service, or upwards.

1659. Therefore even many men who, like yourself, have seen a great deal of service, and distinguished themselves, if they saw there was no prospect before them, might be willing to go with a bonus?—Yes.

1660. *Captain Vivian.*] How many years' service have you now?—Fourteen.

1661. *Chairman.*] Shall you be entitled to get a brevet colonelcy in the army after a fixed number of years?—Yes.

1662. *Colonel North.*] You cannot be a regimental lieutenant colonel for 16 years, as I understand it?—Not for fully that time.

1663. *Chairman.*] You may be a major

general in the army almost as soon?—No, not in the present state of promotion.

1664. *Mr. Trevelyan.*] With reference to the garrison Artillery, I see there are six batteries of garrison Artillery at Dover; speaking very roughly, how many men would there be in each of the batteries, do you think?—They have about 100 non-commissioned officers and men in each battery.

1665. How many should you have in a battery of garrison Artillery in the Bombay Presidency?—I do not exactly know; the number has been altered by the different Despatches of the Secretary of State from time to time, so that I do not like to speak precisely.

1666. *Major Jervis.*] You have been asked about the high standard of examination at the academy; I should like to ask you whether the Artillery has got any advantage out of that high standard of examination; is it not the case that an officer having gone through that examination has still to go through the staff college if he wishes to get upon the staff; and if he wishes to get into the establishment of the War Office he has to go through a peculiar course of their own; therefore, if I am right, an officer of Artillery having gone through that high class of examination gets no benefit whatever as far as he himself is concerned?—None.

Lieutenant Colonel CHARLES BRISBANE EWART, R.E., examined.

1667. *Chairman.*] You are a Lieutenant Colonel in the Engineers, I believe?—I am a Captain in the Engineers, and a Lieutenant Colonel by brevet in the army.

1668. Where are you serving now?—I am at present the commanding Royal Engineer in the London district.

1669. How many years' service have you had?—I have had 22 years' service.

1670. Have you considered the question of the present system of retirement as far as it affects your corps?—Yes, I have.

1671. Have you considered it both with reference to its effect upon the efficiency of the officers, and the flow of promotion generally?—Yes, I have.

1672. Is it your opinion that the present system is satisfactory?—I do not think that it sufficiently provides for the requirements of the present day.

1673. How would you illustrate that?—Because I think, if we go on as at present, the field officers who will hold commands in various climates will be over the age that they ought to be; and I think that the subaltern officers, who are now of a greater age than they used to be, will be older than they ought to be for their position.

1674. Do you say that from observation of the movement of the last few years, or from a simple calculation on the present ages of the different ranks?—From observation of the last few years; and then I think that the lower ranks are becoming of a greater age than they used to be, owing to the officers entering the corps later.

1675. When you say, "they used to be," I suppose you mean within 10 or 15 years?—Yes, I mean in my own time.

1676. Twenty years ago the ages were very much greater, I think?—Not at entry.

1677. No; but the ages of the seniors in the different ranks of the service were much greater?—Yes, of the seniors, but not of the juniors.

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1678. Twenty years ago the senior captains were 10 years older than they are now?—Yes.

1679. And the senior lieutenants were four or five years older?—Yes.

1680. But you think, from an observation of the movements of recent years, that there is a tendency to relapse to the former state of things?—Yes, as regards age.

1681. In what way would you suggest that that should be cured?—I think that the first principle is to establish removal from the regimental ranks at a certain age; but I should not propose, in our corps, that it should debar a man from employment if he is specially efficient.

1682. For instance, taking the rank of full colonel, at what age would you compulsorily remove a full colonel to this contingent list, upon which he might be so employed?—I should take the age which has been established by the regulations for the Infantry, the age of 60.

1683. At that age you would remove every colonel to a list upon which he might be employed, by his removal giving a step through the corps?—I should remove him from the Corps List, but leave him on the Army List.

1684. Then, how would you describe the employments he might have, after he was so removed?—I think that men vary very much in their fitness. It might be considered, by the authorities, that a certain man was peculiarly fitted for a certain engineer's command, or a staff situation, or other employment; and if so, I think that they should be able to employ him.

1685. You think that an officer so removed might continue to be eligible for certain staff employment?—If specially efficient.

1686. If he was specially fit he might be so employed, at the discretion of the Commander in Chief?—Yes.

1687. But without any right on his part to demand it?—Without any right on his part to demand it.

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1688. As

97
Lieut. Col.
R. Biddulph,
R.A.
27 June
1867.

Lieut. Col.
C. B. Ewart,
R.E.

Lieut. Col.
C. B. Ewart,
R.E.
27 June
1867.

1688. As it is at present, a certain number of colonels in your corps are practically unemployed, are they not?—There are ordinarily a few colonels practically unemployed.

1689. Although they are on full pay?—Yes.

1690. Would you give to those who are removed to this separate list about the same position as to pay?—Yes; I should allow them to receive the unattached pay, and succeed to the rank of general officer, unless they accepted the 600 *l.* a year retirement.

1691. You would retire all colonels from the existing list at 60, giving them the option either to go to this unattached list, with the regular unattached pay, and with succession to the battalions through the major general's list, or giving them 600 *l.* a year, with or without a step in rank?—With the same as at present; a step of honorary rank, if they accept the 600 *l.* a year.

1692. Then would you, if they did not accept the 600 *l.* a year, give them the present step in rank, or would you leave them as colonels on an unattached list?—I should leave them as colonels, on account of their relative position to the rest of the army, because if you gave them the position of major generals you would probably give one corps a larger proportion on the list than the other branches of the service.

1693. You would leave the succession to the major generals unattached, but precisely in the same position as now, and the right to command of battalions as now?—As now, according to the Army List.

1694. Then coming below the compulsory quasi-retirements at 60, what retirements would you offer?—I think that a full colonel in the corps should have the right of claiming his retirement on the 600 *l.* a year list, that is to say at the age of about 53.

1695. Then do I rightly understand that you would still maintain a limited 600 *l.* a year list?—I think a general unlimited list would be the best way of working it.

1696. You would give a full colonel, at the age of 53, an absolute right to retire upon 600 *l.* a year?—Yes, with a step of honorary rank.

1697. Would you go lower than that?—I think that, having reference to the working of the present system, you must also give a lieutenant colonel the right to claim a retirement at a certain age.

1698. What age would you say?—I think you might say the age of 46, but at a reduced rate of retirement.

1699. About what rate of retirement?—About 400 *l.* or 450 *l.* a year; 400 *l.* a year is what he could claim now.

1700. Do you think that below that any provision for retirement, except in the case of sickness or wounds, is necessary?—I think you should facilitate a young class of the officers leaving the corps.

1701. How would you do that?—The first question I would go into is that of the seconded officers, of whom we always have a good many in our corps; officers who are temporarily allowed to remain on the strength of the corps, in order to accept appointments under Government, sometimes the Home Government and sometimes Colonial governments. Those officers are only allowed to remain upon the strength of the corps, and to continue their regimental succession for 10 years; at the end of those 10 years they must elect whether they will leave the corps or whether

they will return to the corps. I think it is better for the succession in the corps that they should not return, and therefore that their continuing in the Civil Service if they wish to remain, and the Civil Service wish to keep them, should be facilitated. At the same time I do not think it would be right that those officers should continue regimental succession, so that what I would propose would be, that if an officer has completed his 10 years' service, and wishes to remain in the Civil or Colonial Service he should come under the operation of the Superannuation Act; but I would allow his name to be retained in the Army List. After the usual lists of retired officers, you might have a special list of officers who have quitted the corps in order to accept civil employment.

1702. You would allow him to remain in the army, but you would regulate his superannuation as a Civil servant by his entire time which has been given to the public?—What I mean by his remaining in the army is merely that his name would remain on the Army List; he would retain the rank he had in the service as a sort of honorary rank; if he was a captain he would still be a captain, but his military service would cease.

1703. But his time served in the corps would go, in addition to his time served in the Civil Service, for superannuation?—I think that his superannuation should count according to the whole of his service to the State.

1704. You are aware, I suppose, that an officer with professional acquirements does receive some addition to his time of service when he comes for Civil Service superannuation?—Yes, under clause 4 of the Superannuation Act he can receive it.

1705. And that generally, that those officers which seconded officers of your corps take, are those to which some additional time is attached under that order?—Yes; but at present there is an uncertainty about it. I think that when an officer leaves the corps he should look forward to that as a certainty.

1706. You have mentioned two ages, 53 and 46, I think, as the ages at which an officer should have the option of claiming certain rates of retirement?—Yes.

1707. Do you think that a test of age is preferable for optional retirement to a test of service?—Yes; I think it is for the good of the service.

1708. I presume you would justify compulsory retirement at a certain age, on the principle that at that age the great chances are that an officer is not fit for work?—Not fit for the sort of work he would be required to do.

1709. But is not the retirement which you offer at an earlier age not so much a matter of fitness as a matter of reward to the officer, and ought not that to depend rather upon his service than his age?—Practically, in our corps, the age and the service run together, because we all enter about the same age; and therefore, in naming those ages, I am rather looking to the sort of periods at which men would be likely to wish to retire.

1710. Would not the rule be more logical if it depended, in the case of those earlier retirements, on the service, which would be a fair time to claim for, than if it depended upon the accident of age?—It would operate differently between officers who would now be coming up for that retirement and officers who will be coming up 20 years hence, on account of the alteration in the age at which they join the corps.

1711. Would

99
Lieut. Col.
C. B. Ewart,
R.E.
27 June
1867.

1711. Would you allow the period of seconding to count, if service were the rule?—Yes; for the 10 years.

1712. Then is not your reason for preferring age to service, that you could hardly justify the time while an officer was seconded being counted as time of service?—It always has been counted; it has always been customary to count the 10 years as service.

1713. Do you think that if a system were established under which an officer, on retirement, might commute his retired pay for a corresponding capital sum, that would be satisfactory to the corps?—I think that it would be very acceptable to some officers.

1714. Would it tend to induce inefficient or unsatisfactory officers to retire more than an annuity would?—Yes, I think it would; and I think it would enable the authorities to press them to go.

1715. It is not part of your proposal that there should be any compulsory retirement, except at the extreme age of 60?—No.

1716. But you think that the moral inducements to go would be assisted by the influence of a sum down, rather than an annuity?—Yes, I think so.

1717. Previous witnesses have been asked whether, in the event of an officer in the Artillery being put upon temporary half pay, there is any limit to that temporary half pay; is it so in your corps?—Yes; he is required to go before a medical Board again at certain periods.

1718. After the first year?—I am not quite sure about the rule; I think it is after each year.

1719. Is an officer allowed to remain on temporary half pay in your corps more than two years?—I think not.

1720. Have you ever heard of a case within your own recollection, of an officer being obliged to resign his commission from the necessity of exceeding the two years?—No; I cannot quote a case.

1721. Then I may sum up your evidence thus: it is your opinion that there should be compulsory retirement at 60?—I should call it rather removal than retirement.

1722. That compulsory removal to a list which qualified a colonel for staff employment at the option of the Commander in Chief, and which enabled him to claim the present 600*l.* a year, and a step in rank coupled with optional retirement at 46 and 53, and the power of commuting the retired pay for a sum down, would practically secure the efficiency of the corps?—Yes, I think so.

1723. Have you considered at all the question of the age at which officers get their commissions now?—I think that the officers enter the corps older than is desirable.

1724. At what age did you yourself go to Woolwich?—At 15.

1725. When did you get your commission?—At 18.

1726. What is the average age now in the Engineers?—I think they come into the corps at about 22.

1727. Do you consider that too late an age?—I think it is better to begin life earlier in the corps, and it is better also with reference to the ages of other officers of the same rank in other branches of the service with whom they may be thrown.

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1728. Your corps is eminently a scientific corps?—We are constantly called upon to perform financial and other duties under the State, and also to fill certain scientific positions.

1729. Do you think that the effect of reducing the age of admission either to the academy, or for a commission, would lower to any great extent the scientific standard of your corps?—I do not think so; but I should perhaps say that I think that there might be an advanced class for officers in after years, somewhat on the same principle as the staff college at Sandhurst.

1730. Should officers go to that advanced class immediately after they have got their commissions or later in life?—Later, after being abroad.

1731. After they have acquired full knowledge of their regimental duties?—Yes.

1732. And you think that that would keep up the full standard of scientific knowledge in the corps?—Yes, I think so.

1733. Major *Jervis*.] You stated that you thought it was right that colonels of Engineers should retire at the age of 60, because they do the same thing in the rest of the army?—I merely said I took that age because it had been laid down for other branches of the service.

1734. Is it a fact that colonels of the Line have to retire at the age of 60?—Yes, unless they are reported specially efficient.

1735. I think you rather allude to lieutenant colonels commanding regiments?—I mean lieutenant colonels commanding regiments, because there are no substantive colonels in the Line.

1736. Colonels in the army are not shelved at the age of 60?—There are no colonels in the army, except in the three non-purchase corps.

1737. There is a very large number in the Army List, and a good many of them are over 60?—They are brevet colonels.

1738. No man who had attained the rank of colonel by service would be shelved at 60, would he?—I think there are very few men in command of regiments over 60; there may be a few exceptions.

1739. Would you at all compare the duties of a full colonel of Engineers with the duties of a lieutenant colonel commanding a regiment?—A full colonel of Engineers is liable to be called upon to go at any time to any climate; he may be called upon to take the command in the field.

1740. So are general officers?—I do not think the duties are analogous.

1741. Are not the duties of a colonel of Engineers very superior in every sort of way, for responsibility as regards finance and everything else, to those of a lieutenant colonel of the Line?—Yes; I think they are.

1742. I think in the Crimea your two chief engineers were simply captains in the corps; Captain Gordon and Captain Chapman?—I was in the Crimea throughout the war, and can speak from experience; the senior officers died or broke down, that is to say, were invalided.

1743. Was that the reason why they sent out two still older ones; I refer to Sir John Burgoyne and Sir Harry Jones?—Sir John Burgoyne came out on special employment; he was not the commanding Engineer; Sir Harry Jones was also sent out on special employment, but he became the commanding Engineer.

1744. Both were sent out to perform engineering duties, were they not?—No; Sir John Burgoyne was sent out to make a special report for the

Lieut. Col. the Government; he was attached especially to
C. B. Ewart, Lord Raglan.

R.E.

27 June
1867.

1745. You think that a colonel of Engineers, taking into account the duties he has to perform, is not competent at the age of 60?—Not for the field, as a rule; some men are specially efficient; but, as a rule, I should say he should be under 60.

1746. Captain *Vivian*.] You propose by your scheme that officers should retire compulsorily at 60; that is so, is not it?—Yes; I used the word removal, not retirement.

1747. I apprehend that the whole of your evidence has been given with respect to your own corps, not with reference to the Royal Artillery at all?—I think that the same arguments would apply which I have used.

1748. To the Royal Artillery?—Yes.

1749. Then you have given your evidence with respect to the Royal Artillery as well as the Royal Engineers?—Yes; I think so, as regards those ages.

1750. How do you think promotion would be accelerated in the Royal Artillery by compulsory retirement at the age of 60, looking at the age of the colonels at present?—It would not be immediately accelerated, but it would be prospectively.

1751. That is to say, you apprehend that the age of colonels, and of the higher ranks of the Artillery, will increase?—Yes; from the fact that there is very little difference in age between a considerable number of them.

1752. Therefore you anticipate that the average age of the senior colonels of Artillery, which is now 53 years and 7 months, will increase to much above 60 very shortly?—Yes, I think so.

1753. I think you propose that those officers should be removed from their corps at 60, but that they should be left on the Army List, and be eligible for staff appointments?—Yes.

1754. Can you tell me how many major generals there are belonging to the scientific corps now?—I do not remember exactly; 32 and 16 respectively, I think; 48 in all.

1755. I think that the strength of the Royal Artillery has been increased, has not it, from 14 to 17 brigades?—Yes, it has.

1756. But the list of major generals has not been increased proportionately?—Not proportionately, I believe.

1757. Can you tell the Committee at all now what staff employments the major generals of Artillery or Engineers have, and how many of those 48 are employed on the staff?—There are very few employed.

1758. Out of the whole 48?—Very few are employed.

1759. As to your own corps, can you tell me how many are employed?—I do not think we have one employed at this moment, except Sir John Burgoyne.

1760. You have only one?—We have only one employed, and that is Sir John Burgoyne.

1761. Therefore, retiring those officers from the corps, and from taking any part in regimental duties, and putting them upon a list where they would be eligible for staff appointments, would be practically, if the present system is continued, shelving them, would it not?—I would not deter them from special appointments as commanding Engineers.

1762. As the practice goes now-a-days, and looking to the fact that there are such a very small pro-

portion of officers in the Artillery or Engineers employed on any staff employment whatever, putting them upon such a list, with the hope held out to them of staff employment, would be practically shelving them, would it not?—It would; except that, supposing there was a colonel peculiarly efficient, he might be made commanding Engineer at Gibraltar, or commanding Engineer in Ireland, as a colonel on the staff.

1763. I think colonels on the staff have never the local rank of brigadier, have they?—No.

1764. Colonels on the staff of Artillery have not?—No; they are colonels on the staff.

1765. Although they are commanding large brigades, and have very responsible commands, yet they never have brigade rank given to them?—Only in the field, I believe.

1766. In time of war?—Yes.

1767. Colonel *North*.] Can your officers claim half pay as a right?—They can only claim it after 25 years' service; and under an old warrant three in two years can claim it after 24 years' service.

1768. I mean an officer of 12, 14, or 16 years' service, whose health is broken down by service abroad; can he claim half pay as a matter of right?—No; he has no claim.

1769. Can he claim to sell his commission?—No; there have been cases of men retiring on half pay, but not at that service.

1770. I mean as a matter of right?—Not at present.

1771. Then you have nothing to look forward to, when you enter your corps, as a matter of right; if your health breaks down before you have served 25 years, the Secretary of State, or anybody else, may give you nothing?—Under 21 or 25 years' service, it is so.

1772. *Chairman*.] Except in case of wounds?—Except in case of wounds.

1773. Colonel *North*.] Even then it is left to the Secretary of State; you would get a pension for your wound, but it does not follow that you would have half pay as a matter of right?—Not as a matter of right.

1774. *Chairman*.] As a matter of custom you would?—Yes, I believe so.

1775. Major *Jervis*.] Is it not a fact that at this present time all full colonels of Engineers and Artillery who are employed are colonels on the staff; I mean all colonels in command of districts?—No, not all; it is not so in the Engineers except at certain stations.

1776. Is not it the case with the commanding Engineer at Gibraltar and Malta, and Aldershot?—Not at Aldershot; the commanding Royal Engineer at Aldershot is not a colonel on the staff.

1777. You said you thought it would be right to reduce the age of officers joining the Engineers; and one reason you gave was to bring their age into comparison with the age of other officers joining the other branches of the service; do you not think that the country looks forward to having very different men, men of far higher attainments, in lieutenants joining the Engineers than in cornets or ensigns joining the regiments of the Line?—A lieutenant of Engineers learns a great deal after he joins the corps; he is always learning.

1778. Everybody is learning all his life; but is not it the fact that you look forward to much higher efficiency in a subaltern of Engineers, even on first joining, than you would in the case of a cornet

cornet or ensign?—As a rule, a man joining our corps has two years more instruction afterwards at Chatham.

1779. Even with that, when you come to think of all the appointments they have at the Board of Trade, in the Topographical Department, and the Railway Department, and so on, is not it the fact that you expect a much greater degree of efficiency in a subaltern of Engineers, than in a subaltern of the Line?—Yes, you do; but I think a young man can attain what is necessary at the age of 18, before entering the corps.

1780. Mr. Trevelyan.] Is it your opinion that the competitive examination provides you with men of that class of mind, that they can take advantage of all their opportunities of learning in the corps?—They learn a good deal afterwards, in the corps.

1781. Is it the fact that the examination is competitive, or the difficulty of the examination which secures to you that class of men?—I think if they come in at 15, and pass the examination that is necessary, then a three years' course at the academy should be sufficient.

1782. After that, they could get better opportunities of learning in the corps than in the academy?—Yes.

1783. Colonel Sturt.] Would you propose to give the Commander in Chief a discretionary power to retain the services of an officer over 60 years of age, supposing that officer to be in very good health, and conspicuous for his ability?—

I should not retain him in the list of the corps, but I should keep him on the Army List, and then the Commander in Chief could employ him.

1784. You would not give the Commander in Chief a discretionary power to retain his services in the Engineers?—Not in the corps list, but he might still employ him as an Engineer.

1785. Chairman.] Is there any other reason which holds colonels back from taking the 600 l. a year under the present regulations, except that of running their chances of a battalion at 1,000 l. a year, against the present 600 l. a year?—Yes, there is this—that on retiring, they are given the honorary rank of major general, and that rank does not entitle their widows to a higher pension than that of a colonel. Whereas if they happen to be near the top of the list, they look forward to succeeding in the course of a few years to the service list of general officers, and then their widows would be entitled to a higher pension of 120 l. a year.

1786. Widow's pension follows substantive rank, and not honorary rank?—Yes.

1787. Are you aware that that really has influenced individual officers in their choice?—I have reason to believe that it has had an effect in some cases.

1788. Do widow's pension follow brevet rank below that?—No, substantive rank.

1789. In every case?—It is always substantive rank throughout.

Lieut. Col.
C. B. Ewart,
R.E.

27 June
1867.

Major General GEORGE COLT LANGLEY, R.M., further Examined.

1790. Chairman.] You wish to be examined upon one or two points of your previous evidence?—Yes.

1791. Can you inform the Committee upon what grounds the number of 10 general officers was allotted to the Royal Marines on what is called the unattached list retired pay, I believe technically?—The Royal Commission appointed in May 1854, to report upon the system of promotion and retirement in the army, recommended a certain number of general officers for the army, and for the seniority corps. By their report 234 general officers were recommended for the army, 24 for the Royal Artillery, and 12 for the Royal Engineers; and the Admiralty, on considering that report, recommended 10 general officers for the Royal Marines as being in a supposed proportion to the numbers recommended for the other seniority corps.

1792. What was the basis of the proportion?—About one-third; a little under one-third.

1793. Was the proportion with reference to the number of men or the number of officers?—The number of officers.

1794. You say that the Admiralty arrived at that number so as to bear a fair proportion to the other seniority corps; was it in proportion to the number of men?—To the number of officers, I believe. That was the basis, I believe, of the recommendation of the Royal Commission.

1795. It was not in proportion to the number of field officers, but to the total number?—No; in proportion to the number of combatant officers.

1796. Since then three have been added to these 10, have they not?—The Order in Council by which those 10 general officers were allotted to the Royal Marines was dated September 0.105.

1854; but the officers of the Ordnance Corps were enabled, by representing that the number recommended for them was inadequate, to obtain an increase from 36 to 48, as is shown in the Ordnance warrant, which is dated, I think, in November 1854. No increase was allotted to the Royal Marines until November 1866, when the number was increased to 13.

1797. Had there been any increase in the corps of Marines meanwhile?—It appears by the Estimates of the year 1854, that the total number of the corps of Marines was then 12,500. It has since been increased to 18,000.

1798. And it stands now at, what?—It stands now at 16,400.

1799. A question was asked whether general officers of Marines are eligible for commands; you wish to answer that specially, I think?—I should wish to remark that it has been stated, for the purposes of comparison as to the effect of retirement, that all general officers of Marines, whether retired or unattached, should be classed with the retired generals of Artillery and Engineers, and it might therefore be assumed that general officers of Marines were disqualified for commands.

1800. Captain Vivian.] Why should it be so assumed; general officers of Artillery and Engineers are not disqualified from commands?—It has been stated in evidence that they may be classed with general officers of Artillery and Engineers who are absolutely retired; and if such a statement were to pass unchallenged, it might be assumed that it was an acknowledgment on the part of the officers of the Marines that they were not qualified to assume commands.

1801. Chairman.] Was not there some additional reason, besides the reason of comparison of numbers,

Major Gen.
G. C.
Langley,
R.M.

Major Gen.
G. C.
Langley,
R.M.

27 June
1867.

bers, which led the Admiralty to recommend the addition of three to the total number of general officers of Marines?—Yes, there was another reason; it was because the Royal Marine Artillery has of late years been very much increased in numbers, and it has been found expedient to place them on a separate list for promotion; it was therefore considered desirable that they should have a proportion of general officers specially set apart for them.

1802. So that there are, or are to be, two distinct establishments of major generals of Marines?—Of general officers of Marines.

1803. Ten attached to the Infantry, and three to the Artillery?—Yes.

1804. The establishment of general officers is to all intents and purposes, an establishment of retired officers, is not it?—No, I think not; general officers of Marines are not at all disposed to accept that position, that they are virtually retired and disqualified from further service.

1805. Practically, except as to the Inspector General, and in your case as to the Deputy Adjutant General, there is no employment for general officers of Marines, is there?—No general officer of Marines has as yet been employed upon the staff of the army, neither had a colonel of Marines ever been employed in command of a brigade until 1857; but during that year, when a portion of the army which had been sent to China was diverted to India during the mutiny, a brigade of Royal Marines, consisting of two battalions and a battery of Royal Marine Artillery, was sent out from England, under the command of a regimental colonel; another battalion was added to them, formed from a detachment from the different ships on the station, and that brigade performed very good service in the capture of Canton, and the subsequent operations in China. During their service, several officers belonging to that brigade were employed on the staff of the army, in the Adjutant General and Quartermaster General's Departments, and their services were most highly reported upon; therefore, if they were able to render efficient service upon the staff in those capacities, it is to be presumed that their promotion subsequently to be general officers, cannot be considered to disqualify them from any further employment.

1806. So that while there is no question, as a matter of fact, that with that one, or occasionally two, exceptions, the major generals' list is in practice a retired list, in principle you would contest that it should not be so considered, and you would hope to see a major general of Marines occasionally employed on the staff of the army?—Yes, I may say that a distinguished officer of the Royal Artillery has given in evidence, I believe, before this Committee, that the same is nearly the case with their corps; out of 32 generals there is only one now employed on the staff of the army, and of 16 generals of Engineers there is not one employed on the staff of the army, notwithstanding their high scientific acquirements.

1807. Reverting to the increase in the list, comparing equal things with equal, the result is that at present the Marines have the prospect of a larger proportion of well paid retirements than either of the other two corps?—No, I am not aware that that is the case; when you consider the large number of honorary appointments of commandants of battalions which are enjoyed by the Artillery and Engineer officers, compared with

the five enjoyed by the officers of Marines, I think they are not more highly paid.

1808. Adding the highly-paid colonels commandant in the Artillery and Engineers to the unattached list, and adding the colonels commandant, who are not so well paid, of the Marines, to the body of retired or established generals of Marines, you get a better average, do you not, for the Marines than for either of the other corps?—I am not certain of that; I should think the average would be very nearly alike.

1809. At any rate, there has never been any claim to add to the 35,000 *l.* a year for the Marines, for the good reason that you have not nearly reached it?—No; we had had no necessity for any addition; indeed we have always been considerably under it; in fact, in the Order in Council of 1854, which first authorised that sum of 35,000 *l.*, it is stated in clause 16, I think, "that the retired full-pay list be prospectively fixed for the Marine corps at 35,000 *l.*, being 6,000 *l.* more than the actual expense now incurred for the full pay retirement of officers of all ranks in the corps, and it being only a reasonable compensation for the loss of an annual retirement of two lieutenant colonels and two captains recently granted, but not as yet in practical operation, though it may not be necessary to reach the maximum amount for some years." That provision has been acted up to, and the maximum amount has not yet been reached.

1810. Colonel *North.*] Have the officers of your corps half pay by right?—No; we have no retirement upon half pay by right.

1811. Nor by sale of the commission?—Nor by sale of the commission.

1812. Then what becomes of an officer if he leaves your corps?—If an officer's health breaks down on service, he is examined by a Medical Board, and if he is ascertained to be unfit for further service, he is given half pay.

1813. Sir *John Hay.*] After how many years' service?—According to the army regulations, which we follow, after three years' service he is entitled to be placed upon half pay, if he is reported unfit for service.

1814. Colonel *North.*] That is what the understanding, on entering your corps, would be, that he has a right to half pay under those circumstances?—He has that right to half pay if he is unfit for further service.

1815. *Chairman.*] Does he remain upon that half-pay list for an indefinite time?—Yes; he is not called upon to serve; he is not called back again, generally.

1816. If he is called back again, where does he come in?—We have only had one or two cases where an officer has been placed upon temporary half pay, and come back again; and as far as my recollection goes, those officers were brought back to their proper places in the list; they were not put at the bottom of the list, but they were brought back to the places they occupied previously to going upon half pay.

1817. However long they may have been upon temporary half pay?—The temporary half pay was, I think, for a twelvemonth; in the two cases I remember, the officers were brought back at the expiration of that time, but the health of both officers broke down afterwards, and they were placed upon permanent half pay.

1818. There is no way in which an officer of Marines can leave by the sale of his commission, that

193
Major Gen.
G. C.
Langley,
R.M.
27 June
1867.

that is to say, by getting a price for his commission?—No.

1819. There is no fund out of which commissions can be purchased?—No; some officers have, I think, been recently allowed to sell their commissions in the other seniority corps, but no field officer of Marines has been allowed to do so. It is only applicable of course to brevet field officers; a regimental officer cannot sell his commission.

1820. Sir John Hay.] What is the number of regimental field officers in the Royal Marines?—Thirty-two; there are five colonels commandant, five colonels second commandant, 20 lieutenant colonels, and two officers supernumerary, for employment on the general staff in London.

1821. Does that bear a fair proportion to the number of field officers in the other corps?—No, it is very much smaller.

1822. As a rule, is retirement asked for by the field officers?—No, it is not. The field officers of Marines have no fixed employment on foreign stations, and therefore they are not, as a rule, inclined to apply for retirement, which field officers of other corps sometimes are desirous of obtaining, in order to avoid the trouble and expense of moving their families abroad.

1823. How does that operate?—It operates disadvantageously upon the promotion of the junior officers, the captains, and subalterns.

1824. Have you any suggestion to make to remedy that?—I think it would be advisable to increase the amount of retirement to officers of a certain standing, say 25 or 30 years' standing.

1825. From the rank of field officers?—To include some field officers and the senior captains.

1826. Have you considered the advantage of restoring the rank of major in the Royal Marines?—I do not think it would be advisable to restore the rank of major; it would be rather preferable, I think, in the way of improving the position of junior officers, to introduce the rank of second captain, which exists in the two other seniority corps.

1827. Is there a proposal for doing that in the Marine Corps?—There is a proposal which has been under the consideration of the Admiralty, and has been recommended to the Treasury, and is now under their consideration.

1828. Chairman.] I suppose the number of field officers in the Marines is smaller in proportion to the number of field officers in the other seniority corps, because there is comparatively little for them to do?—Yes, from the want of a fixed employment on foreign stations, the number has been regulated by the wants of the routine duties in England, and is, I think, set as low as it can be with due regard to the efficiency of the service.

1829. There is, strictly speaking, no employment during peace for any field officer of Marines

at all, is there?—No, there is not; that is a great want of the service, because on the one hand, you require field officers to be perfectly efficient so as to be ready for any foreign service which is required, and at the same time they are not, as a rule, generally disposed to ask for retirement.

1830. When you say "a want of the service," it is almost a necessity of the service; it would be impossible to find employment in ordinary times, in peace, for a field officer of the Marines abroad, would it not?—No, it would not be impossible; I think an arrangement might be made for employing them.

1831. You mean that a colonel of Marines might be put in command of Marines on board a flag-ship?—I mean that a certain number of Marines might perhaps be quartered in Malta or in Halifax, from which men might be supplied to the fleet.

1832. Sir John Hay.] As a portion of the garrison?—While they were there they would do garrison duty, and the vacancies in the fleet might be filled up from them, and the field officer who was with them would be ready to undertake any service that he might be called upon to perform, and at the same time to superintend the drilling and the instruction of the Marines of the fleet when the ships were in those particular harbours.

1833. Chairman.] It would be, to a certain extent, finding employment for the Marines abroad, at the cost of the army at large, would it not?—No, I think not; it would not interfere with the army at all.

1834. I suppose, if a certain number of Marines went and did duty at Halifax or Malta, it would relieve a certain number of soldiers, would it not?—It would not have the effect of causing any reduction in the force of the army.

1835. Sir John Hay.] As a matter of fact, field officers of the Marines have been occasionally embarked, have they not?—Yes, they have.

1836. Mr. De Grey.] Do you think it would be advisable that officers should be allowed to receive their retiring allowances in the shape of a lump sum?—I think many officers, particularly in the junior ranks, or say from 20 to 30 years' service, would be disposed to accept a lump sum, in preference to retirement on an annuity.

1837. Do you think that it would offer an extra inducement to them to retire?—I think so; I think that many officers would take a lump sum, who would not ask for the present full-pay retirement.

1838. Do you not think that the older officers would be more likely to accept a lump sum than some of the younger ones, on the idea that their lives were worth less?—They would be inclined to accept a lump sum certainly, if it was augmented in proportion to the value of their annual retirement.

Monday, 15th July 1867.

MEMBERS PRESENT :

Mr. Pack-Beresford.
Mr. Childers.
Mr. Evans.
Marquis of Hartington.
Colonel Percy Herbert.
Major Jervis.

Colonel North.
Mr. Otway.
Colonel Sturt.
Mr. Trevelyan.
Captain Vivian.

HUGH C. E. CHILDERS, ESQ., IN THE CHAIR.

His Royal Highness the Duke of CAMBRIDGE, K.G., called in; and Examined.

H. R. H.
the Duke of
Cambridge,
K.G.

15 July
1867.

1839. *Chairman.*] HAS your Royal Highness considered the present state of the retirement from the Ordnance Corps?—Frequently.

1840. Do you, Sir, consider that the state of that retirement is at present satisfactory?—No, I consider it is extremely unsatisfactory.

1841. In what respects would you say that it is extremely unsatisfactory?—I think that it is unsatisfactory in two respects. One is, that I do not think that there is sufficient retirement constantly going on in order to keep up a flow of promotion so as to bring the younger men to the head of the list at a period of life when their services are most valuable and most wanted. In the next place, it is unsatisfactory because there are officers whom one would be very glad to see removed, but whom we have no power whatever of removing, inasmuch as we can only get them to retire if they choose. The consequence is that officers retire whom we would much sooner see not retire, though we are glad thus to obtain promotion in the corps, while others remain whom we should be glad to see removed from the efficient staff of the regiment.

1842. Under the present system of retirement nobody can be retired unless there is a sum of money available at the time; does your Royal Highness consider that a satisfactory plan, or would you prefer a system under which, after certain conditions are complied with, the officer could retire whether there was a balance or not?—I should infinitely prefer the latter plan, because there is a system in it, whereas under the present plan there is no system at all. It is really a matter of accident whether any man retires or not, and whether the particular man whom you wish to see retire does retire.

1843. Do you think that after a certain length of service or age, every officer should have the right and exercise the option of retirement?—Yes.

1844. Does your Royal Highness consider that after a certain age every officer should be compelled to retire from active service?—I think it is very desirable that at certain ages officers should be called upon to make room for junior officers to take their place. I see no great hardship in such an arrangement.

1845. About what age do you consider an officer should be in that way called upon to retire?—If age is to determine it, I think it should

be 60; we have a principle in the line where 60 has of recent years been established as the age at which officers should retire from the command of regiments, and if you extended that to the Ordnance Corps, you would be only extending an accepted principle. If it is to be length of service, I agree with Colonel Gambier, that 38 years is the proper length of service.

1846. Commissions being now given out between 20 and 23 years of age, 38 years of service would be nearly the same as 60 years of age?—The difference between retirement at 60 years of age, or after 38 years of service, I believe to be really hardly anything; I believe virtually it comes to the same thing.

1847. If an officer should have the right to exercise the option of retirement after a certain number of years' service, about how many years' service would your Royal Highness name for that option?—I think that 20 years is the earliest period at which an officer should retire. Considering how carefully an officer has been prepared for the more scientific corps, by a long course of study at Woolwich, and so on, you have a right to expect 20 years' service from him.

1848. At present, in the line, an officer has the option to retire on half pay after 25 years' service; do you see a sufficient distinction between the line and the more scientific corps, to make the period earlier in the latter case?—The only distinction is, that the line is not affected in promotion by retirement, as the Ordnance Corps are. I do not see how you can keep up a regular and proper flow of promotion, unless you begin pretty early; I therefore put the period of retirement for the Ordnance Corps at five years lower than for the line, on that ground, and on that ground only.

1849. Then the inducement to retire, in point of money, should be made somewhat better in the Ordnance Corps than in the line; would your Royal Highness therefore reconsider at all the question as between 20 and 25 years' service?—A man, of course, in the army who has a purchased commission would have a greater inducement to go out of the army, and would do so more easily than a man in a seniority corps, where the inducements for retirement by means of money are not available; therefore, to that extent, there is more inducement in the line to retire at an early period than in the ordnance corps. To that extent

extent the question is affected by the purchase system, or the non-purchase system, as existing in the line, or in the ordnance corps.

1850. But if the rate of retired pay fixed for the ordnance corps was something considerably better than the half pay at which the officers in the line retire, would it then be matter for consideration whether the period of service should be so low as 20 years?—Yes; I think the period of service of 20 years should be taken into account with reference to the mode in which you put that question, which is, that in a non-purchase corps there should be better inducements for men to retire than in a purchase corps.

1851. Have you, Sir, considered at all about what amount an officer should be retired upon after say 20 years' service?—That is a very difficult question to answer, for this reason, that you must make it worth his while to retire or he would not do it. On the other hand, you must look to the interests of the State, which of course would put the retirement as low as the interests of the State would permit. To strike a balance between the two points is the problem which I consider this Committee specially called upon to solve. I am not prepared to say what it should be, but unless it is made worth a man's while to retire, the inducement will not produce the effect which is intended.

1852. At present the rate of retirement from the rank of colonel is 600 *l.* a year, and from the rank of lieutenant-colonel 400 *l.* a year. If the compulsory system, of which your Royal Highness has spoken, was adopted at 60 years of age, do you think that the rate of retired pay should be less than the 600 *l.* a year which is now given to colonels?—I think that the rate of retired pay should be rather improved in the centre than at the top, because I think the want of a flow of promotion is more at the centre than at the top. I see no necessity for raising the retired pay at the top of the list, but I should like to see the retired pay at the centre more raised than it is now.

1853. The Committee may gather from your Royal Highness that you would prefer to see the retired pay of a full colonel, when that retirement was compulsory, at 60 years of age maintained at the present figure of 600 *l.*?—Yes.

1854. With a step in rank as at present?—Certainly.

1855. It has been suggested to this Committee, that the option should be given to an officer compulsorily retiring, to remain on a separate list, in which he should be eligible still for certain staff employments, and that he should succeed in his turn to the major general's establishment, and ultimately to the command of a battalion; do you think that that system would be desirable?—There is a great deal to be said for it, and a great deal to be said against it; if you retire a man at a certain age because you consider his age or his service such as to justify it, there is a certain amount of awkwardness in bringing him back to full duty, because you put him in a position where it would become necessary for the authorities to select him for a command if opportunity occurred, and it would be difficult in such a case to say to a man, "You cannot be placed in command, because you have already been on the retired list." But, on the other hand, if you compulsorily retire a man at 60 in a seniority corps, it is rather hard to say to a man who would be quite fit to take many positions which would

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enable him to continue his professional career, that he should be altogether debarred from availing himself of that chance; and therefore it is not an easy question to decide whether or not you should put such a man on the retired list. I myself, would rather have preferred that that list should not be called a "retired list," because I think the word "retired" involves the assumption that a man is no longer fit for active occupation.

1856. Then, if at the age of 60 an officer was compulsorily removed, and placed upon (we will say) a separate list, while upon pay he would be eligible only for a staff appointment, does your Royal Highness think that would be an objection to that system of retirement?—I would answer that question by illustrating Colonel Gambier's proposition; suppose that his proposition, which is, that retirement should take place after 38 years' service, or the system of retirement at 60 years of age were adopted, when that period arrived, in my opinion, an officer should be asked whether he would go on the separate list or whether he would go on the retired list; if he goes on the retired list his services are at an end, but if he goes on the separate list, he would be on a list which would enable him to be put back again to full pay as major general, with the prospect of having the command of a battalion, and you would get rid of the awkwardness of which I have spoken; I think that would be the only way in which you could meet the difficulty.

1857. Then in your Royal Highness's opinion, a colonel at 60 years of age should have the option either of taking his 600 *l.* a year and his step in rank, or of going to the separate list, giving a step in promotion in the regiment, on which list he would be eligible for certain staff employments, and would take his turn for the major general's establishment, and ultimately for a battalion?—That is exactly my opinion.

1858. It has been suggested that if this compulsory system of graduated retirement after 20 or 25 years' service were established, it would be a great advantage to the officers if they could commute their retired pay for a sum down; is it your Royal Highness's opinion that that would be a satisfactory arrangement?—I think it would be a very satisfactory arrangement to give them the option.

1859. That would involve a recognition of the principle that the State have no further claim on retired officers, would it not?—Certainly.

1860. Does your Royal Highness consider that for the State to have a claim on the services of retired officers is really of any value?—No, certainly not; for if there was a great war, or anything happened which would make it desirable to bring any officers back, their own good feeling would prompt them to volunteer for any special service, and the ordinary avocations of the service would not require them.

1861. If an officer had the absolute option of retirement after 20 or 25 years' service, is it your opinion that your Royal Highness, on the other hand, should have any right after that period of service to cease to employ an officer, if you considered him inefficient?—I think it is most important that that right should be vested in the military authorities, because, without reference to any individual case, I can assert from my experience, that we have had cases in which we have been obliged to employ officers on full pay who, in our opinion, ought not to have been so employed.

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H. R. H.
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Cambridge,
K.G.

15 July
1867.

H. R. H.
the Duke of
Cambridge,
K.G.

15 July
1867.

1862. It has been suggested that a system of bonus contribution should be established, to facilitate the flow of promotion, by enabling the juniors to buy their seniors out; is it your opinion that that would be desirable in the Ordnance corps?—No; I have never approved of the bonus system; particularly on this account, that if a man does not choose to subscribe his share to the bonus, he is sure to be looked upon with the greatest disfavour by the whole corps of his brother officers.

1863. It has come out in evidence before the Committee, that officers who may be invalided (I am not speaking of wounds) by ill-health, are only allowed to go on half-pay for a limited time, and if their health does not improve, they may be required to surrender their commission; is it your opinion, Sir, that that is a proper regulation?—No, I think it is a most cruel regulation; I am sorry to say we had an instance of it the other day, which proved how unjust it was.

1864. You would advise that an officer going on half pay through ill-health, if permanently afflicted, should be placed on permanent half pay?—Certainly.

1865. Is it your Royal Highness's opinion that the half-pay list should be applied to any purpose in the corps except such a purpose as that?—It had much better not, in my opinion, and if proper retirements are allowed there is no object in it; at present, to a very limited extent, it is used to enable promotion to go on; but it is much better that officers should be retired altogether, and be put on half pay.

1866. A good deal of difficulty in settling details has been experienced by this Committee, through the inequality of the ages at which cadets have been admitted to Woolwich, and have obtained their commissions; and we had it in evidence that in the Artillery, in one case there were nearly 100 officers of almost exactly the same age; is it, Sir, your opinion that the present ages at which officers are admitted to Woolwich and obtain their commissions are satisfactory?—No, the age is too high; but if it is put lower, you must not expect the same amount of qualification for going into the college as you expect now, because it is impossible to come up to the present requirements unless a young man is admitted at an age senior to that which I think would be really advisable.

1867. At what age ought cadets, in your Royal Highness's opinion, to be admitted to Woolwich?—I think 15 to 17 would be the best age.

1868. If that change were made, the officers would reach the period at which they would be entitled to exercise the option of retirement at first at very unequal ages; is it your Royal Highness's opinion that, under those circumstances, any qualification of age should be attached to the period of service after which retirement might be attained; in other words, in addition to service, would you attach any condition with regard to age?—I think it might be an advantage; but it has this disadvantage, that you might have a "senior" in regimental standing younger in years than a "junior," and, therefore, a junior in the service might get an advantage offered to him which a senior, though a junior in age, might feel hurt at not having the option of.

1869. I gather that it is your view, Sir, that the right to the option of obtaining the retirement ought to depend simply on the length of

service, and not at all on the age?—I think, on the whole, I prefer the length of service. If it comes to a question of retirement at 60, I think the age of 60 would have no disadvantage; but if you extend the principle below that, there might be some disadvantage.

1870. The system of retirement which your Royal Highness would advocate would be this: That after varying lengths of service, commencing, say, with 20 years, an officer should have the absolute right to take out varying rates of retired pay, and to compound them for a fixed sum of money; and that at the age of 60, whatever his period of service might be, he should compulsorily exercise the option, either of retiring or of going on to that separate list?—Just so.

1871. And your Royal Highness thinks that if the officer, on the one hand, is entitled to that advantage, the military authorities, on the other hand, should have the right, from the time when he has that advantage, to remove him if they think him inefficient?—No doubt.

1872. That would be an indirect inducement to him to make his choice?—Yes. The reason I attach much importance to that is this, that if we have those officers who may be inefficient kept on full pay, the War Office naturally expects us to employ them. If there is an appointment vacant and we do not employ them, we are liable to be asked why we do not employ officers who are without employment on full pay; that more especially affects the Engineers, because a large portion of them do not serve with the men, but are selected for different duties of construction, for maintenance of works, or formation of works, in various parts of the country, an important duty, as of course the Committee understand.

1873. If the system of retirement which you have spoken of were adopted, do you see any reason to alter the present conditions upon which officers are seconded?—No, I do not; because I do not think we have any officer seconded who ought not to be so under any circumstances.

1874. My question pointed to the fact, that the time during which the officer is seconded now counts as service; if the option of retirement were a right of the officer after a certain period of service, would you see any reason for altering that regulation?—Of course the Committee might think it desirable that the seconding should only count for a certain period, and there might be financial reasons which might make such an arrangement necessary. I see no hardship in letting two years go for one, or something of that kind; but I do not think, as far as the corps is concerned, it would make any material difference in the flow of the promotion, which is the great object we have in view.

1875. On military grounds your Royal Highness sees no reason to alter the present Regulations?—No.

1876. And I presume, that considering the facilities for seconding as one of the great inducements for able men to go into the Ordnance corps, you would not wish that those advantages and facilities should be diminished under any new system?—No, I should think it would be better not. If any change were made in this respect, it would be only, in my opinion, for financial reasons, and of course they might weigh.

1877. If I might recapitulate your Royal Highness's evidence, it would be this; that half pay in future should not be considered as a means of retirement, or of increasing promotion in the corps,

corps, but should be simply granted to officers whose health breaks down, and that they should retain it permanently if their health permanently breaks down?—Yes; unless it is thought that power could be given to the military authorities, in the case of a man becoming inefficient, to put him on half pay for his inefficiency, he having perhaps formerly been an active and intelligent officer, but having, either through circumstances of climate or otherwise, become, though not altogether unfit for duty, still unequal to the important charges which might be, and ought to be under other circumstances, entrusted to him.

1878. But that power of putting him on half pay should only be exercised after the officer has reached the period at which he is entitled to take his retirement?—Certainly.

1879. The system of retirement which your Royal Highness would propose, would be that after 20 years' service, every officer should be entitled to a graduated rate, and to compound that for a sum of money down, through the agency of some public department?—Yes.

1880. And at 60 years of age he should be compelled to go to a separate list upon full pay of the major general's establishment, succeeding to that establishment, and to the command of a battalion, with the option of taking the present 600*l.* a year, with a step of rank, and leaving the corps altogether, as he would leave it on retirement at an earlier period?—Yes.

1881. When an officer has retired after a number of years' service, but who is below 60 years' of age, would you, Sir, give him a step in honorary rank?—I do not see any objection to that, because it never can tell, except upon his social position, never relatively to other officers; if it did I should object to it; but the mere compliment of giving a step in retired rank on quitting the service is, I think, a reasonable favour.

1882. Colonel *Percy Herbert*.] In the event of men being compulsorily retired at 60 years of age on 600*l.*, your Royal Highness said that you had no objection to officers being on the separate list, having the option to be on the general list; in the event of their being on the general list, they would have a claim to succeed to battalion, would they not?—Of course they would.

1883. I suppose, in that case, your Royal Highness would recommend that the immediate retiring allowance should be less than 600*l.*, otherwise they would all incline to remain on the general list?—I apprehend that the officer who waits for the chance of being brought back again as a general officer of battalion would retire on the pay and the allowance of the rank which he then holds, and that it is only officers who really retire altogether who would get the 600*l.*

1884. Is your Royal Highness aware what is the rate of pay for retired colonels?—Yes, it is about 470*l.* a year. But I think that in the case of the officer who is put on the separate list, it is open to consideration whether he ought not to get not only his pay, but also the advantages which he would have if he were to remain on the active list; because it is a hard thing to put a man on the separate list against his will, admitting that he is still competent to do active duty, and then reduce the pay and allowances which he would be entitled to if he were not so to retire. Therefore you must add to the 470*l.* the allowances which he would be entitled to.

1885. In that case your Royal Highness would bring it up to 600*l.*?—Yes.

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1886. But suppose no one would take that?—Then raise the 600*l.* I would not do that if it can be avoided, but that is the only alternative.

1887. Would not the present rate of retirement that they receive, namely 478*l.* a year, be sufficient, in your Royal Highness's opinion, with the prospect of succeeding to a battalion?—It would be very hard for a man in command of a brigade of Artillery, or a colonel on the staff at Portsmouth, to be compulsorily placed on the separate list, because he was 60 years of age, with the prospect of being re-employed as major general when it came to his turn, if he had to lose any of the advantages he possesses when he is so placed; because you do not place him on the list from his unfitness for duty, but because you wish to give a flow of promotion through the ranks to benefit the regiment.

1888. That would necessarily involve that the compulsory retirement rate should be more than 600*l.*?—Yes; I should say the compulsory retirement rate must be at least 100*l.* more than an officer would get if he was only put on the separate list, so as to induce him to retire altogether.

1889. Would your Royal Highness not be satisfied with the retirement after 60 years of age, on this footing: that the officer should be compelled to retire at 60, but that he should have the option either of an immediate income of 600*l.* a year, or the enjoyment of his full pay as it is at present, with the prospective right of employment as a major general, and of succeeding to a battalion in the corps?—To a certain extent that would meet the difficulty of retiring only on his pay; but I think it is a matter of consideration whether that pay ought not to be, to a certain amount, increased, considering the great advantages which the officer has in his allowances.

1890. *Chairman*.] The proposal made to the Committee was rather this; that a full colonel should not be retired altogether from the corps, but that he should be placed on a separate list in the corps, and that he might still be employed on the staff; if such a condition were attached, would your Royal Highness see any occasion to increase the pay beyond the 470*l.*?—I think that would very much modify my opinion.

1891. Colonel *Percy Herbert*.] Her Majesty has an undoubted right to dispense with the service of any officer, has she not?—Yes.

1892. But under the circumstances of the Royal Artillery, the officers not being able to sell out, and there being no retired allowance available under 25 years' service, I understood your Royal Highness to say that there has been a delicacy in exercising that right in some cases, and that the service has to some extent suffered in consequence?—That is so.

1893. In the event of a retiring allowance being fixed at 20 years' service, which any officer had a right to claim, your Royal Highness would have no hesitation in recommending Her Majesty to exercise that privilege of dispensing with the services of an officer who was inefficient, inasmuch as he could then claim the retirement due to his length of service?—Decidedly.

1894. Your Royal Highness is of opinion, that that would be a great advantage to the service?—That would be a great advantage to the service, but it does not obviate the necessity which I have pointed out, of having the power, whether an officer wished it or not, of placing him on half-pay in case he would not go out, and it was thought his efficiency was so much impaired, that it was of great importance that he should go out.

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1895. Has

H. R. H.
the Duke of
Cambridge,
K.G.

15 July
1867.

H. R. H.
the Duke of
Cambridge,
K.G.

15 July
1867.

1895. Has not Her Majesty the power of dispensing with the services of any officer?—The Queen has the power of striking an officer's name out of the Army List, whether of the Line or of the Ordnance corps, but it is a power very rarely exercised; I know cases in which, if the removal of an officer was desirable, it would not be wished that the officer's name should be struck out; but I should like to have the intermediate power of removing a man without striking his name out of the service; because in the one case there is no disgrace, whereas in the other case there is a positive public disgrace; and in some cases it is not desirable to disgrace a man though he is not competent for the public service. It is of the greatest importance that the military authorities should have the power of taking that intermediate course, instead of having recourse to the very extreme measure of the penalty, which is never resorted to if it is possible to avoid it.

1896. Captain *Vivian*.] Your Royal Highness wishes that the authorities should be able to exercise that power after a certain number of years' service?—Quite so.

1897. Mr. *Pack-Beresford*.] It has been suggested that it might be advisable to reduce the number of subalterns attached to the garrison brigades in the Artillery; does your Royal Highness think that that would be at all expedient?—It would be perfectly impossible to do that, and to keep the Artillery efficient; and for this reason, that at this moment we have out of 102 batteries of garrison Artillery 82 subalterns employed in other ways; so that the only alternative would be to add officers to the general list for the 82 duties which those officers now perform. Of course, if that were done, it might be possible; but inasmuch as you have no reserve to fall back upon except in the batteries, it would be practically impossible to reduce the number of officers.

1898. There was a question raised by a Member of the Committee with regard to the unmanned batteries in India; I should like to ask your Royal Highness if those unmanned batteries which are attached to the Indian brigades are necessary in consequence of the nature of the Indian service?—They are absolutely necessary; and in proof of it I would state, that even with those unmanned batteries we have at this moment in India two batteries with only one officer doing duty, and 17 with only two officers; if that is the case now, how would we possibly get on unless we have a reserve? In fact, the unmanned batteries of officers are the only reserve we have. So far from that being too large a reserve, the complaint from India has always been, "We have not officers enough to do the duty."

1899. Colonel *Percy Herbert*.] Are the officers of manned batteries allowed to take other employments in India?—Yes; there are 15 captains and 20 officers doing duty with the Native Artillery.

1900. Do they belong to the manned batteries or the unmanned batteries?—There is no real distinction; it is merely a nominal distinction; the officers take their duty throughout the whole of those batteries.

1901. But are the officers of the manned batteries allowed to be absent from the batteries on other duties?—If you have no others to employ, you take them, of course; that is the reason why we have actually only one officer to the two batteries, and with the 17 only two; that is to

say, 19 batteries with a very insufficient number of officers; and so, of course, if you have not any unmanned batteries, you would only have one, or at the utmost two officers per battery doing duty, in many cases.

1902. Are the officers belonging to the manned batteries allowed to take staff appointments?—The officers belonging to the manned batteries are allowed to take staff appointments in the corps; there is no question of manned or unmanned batteries for regimental duty.

1903. But not what would be called staff appointments in India, which are employments under the Civil Government?—Assuming that they take civil employment, they go into the staff corps. Only the other day there was a large promotion, in consequence of a number of officers who had been for a long time doing civil duty, having been placed in the staff corps, and their places being taken by fresh appointments from the Academy for service in the Royal Artillery.

1904. Mr. *Pack-Beresford*.] Up to a recent date I think the officers employed in semi-civil duties were seconded, the colonels, more particularly, in the Artillery?—Yes.

1905. Do you not think, Sir, it would be an advisable thing if the officers who were so employed were seconded at present?—I think it would be very desirable, but it is more expensive. We were very anxious to increase some portion of the Artillery, but such increase involved expense, and we adopted this plan rather than not have that necessary increase.

1906. Is your Royal Highness of opinion that it would be only fair, so far as the public is concerned, to charge the expenses of those officers to the establishment to which they are attached?—To a certain extent; but considering the number of colonels of Artillery that we have, I see no great objection to a certain proportion of them being employed without being seconded, in employments such as those in the Arsenal, which are really artillery employments. I think they ought not to be employed in positions not connected with the Artillery, or, if they were, they should be decidedly seconded. On the other hand, as far as promotion goes, if they could be seconded, it would be an advantage to the regiment.

1907. With regard to compulsory retirement at a certain age, or after some length of service, does your Royal Highness think it would be desirable that the Commander in Chief should retain the power of continuing the officer in any exceptional command, that he might be engaged in at the time he arrived at the limit?—I think that in all those hard lines of retirement, you ought to give the military authorities the power of retaining the officer if his services are considered as really valuable; for that power is retained with regard to colonels in the army, when they come to the age of 60, if they are reported as specially qualified to continue in command, and I think the same ought to be done in the Ordnance corps.

1908. Major *Jervis*.] Your Royal Highness compared the proposed supersession of colonels of Artillery and Engineers at 60 years to the power which there is now of superseding colonels in command of line regiments; but the duties of a full colonel of Artillery or Engineers are rather more to be compared to those of a colonel having temporary rank as brigadier, or major general, are they not?—I merely used the colonels of the line as an example

H. R. H.
the Duke of
Cambridge,
K.G.

15 July
1867.

example of our having already a system established in the service by which the officers at a certain age were called upon to retire; and as that has been already acknowledged, and benefits are found to result from it, I cannot help thinking that if you extended the principle to the colonels of the Artillery or Engineers, it would be desirable.

1909. But the power is not compulsory, is it?—We call upon them when they get to the age of 60 to retire, and unless a report comes in that their efficiency is such that their retirement is undesirable, they are retired compulsorily.

1910. If the colonels who were placed in the separate list at 60 years of age looked forward to staff commands, I conclude that they would look forward to the command of districts as part of those staff commands?—I apprehend they would be placed exactly as the general officers of Artillery are, eligible for any appointment, irrespective of the corps to which they belong.

1911. It would thus make a great difference to the full colonels on the active list?—The same advantages which the general officers possessed who belonged to the Artillery or Engineers would be possessed by those officers who were placed on the separate list, with the object of being brought back on the permanent list of major generals when it came to their turn; those officers would not be in a worse position than they are now.

1912. But would those colonels on the separate list have the option of looking forward to the staff commands of districts?—They would be exactly in the same position as the general officers are now.

1913. But those appointments are filled by full colonels on the active list, are they not?—Suppose that the command at Woolwich, or the inspector generalship of the Artillery, became vacant, and there was no general officer who had a great claim, or was qualified for such an appointment; if there was an officer on the separate list qualified, I should be wrong if I did not select an officer from that list in preference to any other officer.

1914. But your Royal Highness would not include the appointments of colonels on the staff of the various districts?—No; because I consider those regular appointments are attached to the duty-doing colonels of the Royal Artillery, and not to those colonels who are on the separate list. In fact, I should consider the colonels on the separate list almost in the same position as I should consider the major generals.

1915. Captain *Vivian*.] Your Royal Highness would not, I suppose, consider colonels on the separate list eligible for command at Aldershot as commanders of Artillery?—No; because you would thereby debar the full-pay colonel of Artillery of the very advantages which we wish to give him earlier in life than he gets at present, in consequence of the slowness of promotion.

1916. The officer in command of the Artillery at Aldershot is a colonel on the staff?—Yes.

1917. Is he a brigadier general?—No; anything that is below the rank of brigadier general I should not consider him eligible for.

1918. But it is brigadier general's command, is it not?—There is no question that, in importance, it is; I do not deny that; but it never has been.

1919. It is always given to a full colonel or brigadier general of Artillery, is it not?—Yes.

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1920. Does not your Royal Highness think that that has the effect of putting the colonel on the staff at Aldershot in rather a false position with regard to brigadiers of Infantry?—No; because he is attached to head quarters, and the others are attached to their own brigades. A colonel on the staff is always in attendance on the general officer in command, and has nothing to do with the brigadiers.

1921. But still he is their junior in rank at Aldershot, is he not?—I do not think that you would find an officer at Aldershot in that position.

1922. *Chairman*.] Although in all probability the Commander in Chief would only exercise his discretion in cases of appointments which would naturally be held by major generals on the establishment, you would not, I presume, Sir, debar the Commander in Chief from the employment of colonels, on the separate list in any staff employment that he thought desirable?—No, certainly not; but I conceive those appointments at Aldershot, Gibraltar, Portsmouth, and so on, to be purely regimental appointments which are the birthright of full colonels of Artillery. If you give them to the officers of the separate list, you debar the colonels of Artillery of a right which is a valuable one, and one of which I think they would seriously feel the loss; therefore, while opening the general service to those officers of the separate list, I do not think that they should be eligible for those appointments which I more or less consider regimental.

1923. Captain *Vivian*.] The appointments they would have might be the command of districts?—Yes; or the inspector-generalships of Artillery, and there is the director general of Artillery at the War Office; there is the head of the Select Committee, and there are various appointments of that sort which would be open to those officers as well as others, but not those regimental appointments which I conceive are the birthright of the colonels of Artillery on full pay duty.

1924. Major *Servis*.] With regard to doing away with the half-pay list altogether, would your Royal Highness do away with the power which you have of giving half-pay to men who require longer leave than you could otherwise give them, but whom you would like to bring back to the regiment?—Those men would go on medical certificate; I think you ought to be most liberal in the way of medical certificate; it is a cruel thing if you place an obstacle in the way of a man being placed on half-pay on a medical certificate; but beyond that I do not see that anything special is required upon that subject.

1925. Your Royal Highness was very distinct that the retired pay should be with regard to the length of service, and not to be added to in any way with respect to age, I think?—The only age I should like to see fixed is 60; with that exception, I think service is a better criterion than age.

1926. Mr. *Otway*.] Does not your Royal Highness consider that so long as an officer is in receipt of pay as a commander in the army, that you have the power to command his services to the State at any time; I am referring to the retired officers?—I think the State has a right to demand something of an officer; but the question was put, whether if he obtained a bonus he was not virtually exempt from further duty; if that is attached to the bonus, I think it is better to allow

H. R. H.
the Duke of
Cambridge,
K.G.

15 July
1867.

allow that than not to give a bonus; but otherwise, in cases of great emergency, any officer who receives any emoluments from the State for previous services is considered available, and if it was desirable he might be called on to serve; nothing but great emergency would justify that; still I think that should not stand in the way of giving a bonus.

1927. Now with regard to the bonus or rather the composition, taking the case of a young officer who at 19 years of age may enter the Engineers, and after 20 years' service receive the retirement as proposed, does not it seem to your Royal Highness that in that corps an officer receiving a certain sum down might be induced to retire from it with the prospect of obtaining that lucrative appointment that his talents might entitle him to expect, and so cause the State to lose his services?—Yes, and on that ground I put the time at 20 years, though others put it at 15, because I think you have a right to claim the man's services, but I think that after 20 years' service you may give him the right of retiring if he thinks fit, otherwise we should not get the proper flow of promotion.

1928. Suppose an officer to be retired on half-pay at the age of 39 or 40 with the rank of regimental colonel of artillery; he having fulfilled the conditions necessary to ensure his coming on the permanent half-pay list, and that that officer at that age entirely recovers his health, and is able to do service in any part of the world, does it not seem to your Royal Highness that it would be desirable first for the benefit of the country, and then for the benefit of the officer, that there should be some means of bringing that officer back to active employment, saving thereby, I presume, his receiving 30 or 40 years' half-pay to the country, and obtaining the benefit of his services?—There is no doubt that is so. The only objection to that is that you miss the advantage which you obtain in the flow of promotion which you are anxious to obtain by those retirements, so that it is a question of counterbalancing advantages. You obtain greater promotions on the one hand, and, on the other, every now and then a man may retire whom you would rather not see retire. You get the benefit for the whole corps of greater elasticity of promotion, while by losing the services of the man you do not do him any injustice, though perhaps it may be rather hard measure to him, and the State will lose his services. But of the two, the less evil is leaving him alone.

1929. Your Royal Highness cannot suggest any means by which a revision could be made of the medical certificate to enable an officer to return to active service on his perfect restoration to health?—There is no difficulty about that, because if you bring him before a medical board, and he is called fit for duty, you can always bring him back again, but you must bear in mind that you lose the advantage of promotion, because he becomes a supernumerary, and you stop the promotion until his vacancy is absorbed.

1930. It has been mentioned that there have been cases of officers in the Engineers, and I think in the Artillery, who have retired by the sale of their commissions. May I ask your Royal Highness from what fund has the money been paid to them?—I believe from the Reserved Fund of the War Office, though I must confess I never understood upon what principle that is done. I suppose it is thought by the State that it is better to give a bonus than to keep a man permanently

on half-pay, otherwise I do not see on what principle a man who is in a non-purchase corps should receive money from a fund raised from officers of the Army in general, who have purchased their commissions.

1931. Colonel *Percy Herbert*.] In fact, those retirements are not purchased by the State?—No, they are purchased by the officers who pay the money into the Reserved Fund at the War Office.

1932. *Chairman*.] At all events your Royal Highness does not consider it a proper system of retirement to use any funds of that kind as the means of promoting the flow of promotion?—No, I think it would be very desirable to get rid of that system.

1933. The honourable Member for Chatham asked a question with regard to the half-pay, if it was your Royal Highness's opinion that putting officers on half-pay should not be considered as a means of increasing promotions, but should only be the result of the officer's disability through sickness or wounds?—Just so.

1934. So that if an officer were allowed to remain longer upon it than he is allowed, according to the present rule, it should not be a question of promotion or non-promotion, but a question of his personal efficiency?—Just so.

1935. At present with regard to an officer put upon the half-pay list for wounds, does he lose his service time after the first year?—He is restored to exactly the same relative position which he filled when put on half-pay from the top of the list; if he was twentieth, he would be put back again in exactly the same position, irrespective of the promotions which had taken place since.

1936. If the system which has been advocated, of allowing an officer to be an indefinite time on the half-pay list through sickness were established, your Royal Highness would think it right that he should be restored to the same number in the list as he was at when he went off active service?—If that system is continued, he ought to be brought back to the same relative position as he was in when he was put on half-pay.

1937. But if he was put on half-pay through wounds, do you consider, Sir, it is fair to him to lose all his steps, or should he not be in the position of a seconded officer who comes back into the same position as he was in before?—You might make a regulation, that with wounds only, and for no other cause, if within two years he was sufficiently restored to justify his being put back, he should be looked upon as a seconded officer, but I would not extend it indefinitely.

1938. Colonel *Percy Herbert*.] Your Royal Highness would not extend that to ill-health?—No; I would confine it to wounds.

1939. Mr. *Pack-Beresford*.] Referring your Royal Highness to the colonial service; take the case of an officer in the West Indies being obliged to be put on temporary half-pay, surely the distinction would be rather invidious between him and a wounded officer?—No; because the system exists now, that the officer is allowed to be on half-pay for two years on a medical certificate, and at the end of that period he may be brought back to exactly the same relative position as he was in formerly.

1940. But not to the position which he had previously occupied with regard to other officers?—My experience of the Medical Board is, that they are very liberally disposed, and under those circumstances I have no desire to extend the facilities

facilities with which officers might be placed on half-pay; but the case of wounds is so palpable and so self-evident, that I should be quite prepared to recommend the suggestion thrown out, though I have my doubts whether I would extend it upon other grounds, such as the colonial service.

1941. Colonel *North*.] Taking such a case as that of Hong Kong, has not your Royal Highness the power to deal with a sick man as if he had been severely wounded?—Not at present; at present wounds are not treated as special cases, but whether wounded or medically incapacitated, if the officer who is placed on half-pay is restored within two years, he reverts to the same relative position as he occupied when placed on half-pay in the corps to which he belongs. The proposal now made suggests, that the officer wounded should be considered as a seconded officer; I should be prepared to agree to that recommendation with regard to wounds, but, if it was adopted with regard to wounds, I should not think it advisable to extend it to colonial or other services.

1942. Captain *Vivian*.] Your Royal Highness has said that you think the age of entering the Academy at Woolwich is now too old, but that if it was reduced to the age of 15 or 17, you must not expect such a high qualification; do you not think that the present examinations are unnecessarily severe to qualify officers for the ordinary duties in the Artillery?—They are very severe.

1943. Is your Royal Highness of opinion that it would be an advantage to the service to reduce the age of those entering the Academy, and to accept necessarily a less qualification?—I do; I am strongly of opinion that it would be an advantage, but you must be prepared for a great outcry if you put down the qualifications which, of course, have been brought up to the highest pitch.

1944. Colonel *Percy Herbert*.] General Lefroy stated he did not consider it necessary for the officers of the Royal Artillery to pass such high examinations as they do now on leaving the Royal Academy, because those very high attainments were not necessary for the ordinary duty of the officers of Artillery; is that in conformity with your Royal Highness's opinion?—I think that the higher the attainments an officer can acquire the better, but the disadvantage of coming in so old is so great that, for my part, I would desire, if we could, to bring younger men in, which necessarily involves reducing the attainments, and which also, as a corollary, would lower the rate of attainment when the officers quitted the Academy, which, however, I do not believe would be any important disadvantage to the service.

1945. Colonel *North*.] The Committee have had a great deal of evidence on that point, stating that the regimental duties of an Artillery officer do not require the officer to be so highly educated; is that your Royal Highness's opinion?—I do not think that the general run of the officers need be so highly educated, but the more highly educated they are the more benefit they are to the service, of course.

1946. Mr. *Otway*.] Is there any reason to suppose that those who leave Woolwich have made greater proficiency than the officers at Berlin or the Ecole Polytechnique?—Not that I know of.

1947. Captain *Vivian*.] Your Royal Highness

said that you thought the subalterns of the Royal Artillery could not be reduced in number; did your Royal Highness's answer apply to garrison batteries as well as field batteries?—It was garrison batteries especially that I referred to. I stated that out of 102 garrison batteries there were 82 subalterns employed and absent from their batteries. We always take care to keep all our field batteries complete, as far as we can; we take officers of garrison batteries for other duties; occasionally we are so placed that we cannot give field batteries the full complement.

1948. But your Royal Highness thinks that three subalterns are necessary to each battery in time of peace?—Absolutely necessary.

1949. Are the 82 officers all employed in military service?—Yes, every one of them.

1950. Mr. *Pack-Beresford*.] When your Royal Highness spoke of some batteries in India having only one officer, they were garrison batteries, and not field batteries, I suppose?—Yes; because we try to keep the field batteries as efficient as possible; but I may state that there are many field batteries in India commanded by subalterns (so short are we of officers), which I think extremely objectionable.

1951. Mr. *Trevelyan*.] When we were on the question of certain commissions being bought out of funds supplied by a purchase corps, did you mean that you disapproved of favouring one branch of the service at the expense of another, or that you only disapproved of the State acting as a middle-man?—Although the Reserved Fund is a very great advantage, and I should be very sorry to see it done away with altogether, I think it ought not to be used to assist promotion in the Ordnance corps, where there is no [purchase, at the expense of the officers of the line who all contribute to maintain this Reserved Fund; and on that ground I object, in a military point of view, to the employment of that money for that purpose; but, financially, I cannot say whether it is objectionable or not, because it is really a question with regard to buying up the half-pay, which originated, I believe, this system of giving money from the Reserved Fund to the officers on half-pay.

1952. *Chairman*.] The question practically is this: whether the State or the contributors are those who have the interest in the Reserved Fund, and that is a question which is before another Committee?—Yes.

1953. Major *Jervis*.] Your Royal Highness doubtless remembers that the system of retirement from that fund was in consequence of a circular from the War Office in the year 1861, and not at the request of the officers themselves; that, in fact, it was made compulsory?—Just so; I did not mean to impute that the officers had anything to do with it personally.

1954. Marquis of *Hartington*.] Does your Royal Highness think it is desirable that the Artillery officer should be enabled to retire by the sale of his commission in a non-purchase corps?—That is a mere financial question for the War Office officials, because it is a question of keeping men for a long period on half-pay, or commuting it by giving them a sum of money; the military question would not affect it, nor would it affect the promotion, because the mere buying up of a commission gives a man no promotion in the corps.

1955. Captain *Vivian*.] But it is not done now, with regard to the age or the value of his life;

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the Duke of
Cambridge,
K.G.

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1867.

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the Duke of
Cambridge,
K.G.

15 July
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life; it is estimated an actuary, and a colonel of Artillery gets 4,500 *l.* whether the officer is 50 or 59 years of age?—Yes, but it gives him no promotion in the service; it is a question of the reduction of the half-pay; it does not affect the arrangement of the Ordnance corps; it is a mere question of relative value with regard to the continuance of the half-pay, or a bonus in lieu of it.

1956. But what I mean, sir, is, so far as the State is concerned, it is not treated as a question whether it would be an advantage to the State to pay a man so much a year, or buy it up; but in all cases the man gets his 4,500 *l.*?—Yes.

1957. *Chairman.*] Your Royal Highness has stated that it would be highly desirable if proper rates of retirement should be established, that the State should commute those for a fair sum of money?—But then it would not come out of the Reserved Fund. I thought it was hard that it should be employed for such a purpose.

1958. *Mr. Otway.* In a military point of view there is this difference, that an officer, while receiving half pay, could not accept service in a foreign country?—Yes.

1959. Whereas, with a commuted allowance he could go anywhere?—Yes.

1960. *Mr. Pack-Beresford.*] There is one other question which I wish to put to your Royal Highness, on a matter which was alluded to by Colonel Ady, namely the expediency of the subdivision of the Artillery into separate regiments, with a view to avoid the difficulties which retard the proper flow of promotion in so large a corps. I would ask your Royal Highness if such a subject has ever been in contemplation, or if you have ever thought of the expediency of that as a question in connection with retirement?—It is a very great question whether it would not give greater facilities of promotion, and as that is the object to be attained, it is a subject for consideration; but with regard to retirement, I do not see that it would make the least difference, because the principle of retirement which I have supported has no reference to a corps divided into separate regiments, or to a corps as a whole. There is no doubt that there is more elasticity of promotion where you have small bodies than where there are large ones. We have often had that subject under consideration, and the difficulty is to know how to make it consistent with pure seniority, which has been the principle always adopted by the Ordnance corps.

Sir ALEXANDER SPEARMAN, Bart., and ALEXANDER GLEN FINLAISON, Esq., called in;
and Examined.

Sir A.
Spearman,
Bart.; A. G.
Finlaison,
Esq.

1961. *Chairman.*] (To Sir *Alexander Spearman.*) You are the Comptroller General at the National Debt Office?—I am.

1962. (To Mr. *Finlaison.*) You are Actuary at the National Debt Office, I believe?—I am.

1963. (To Sir *Alexander Spearman.*) The Committee desire to have information from you with regard to the feasibility of commuting for a fixed sum through the agency of the National Debt Office the pensions or the retired pay of officers at the time of their leaving the service; it is the case, is it not, that you at present perform the converse process of granting annuities on the payment of a sum of money down?—Yes.

1964. Would it be, in your opinion, feasible to purchase annuities from public officers and public officers only, at the time of their retirement by the payment to them of a sum down?—It would be the introduction of a new principle into the administration of the National Debt Office, but if the funds were provided by Parliament I do not see that there would be any difficulty or that there would be much difficulty at all events in effecting the converse proposition to that which we now carry out by granting an annuity, and receiving the money value of the annuity to be applied in the reduction of the debt.

1965. I believe that you have at present tables calculated at different rates of interest for the value of every annuity to a person supposed to be in good health, have you not?—No; we do not enter into the question of health.

1966. That is to say you gain if a person is not in good health?—Yes; the worse the life that comes to us the better for the public.

1967. But the tables have been computed on good lives, have they not?—Mr *Finlaison* will explain that better than I can.

1968. (To Mr. *Finlaison.*) Will you be good enough to inform the Committee the principle which you adopt with regard to those tables?—The tables have been computed upon rather an extensive basis. They were computed upon the

experience of lives that entered into the tontines, commonly known as the Irish tontines of 1773, 1775, and 1777. There were also a large body of lives, male and female, that were concerned in the tontine, commonly called the great tontine of 1789, and it was divided into two remarkable classes; first, there were a body of lives supplied by the contributors, who paid down their money in shares, but as that number fell short of the number originally contemplated, the Treasury, at the request of the shareholders, supplemented that body by lives taken from the gentry and freeholders of England, chiefly esquires and persons of that quality, which lives were nominated by the instrumentality of the clergy chiefly from the children of the English gentry. Then there came a further body, but at the time the observation was taken it was not very extensive, but still numerous. Namely, the life annuitants who had purchased annuities from the Commissioners of the Sinking Fund. They contributed highly selected lives, both female and male, and the combination of all the lives above mentioned supplied the observation on which the Government tables were framed for the sale of life annuities.

1969. Then is it your opinion that those tables give fair rates with regard to what are called good lives?—I think they rest upon the very highest class of life, because experience has shown that lives selected from tontines, were even superior to those that were self-selected. At this very great distance of time, there is a remarkable number of the tontine lives still alive.

1970. If the converse process were established, and the National Debt Office were empowered to purchase annuities at the time of the annuitants leaving the service, say calculating interest at 5 per cent., is it your opinion that the National Debt Office could make itself safe in such a transaction?—That is a very great question, for in that operation, the National Debt Office would be purchasing annuities dependent on lives which obviously

obviously were not of the highest quality, for lives of the highest vitality would not be the lives that would retire; but I think there would be no difficulty in adjusting the system by an increase of the rate of interest; perhaps even 5 per cent. would do it, and bring that difference, or that supposed difference, of quality into an equilibrium with the normal table.

1971. The rate of the Government interest being on an average, a trifle under 3½ per cent., you think that the difference between that and 5 per cent., with ample means of medical scrutiny, would make the office safe where a life was not fully up to the mark, if it was possible to add a considerable number of years?—I think it would.

1972. That is the process adopted in insurance offices, is it not?—Yes.

1973. They cause the life to be scrutinised?—Yes.

1974. And on the report of the medical officer, they add, what in their opinion is a sufficient number of years?—Yes; and by that method, I think you may arrive at a fair consideration for the annuity to be surrendered.

1975. (To Sir *Alexander Spearman*.) Is it your opinion that a medical officer could be attached to your department, with whose assistance, and that of the medical officer of the regiment in which the officer had served, you could arrive at proper information with regard to his health for this purpose?—A medical officer might be selected without any difficulty; but the occasional use of his services, I should take for granted, would be so rare, that it would not be necessary to attach him to the establishment of the office.

1976. But you feel no doubt with regard to the feasibility of adopting such a system, if you were able to obtain the services of such a medical officer as would be competent to advise with regard to the health of the annuitants?—I think, with the assistance of a competent medical authority, and the assistance of the army medical officer, who would be better acquainted with the habits and the real state of health of the military officer, we should be able to compute the retired pay for a sum of money paid down, and with the assistance of the actuary, I do not see why it should not be done in the National Debt Office.

1977. Would you attach a condition that the officer compounding his annuity at your office should have to do so when he left his regiment, and not afterwards, when less would be known of the state of his health?—If he compounded at all he should compound at once.

1978. In transacting the business of the National Debt Office, you are associated with the Commissioners?—Yes; I am in fact Comptroller General, acting under the Commissioners.

1979. In transacting the business of the Exchequer Loan Commissioners, you are associated with another body of Commissioners?—Not as Comptroller General of the National Debt Office; I happen to be Deputy Chairman of the Public Works Loan Commissioners, but not in connection with the National Debt Office.

1980. But if it were decided to establish such a system as is described under which the National Debt Office and you, as its Comptroller, were to have the charge of the business of compounding for certain pensions or annuities of public servants, do you think it would be desirable that you should have associated with you, for that

purpose, persons of standing in the City, like the Commissioners of the Exchequer Loan Commission?—I think it would be very desirable that other persons should be associated with the person at the National Debt Office who should transact the business; it would be to some extent an invidious office that he would have to perform, and both for the protection of the public and for the protection of the officer who wishes to commute his retiring allowance for a sum paid down, it should not depend on the medical officer and the actuary with the Comptroller General alone, but other persons should be associated with them.

1981. The Exchequer Loan Commissioners are, most of them, men of business in the City?—Yes; but I cannot offer any opinion whatever with regard to the employment of any member of that body; it is a body of a very peculiar character, and the only person connected with the public service who is in that body besides myself is Sir John Hay; we are both officers in the public service, he in one branch, and I in another. Whether they would consent to be employed in carrying out such a business, I cannot venture to say.

1982. My question is rather, whether it would not be very advantageous if such a business as this was assigned to the National Debt Office, that you should have associated with you persons of the stamp, as men of business in the city, of the Exchequer Loan Commissioners?—No doubt.

1983. As a matter of fact, the Exchequer Loan Commission, though in one sense a department of the Government, acts quite independently of the Government?—They are entirely independent of the Government; they receive no remuneration for their public services, and they act as independent private gentlemen performing a public duty of great importance, and receiving no salary.

1984. They have to decide very difficult questions with regard to loans to harbours and public bodies, with respect to which there may be great differences of opinion?—No doubt.

1985. Am I not right in saying that so impartial are they known to be that the House of Commons has rarely, if ever, been appealed to against their decisions?—I am not aware that the House of Commons has ever been appealed to against their decisions.

1986. (To Mr. *Finlaison*.) Supposing the plan were adopted, with regard to which I have asked the Comptroller General, of computing the pensions or annuities of certain officers at certain ages, through the instrumentality of your office, with regard to the number of years' purchase which that annuity on a sound life would be worth at five per cent., that, of course, would be simple matter of calculation?—Certainly; and to show that it is so, I have brought a table of the values of a life annuity at quinquennial ages, from 30 to 80 (which of course can be extended to every age), at the rates of four, five, and six per cent.

1987. Take five per cent., how many years' purchase is an annuity at 40 worth?—An annuity at 40 would be worth about 13½ years' purchase.

1988. So that an annuity of 300 *l.* a year would be worth at 40, just 4,000 *l.*?—As near as possible.

1989. At 45, how many years' purchase would it be worth?—At 45, it would be worth about 12½ years' purchase.

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1990. So

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Esq..

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1990. So that an annuity of 400 *l.* a year would be worth 5,000 *l.* at 45?—£. 5,022.

1991. At 50 years what would it be worth?—At 50 years it would be worth about 11½ years' purchase.

1992. At 60 years what would it be worth?—At 60 years it would be worth about nine years' purchase.

1993. So that an annuity of 600 *l.* would be worth nearly 5,500 *l.* at 60?—Yes.

1994. I believe that you can put in a table giving the years' purchase at 4 per cent. and 6 per cent. at each of the extreme ages, and at the intermediate ages?—Yes; I can do so with facility.

1995. In fact, showing the number of years' purchase at every age between 25 and 60 at 4 per cent., 5 per cent., and 6 per cent?—Yes; certainly.

1996. Mr. *Pack-Beresford.*] Will you also be good enough to put in the per-centage of lives taken at 20 years of age that reached 32, 46, 54, and 60?—Yes, I will do that—of course according to the established table.

1997. Colonel *Percy Herbert.*] How would you propose to deal with the lives that are not sound, if such a system of retirement were proposed?—The question put by the honourable Chairman has suggested the mode; it would be on the opinion of the medical officer that the life was so many years older than the actual age, and consequently that the annuity was of so much less value, that the actuary would recommend his Board to proceed.

1998. (To Sir *Alexander Spearman.*) It would be necessary, would it not, in order to protect the public, to reserve the power of refusing to commute altogether?—I think the power of refusing to commute ought certainly to be vested in the Commissioners. There was a case that took place very lately, which was the case of the grant of an annuity equal to his full salary, to an officer in Greenwich Hospital; it was purchased for him at the National Debt Office by the transfer of an equivalent value of stock, having regard to his age, and he died within, I think, three months of the grant of the annuity; the public received from the Greenwich Hospital Commissioners about 12,000 *l.* stock for the annuity. The stock was cancelled, and the National Debt Office never paid a farthing of the annuity beyond one-fourth of the annual sum.

1999. *Chairman.*] If the converse operation had been proposed with regard to that person, you would undoubtedly have refused to carry it out?—I think so.

2000. Then, in your opinion, if such functions were assigned to yourself or to the Commissioners in connection with the National Debt Office, their decision should be, in your opinion, final?—I think so.

2001. And you think if it was properly guarded, such a system could be carried out without public detriment?—Mr. *Finlaison* is more capable of answering that question than I am; but I do not see why it should not.

2002. (To Mr. *Finlaison.*) Is that your opinion?—I think it could, under proper safeguards, be carried out without any fear of loss to the public.

2003. (To Sir *Alexander Spearman.*) When you grant an annuity, I think you purchase the stock and cancel it?—Yes.

2004. So that the public pays during the life of the annuitant, in addition to the interest which it would have paid on the stock, the difference between that interest and the amount of the annuity?—Yes, during the annuitant's life.

2005. And the National Debt has been reduced *pro tanto*?—And the National Debt has been reduced *pro tanto*.

2006. Would it be the proper course, if you purchased annuities, to apply the annuity as it was paid over to you in the reduction of the National Debt?—That is a question upon which I cannot express any decided opinion.

2007. (To Mr. *Finlaison.*) In granting annuities at the National Debt Office, the process of reducing the National Debt goes on; a slightly increased charge falls on the public during the annuitant's life, and at the end of his life the National Debt has been so much reduced?—Yes.

2008. Might not a similar operation be performed, if the converse plan were adopted of purchasing annuities; I mean if the instalments of the annuity paid over to the Commissioners for the Reduction of the National Debt were invested in stock, and that stock was cancelled?—That would be a process of extinguishing the National Debt piecemeal.

2009. But it would be practically the same thing as that process which is gone through in the converse operation when an annuity is granted, other would it not?—No doubt; except that in the one case you apply the capital to cancel debt; in the other you would apply only the yearly income.

2010. If an Act of Parliament was obtained, under which the Treasury was authorised to issue out of the Exchequer the whole amount to commute those pensions, there would be no difficulty, would there, in applying the pensions, as they were paid over to the Commissioners, to the reduction of the National Debt?—There would be no difficulty except the trouble of it, for the pension itself is a debt, and when you have bought it up you have paid it, *quo ad* the original creditor.

Sir *Alexander Spearman.*] You have already cancelled it by buying it.

2011. (To Mr. *Finlaison.*) But if the half-yearly receipts were accumulated and applied to the reduction of the National Debt, that would be practically the same process as is gone through in a case where an annuity is granted?—It would have the same effect in the end, in point of principle.

LIST OF APPENDIX.

Appendix, No. 1.

Royal Artillery :

	PAGE
Statement showing the Ages of the Six Senior Officers in each Rank of the Royal Artillery, from Colonel downwards, in the Years 1826, 1836, 1846, 1856, and 1866	101
Statement showing the Length of Service of the Six Senior Officers in each Rank of the Royal Artillery, from Colonel downwards, in the Years 1826, 1836, 1846, 1856, and 1866	102
Return showing the Establishment of Combatant Officers on the 1st January in the Years 1826, 1836, 1846, 1856, and 1866; together with the Augmentations and Reductions which have been made in the several Grades during those Periods	103
Statement showing the Number of Officers of each Rank of the Royal Artillery (including the Establishment of General Officers) on Retired Full Pay, in the Years 1826, 1836, 1846, 1856, and 1866; also the Number and Ages of the Officers permitted to Retire each Year, from 1826 to 1866 inclusive	103
Return of the Number of Officers of Royal Artillery who have Retired on Half-pay during each of the last Twenty years, and the Total Officers on Half-pay in each Year	106
Regulations for Seconding Officers of the English and Indian Ordnance Corps	107
Nominal List of Officers of the Royal Artillery who have been permitted to retire from the Service by the Sale of their Commissions	108
Memorandum respecting the Retirement of Officers of Royal Artillery on Retired Full Pay	108

Appendix, No. 2.

Royal Engineers :

Statement showing the Age and Service of the Six Senior Officers in each Rank, from Colonel downwards, in 1826, 1836, 1846, 1856, and 1866	110
Statement showing the Establishment of Officers in each Rank in certain Years, and the Dates and Extent of the several Augmentations and Reductions during those Years	111
Statement showing the Number of Officers of each Rank, including the Establishment of General Officers, on the Retired Full Pay List, in the Years 1826, 1836, 1846, 1856, and 1866, and the actual Number and Age of those that retired in each Year from 1826 to 1866	111
Statement of the Number of Officers who have retired on Half Pay during each of the last Twenty Years, viz., from 1st January 1846; and the Total Number on Half Pay in each Year	113
Regulations affecting the Seconding of Officers of Royal Engineers	113
List of Officers who have been permitted to Retire from the Service by the Sale of their respective Commissions	114
Letter from the Master General of the Ordnance to General Mann, dated 10 April 1824	114
Letter from the Master General of the Ordnance to General Mann, dated 30 December 1827	115
Memorandum by Colonel H. Fane Keane.—Retired Full Pay of Officers	115
List of the Six Senior Colonels (1866), showing their Age on entering the Royal Military Academy, the Time they remained at the Academy, and the time between passing their Examination and being Gazetted to the Royal Engineers	115

Appendix, No. 3.

Royal Marines :

Statement showing the Ages of the Six Senior Officers in each Rank of the Royal Marines, from Colonel Commandant downwards, in the Years 1826, 1836, 1846, and 1866	116
Statement showing the Number of Years' Service of the Six Senior Officers in each Rank of the Royal Marines, from Colonel Commandant downwards, in the Years 1826, 1836, 1846, 1856, and 1866	117
Return showing the Establishment of Officers of the Royal Marines in the Years 1826, 1836, 1846, 1856, and 1866, with the Date and Extent of Augmentations and Reductions	118
Statement showing the different Systems of Retirement in force in the Corps of Royal Marines, during and since the Year 1826	118
Order in Council, dated 13 November 1858	119

Appendix, No. 3—*continued.*

	PAGE
Return of the Number of Officers of the Royal Marines of each rank (including the Establishment of General Officers) on the Retired List at each of the following periods, viz., 1826, 1836, 1846, 1856 and 1866 - - - - -	120
Return of the Actual Number of Officers of Royal Marines Retired on Full Pay in each of the Years 1826-1866 - - - - -	121
Return of the Ages of Officers of the Royal Marines of the Rank of Colonel and upwards on Retiring in each of the Years 1826-1866 - - - - -	122
Return of the Number of Officers of Royal Marines who Retired on Half Pay in each Year during the last 20 Years, and the Total Number of Officers on Half Pay in each of the Years 1847-66 - - - - -	123

Appendix, No. 4.

Papers handed in by Colonel Gambier :

Royal Artillery :—Return of the Age at which each of the Six Senior Officers in each Rank, from Colonel downwards, in 1826, 1836, 1846, 1856, and 1866, entered the Royal Military Academy, Woolwich; the Time they remained at the Academy; and the Time between passing their Examination and being Gazetted to the Royal Artillery - - - - -	124
Royal Engineers :—Return of the Age at which each of the Six Senior Officers in each Rank from Colonel downwards, in 1826, 1836, 1846, 1856, and 1866, entered the Royal Military Academy, Woolwich; the Time they remained at the Academy; and the Time between passing their Examination and being Gazetted to the Royal Engineers - - - - -	127

Appendix, No. 5.

Paper delivered in by Brigadier General Lefroy, 17 June 1867 :

Memorandum on the probable position of the Officers of the Old Royal Artillery, in respect to Length of Service, in the Years 1875, 1880, and 1885, and the Number of Retirements that will be necessary if no Colonel is continued on the Effective List beyond 40 Years' Service. The Retirements to be such that no Officer shall be a Captain beyond 27 Years' Service, or a Lieutenant Colonel beyond 34 Years' Service - - - - -	129
--	-----

Appendix, No. 6.

Paper delivered in by Admiral Dacres, 20 June 1867 :

Abstract of the Cost of the Full Pay Retirement of Officers of the Royal Marines, for the past Ten Years - - - - -	135
--	-----

Appendix, No. 7.

Paper delivered in by Colonel Gambier, 20 June 1867 :

Royal Artillery.—Full Pay Retirements - - - - -	136
---	-----

Appendix, No. 8.

Paper handed in by Colonel Adye, 24 June 1867 :

Promotion in the Royal Artillery - - - - -	138
--	-----

Appendix, No. 9.

Papers furnished by Mr. Finlaison :

Table showing the Number of Years' Purchase, and also the Price in Cash, of an Annuity of 100 <i>l.</i> on the Life of a Male of an Age undermentioned; the Interest of Money being taken after the Rate of Five per Cent. per Annum payable half-yearly, and the Law of Mortality being that adopted for the Tables regulating the Grant of Annuities on Male Lives at the National Debt Office - - - - -	145
Table showing the Number which will survive at the Ages undermentioned out of 100,000 Males of the Age of 20 years, according to the Law of Mortality which is the basis of the preceding Table - - - - -	145
Table showing the Number of Years' Purchase, and also the Price in Cash, of an Annuity of 100 <i>l.</i> on the Life of a Male of an Age undermentioned; the Interest of Money being taken after the Rate of Six per Cent. per Annum payable half-yearly, and the Law of Mortality being that adopted for the Tables regulating the Grant of Annuities on Male Lives at the National Debt Office - - - - -	146
The present Values, according to the Government Life Annuity Tables, of an Annuity of 100 <i>l.</i> on a Male Life of an Age undermentioned, where the Rate of Interest is respectively Four, Five, or Six per Cent. per annum - - - - -	146

APPENDIX.

Appendix, No. 1.

ROYAL ARTILLERY.

App. No. 1.

STATEMENT showing the AGES of the SIX SENIOR OFFICERS in each Rank of the ROYAL ARTILLERY, from Colonel downwards, in the Years 1826, 1836, 1846, 1856, and 1866.

RANK.	1826.	1836.	1846.	1856.	1866.
	Yrs. mos.	Yrs. mos.	Yrs. mos.	Yrs. mos.	Yrs. mos.
Colonel - - -	60 8 60 2 57 6 56 5 No record - 52 11	62 11 63 9 63 4 62 3 62 2 63 8	65 9 66 4 66 10 70 11 67 1 65 10	67 2 67 3 68 0 67 7 67 3 65 9	55 0 54 5 53 2 54 3 58 11 53 7
Lieutenant Colonel -	48 0 49 10 No record - 48 1 49 0 No record -	59 3 58 6 58 6 55 4 57 11 56 11	63 1 63 0 60 11 62 5 60 1 63 6	56 9 56 4 56 5 54 5 55 8 53 7	48 0 48 2 48 1 48 7 48 1 47 0
Captain - - -	No record - 45 10 46 4 46 9 No record - 46 5	52 2 54 9 51 3 51 6 51 1 53 7	55 2 55 4 55 10 55 11 55 9 55 1	38 2 40 6 39 0 38 11 38 3 38 11	39 9 40 6 40 0 40 6 40 3 39 8
Second Captain - -	39 1 No record - No record - 38 3 39 6 39 11	46 2 46 7 44 3 45 2 45 3 45 3	45 9 45 3 45 1 43 7 43 8 42 8	35 5 29 7 29 8 30 7 28 3 29 2	32 7 32 6 32 2 31 9 32 1 32 0
Lieutenant - -	35 5 35 0 37 4 37 5 37 2 37 7	40 0 40 0 40 0 42 4 39 11 39 3	29 0 29 0 29 0 31 3 29 7 30 10	24 6 22 8 23 11 23 1 25 5 25 4	31 8 30 10 31 11 30 1 30 10 31 0
Second Lieutenant -	25 5 26 3 26 2 25 9 28 5 No record -	21 5 21 8 19 7 20 4 20 9 20 3	20 3 20 7 19 10 20 7 20 10 19 0	The rank of Second Lieutenant abolished in 1855.	

Horse Guards, }
20 May 1867.

G. Gambier, D. A. G.

App. No. 1.

ROYAL ARTILLERY.

STATEMENT, showing the LENGTH of SERVICE of the SIX SENIOR OFFICERS in each Rank of the ROYAL ARTILLERY, from Colonel downwards, in the Years 1826, 1836, 1846, 1856, and 1866.

RANK.	1826.	1836.	1846.	1856.	1866.
	Yrs. mos.	Yrs. mos.	Yrs. mos.	Yrs. mos.	Yrs. mos.
Colonel - - -	43 6	43 7	50 10	52 1	37 7
	43 6	43 6	50 10	51 3	37 4
	43 6	43 0	50 10	50 9	39 2
	35 7	42 8	50 10	49 7	36 1
	No record -	42 8	50 10	49 5	36 1
	33 6	42 8	50 1	49 4	36 1
Lieutenant Colonels -	32 0	41 3	46 3	36 1	30 6
	32 0	41 2	46 1	35 5	30 1
	No record -	41 1	45 8	34 11	30 1
	31 7	40 3	45 2	31 1	30 1
	31 6	40 3	44 11	30 8	29 6
	No record -	40 3	44 11	30 5	29 6
Captains - - -	No record -	36 6	39 6	21 1	21 6
	30 0	36 2	39 4	20 7	21 6
	29 6	36 0	39 3	20 7	21 6
	29 6	35 3	39 3	20 7	21 6
	No record -	34 11	39 3	20 1	21 6
	20 6	34 11	39 1	20 1	21 6
Second Captain -	22 9	29 6	20 9	11 6	14 7
	No record -	29 6	20 7	11 1	14 7
	No record -	29 6	20 7	11 1	14 7
	22 9	29 6	20 6	11 1	14 7
	22 9	29 6	20 6	11 1	14 7
	22 4	29 3	20 6	11 1	14 7
Lieutenant - -	19 1	21 8	11 1	6 1	9 10
	19 1	21 8	11 1	6 1	9 10
	18 11	21 8	11 1	6 1	9 10
	18 11	21 8	11 1	6 1	9 10
	18 8	21 8	11 1	6 1	9 10
	18 8	21 8	11 1	6 1	9 10
Second Lieutenant -	8 7	2 7	2 1	} The rank of Second Lieutenant abolished in 1855.	
	8 6	2 7	2 1		
	8 7	2 7	1 7		
	7 6	2 7	1 7		
	7 6	2 7	1 7		
	No record -	2 7	1 7		

Horse Guards, }
20 May 1867.

G. Gambier, D. A. G.

ROYAL ARTILLERY.

RETURN showing the Establishment of COMBATANT OFFICERS on the 1st January in the Years 1826, 1836, 1846, 1856, and 1866; together with the Augmentations and Reductions which have been made in the several Grades during those Periods.

YEAR	ESTABLISHMENT.														
	Colonels Commandant.	Colonels.	Lieut. Colonels.	Captains.	Lieutenants.	Adjutants.	Total.								
1826 - -	10	20	42	161	242	10	485	Reduction of 1 Lieutenant.							
1836 - -	10	20	42	161	241	10	484								
1846 - -	10	20	42	161	241	10	484								
1856 - -	15	30	60	242	365	16	728	AUGMENTATION OF	Date.	Colonels Commandant.	Colonels.	Lieut. Colonels.	Captains.	Lieutenants.	Adjutants.
								1 Battalion - - - -	10 April 1846	1	2	4	16	24	1
								2 Battalions - - - -	11 & 12 Sept. & Dec. 1848.	2	4	6	32	48	2
								1 Battalion - - - -	13 Mar. 1854	1	2	4	16	24	1
								1 Battalion - - - -	14 May 1855	1	2	4	16	24	1
1866 - -	17	34	66	282	415	21	835	1 Troop, Royal Horse Artillery	- June 1855	-	-	-	1	2	-
								- - - - -	- Sept. 1855	-	-	-	-	2	1
										5	10	18	81	124	6
										244					
								1 Troop, Royal Horse Artillery	- Mar. 1856	-	-	-	1	2	-
1866 - -	17	34	66	282	415	21	835	2 Troops, Royal Horse Artillery	- Jan. 1853	-	-	-	4	6	-
								Depôt Brigade - - - -	- Aug. 1859	-	-	-	10	8	2
								2 Batteries for China - - - -	- Nov. 1859	-	-	-	5	6	-
								1 Brigade and Depôt - - - -	15 April 1860	1	2	4	20	28	2
								1 Brigade, B., Royal Horse Artillery.	- April 1864	1	2	2	-	-	1

Horse Guards, S.W., May 1867.

G. Gambier, D. A. G.

ROYAL ARTILLERY.

STATEMENT showing the Number of OFFICERS of each Rank of the ROYAL ARTILLERY (including the Establishment of General Officers) on RETIRED FULL PAY, in the Years 1826, 1836, 1846, 1856, and 1866; also the Number and Ages of the Officers permitted to Retire each Year, from 1826 to 1866 inclusive.

ON RETIRED FULL PAY.

YEARS				Major Generals.		Colonels.		Lieutenant Colonels.		Captains.		Lieutenants.	
				No.	Age.	No.	Age.	No.	Age.	No.	Age.	No.	Age.
1826	-	-	-	-	Yrs. mos.	-	Yrs. mos.	2	-	20	-	4	-
1836	-	-	-	-	-	-	-	4	-	13*	-	8	-
1846	-	-	-	-	-	-	-	30	-	36	-	6	-
1856	-	-	-	3	-	8	-	57	-	46	-	4	-
1866	-	-	-	3	-	18	-	36	-	33	-	2	-

* 1 Captain Supernumerary to the list.

Note.—The above numbers include all Officers of Royal Artillery on Retired Full Pay on the 1st January in each year stated, without reference to the Warrants under which they respectively retired; those who retired before 1840 being supernumerary to the £. 82,000 allowed by Royal Warrant of 1854.

STATEMENT showing the Number of Officers of each Rank of the Royal Artillery, &c.—*continued.*

NUMBER and AGES of those Permitted to Retire each Year.

YEARS			Major Generals.		Colonels.		Lieutenant Colonels.		Captains.		Lieutenants.	
			No.	Age.	No.	Age.	No.	Age.	No.	Age.	No.	Age.
				Yrs. mos.		Yrs. mos.		Yrs. mos.		Yrs. mos.		Yrs. mos.
1826	-	-	-	-	-	-	-	-	-	-	-	-
1827	-	-	-	-	-	-	-	-	-	-	-	-
1828	-	-	-	-	-	-	-	-	-	-	-	-
1829	-	-	-	-	-	-	-	-	-	-	1	39 5
1830	-	-	-	-	-	-	-	-	-	-	-	-
1831	-	-	-	-	-	-	-	-	-	-	-	-
1832	-	-	-	-	-	-	-	-	-	-	-	-
1833	-	-	-	-	-	-	-	-	-	-	-	-
1834	-	-	-	-	-	-	1	56 8	-	-	-	-
1835	-	-	-	-	-	-	1	55 10	-	-	-	-
1836	-	-	-	-	-	-	6	56 11	-	-	-	-
								55 10				
								55 4				
								54 5				
								54 0				
1837	-	-	-	-	-	-	-	53 3	-	-	-	-
								-				
								-				
								-				
								-				
1838	-	-	-	-	-	-	-	-	1	47 2	-	-
1839	-	-	-	-	-	-	-	-	1	50 2	-	-
1840	-	-	-	-	-	-	4	51 5	7	49 9	-	-
								49 5		40 5		
								49 4		49 1		
								47 2		40 10		
								40 10		-		
1841	-	-	-	-	-	-	4	54 5	4	51 1	-	-
								51 1		49 8		
								49 8		49 8		
								Unknown.		54 9		
								-		52 1		
1842	-	-	-	-	-	-	4	51 1	8	50 11	1	27 8
								50 11		47 5		
								46 0		43 10		
								43 10		31 6		
								31 6		-		
1843	-	-	-	-	-	-	4	54 0	5	51 11	-	-
								51 11		51 9		
								47 5		47 3		
								47 3		-		
								-		-		
1844	-	-	-	-	-	-	4	58 0	4	50 1	-	-
								55 3		48 5		
								55 3		45 9		
								54 10		44 1		
								-		-		
1845	-	-	-	-	-	-	4	58 7	4	48 3	1	29 4
								56 1		47 6		
								55 10		45 0		
								48 6		45 0		
								-		-		
1846	-	-	-	-	-	-	3	56 5	4	56 3	-	-
								55 9		46 6		
								Unknown.		45 0		
								-		42 11		
								-		-		
1847	-	-	-	-	-	-	3	57 6	2	46 8	1	62 4
								57 3		37 5		
								56 6		-		
								-		-		
								-		-		
1848	-	-	-	-	-	-	-	-	1	54 5	-	-
								-		-		
								-		-		
								-		-		
								-		-		
1849	-	-	-	-	-	-	2	58 10	3	54 0	-	-
								58 0		40 5		
								-		36 11		
								-		-		
								-		-		

STATEMENT showing the Number of Officers of each Rank of the Royal Artillery, &c.—*continued*.

YEARS	Major Generals.		Colonels.		Lieutenant Colonels.		Captains.		Lieutenants.	
	No.	Age.	No.	Age.	No.	Age.	No.	Age.	No.	Age.
		Yrs. mos.		Yrs. mos.		Yrs. mos.		Yrs. mos.		Yrs. mos.
1850	-	-	-	-	6	60 0 58 11 58 6 58 0 57 10 57 1	1	41 2	-	-
1851	-	-	-	-	3	60 5 57 1 55 3 63 4 59 0	2	51 2 51 1	-	-
1852	-	-	-	-	6	57 5 56 4 56 3 54 5	1	54 2	-	-
1853	-	-	-	-	1	55 2	3	39 8 39 5 37 5	-	-
1854	-	-	2	72 5 67 8	1	67 0	8	55 10 55 6 53 8 51 8 50 10 47 5 43 1 42 3	3	42 9 42 5 37 6
1855	-	-	1	67 6	8	67 11 67 9 66 8 65 11 64 5 63 4 59 2 66 4	2	44 2 44 2	-	-
1856	-	-	-	-	2	67 7 65 7 66 1	-	-	-	-
1857	-	-	1	67 3	3	65 7 65 0	-	-	-	-
1858	-	-	-	-	1	65 2	-	-	-	-
1859	-	-	-	-	-	-	1	47 5	-	-
1860	-	-	-	-	2	63 8 61 4	-	-	-	-
1861	-	-	-	-	2	61 5 61 3	-	-	-	-
1862	-	-	-	-	2	63 0 62 7 66 2 63 2	1	47 7	-	-
1863	-	-	-	-	5	62 7 60 8 54 3 52 3	-	-	-	-
1864	-	-	2	74 0 71 11	3	51 11 50 4 51 10	-	-	-	-
1865	-	-	-	-	3	51 4 50 6 49 6	-	-	-	-
1866	-	-	-	-	2	48 9	-	-	-	-

Horse Guards,
24 May 1867.

G. Gambier, D. A. G.

App. No. 1.

ROYAL ARTILLERY.

RETURN of the Number of OFFICERS of ROYAL ARTILLERY who have Retired on HALF PAY during each of the last Twenty Years, and the Total of Officers on Half Pay in each Year.

	Year	Lieutenant Colonels.	Captains.	Lieutenants.
On retired Half Pay - - -	1847 - -	2	74	42
Retired during the year - - -	- - -	-	2	1
On retired Half Pay - - -	1848 - -	1	76	43
Retired during the year - - -	- - -	-	4	—
On retired Half Pay - - -	1849 - -	1	75	43
Retired during the year - - -	- - -	-	3	—
On retired Half Pay - - -	1850 - -	1	72	43
Retired during the year - - -	- - -	-	5	—
On retired Half Pay - - -	1851 - -	1	73	43
Retired during the year - - -	- - -	-	2	1
On retired Half Pay - - -	1852 - -	1	73	42
Retired during the year - - -	- - -	2	5	—
On retired Half Pay - - -	1853 - -	3	76	39
Retired during the year - - -	- - -	-	1	1
On retired Half Pay - - -	1854 - -	3	72	40
Retired during the year - - -	- - -	-	8	1
On retired Half Pay - - -	1855 - -	2	75	38
Retired during the year - - -	- - -	2	6	1
On retired Half Pay - - -	1856 - -	3	79	37
Retired during the year - - -	- - -	1	5	—
On retired Half Pay - - -	1857 - -	3	81	35
Retired during the year - - -	- - -	3	4	—
On retired Half Pay - - -	1858 - -	5	81	32
Retired during the year - - -	- - -	1	2	—
On retired Half Pay - - -	1859 - -	6	78	30
Retired during the year - - -	- - -	-	1	—
On retired Half Pay - - -	1860 - -	6	74	30
Retired during the year - - -	- - -	1	2	—
On retired Half Pay - - -	1861 - -	7	72	30
Retired during the year - - -	- - -	4	6	1
On retired Half Pay - - -	1862 - -	6	67	30
Retired during the year - - -	- - -	2	4	—
On retired Half Pay - - -	1863 - -	6	67	27
Retired during the year - - -	- - -	-	2	—
On retired Half Pay - - -	1864 - -	6	64	27
Retired during the year - - -	- - -	2	5	1
On retired Half Pay - - -	1865 - -	6	65	27
Retired during the year - - -	- - -	-	3	—
On retired Half Pay - - -	1866 - -	6	67	25
Retired during the year - - -	- - -	2	4	—
On retired Half Pay - - -	1867 - -	7	71	25

Horse Guards, 24 May 1867.

G. Gambier, D. A. G.

REGULATIONS for SECONDING OFFICERS of the ENGLISH and INDIAN ORDNANCE CORPS.

REGIMENTAL COLONELS.

OFFICERS of this rank who may hold appointments, not purely regimental, were formerly made supernumerary to the fixed establishment; but this regulation is no longer in force, and colonels now holding such appointments are still borne upon the effective establishment of the regiment.

In the Indian Branch of the Service there are still several of those colonels who are supernumerary, but in accordance with the last proposal to the Indian Government by the War Office on the subject, they will be absorbed as vacancies occur in the lists of colonels of their respective Presidencies; one absorption being made for every three vacancies.

The regulations now in force are the same throughout the entire regiment, not only as regards the rank of colonel, but also in the lower grades.

LIEUTENANT COLONELS.

AN officer of this rank who may be holding an appointment of a *quasi-military* nature is borne supernumerary whilst so employed, but in the event of his promotion to the rank of regimental colonel occurring, he would (if still retained in his appointment) be brought upon the establishment, and a step of promotion would be lost to the regiment in the lower grades.

If, on the contrary, the officer should be removed from his appointment on promotion to colonel, he would still be absorbed; but the officer who might be appointed to the vacant employment would be made supernumerary, and promotions would be made in the regiment in the several ranks below the officer so removed as a supernumerary.

CAPTAINS AND LIEUTENANTS.

THE same regulations apply to officers of these ranks as to lieutenant colonels.

A captain in the Indian Branch who may be a first class commissary of ordnance is eligible to retain that position on being promoted to lieutenant colonel; but officers employed as second or third class commissaries of ordnance, relinquish their appointment on promotion to that rank, and their successors in the appointment are made supernumerary in their stead.

GENERAL REGULATIONS.

OFFICERS who are appointed to the Ordnance, or Manufacturing Departments (which remove them to the Supernumerary List) hold their appointments for five years, at the expiration of which they return to regimental duty.

They are, however, eligible for reappointment for a second or third term, and in such cases remain supernumerary.

Officers who accept civil appointments are allowed six months' leave, on probation; after which they are "seconded," and may remain so for 10 years, when they are called upon to elect whether they will return to regimental duty, or remain in civil employ; in the latter case they are removed altogether from the position they hold in the Regimental Lists, and must either retire upon half-pay, if they have 25 years' service, or resign their commissions.

The distinction between a "Supernumerary" and a "Seconded" officer is, that the former receives his regimental pay in addition to the pay of the appointment he may hold, whilst the latter forfeits his regimental pay, and draws his entire income from the civil department under which he is employed.

G. Gambier, D. A. G.

ROYAL ARTILLERY.

NOMINAL LIST of OFFICERS of the ROYAL ARTILLERY who have been permitted to retire from the Service by the Sale of their Commissions.

RANK.	NAMES.	DATE.	Full Pay Service.		Amount Received.	Warrant or Circumstances under which they respectively sold their Commissions.
			Yrs.	mos.		
Lieutenant-Colonels -	J. M. Savage - - -	9 Nov. 1855	38	2	Not known in the office of the Deputy Adjutant General, Royal Artillery.	To settle in Canada.
	C. L. Fitzgerald - - -	17 Feb. 1857	21	7		- - Ditto.
	F. W. Haultain - - -	12 June 1860	21	2		- - Ditto.
	A. R. Wragge - - -	19 Mar. 1861	21	2		To settle in British North America.
	G. A. Maude - - -	10 June 1861	26	6		Horse Guards Circular, 15th February 1861.
	P. R. Cocks - - -	23 July 1861	24	11		- - Ditto.
	W. R. Gilbert - - -	23 Aug. 1861	23	0		- - Ditto.
	H. J. Thomas - - -	10 June 1862	21	9		- - Ditto.
	F. B. Ward - - -	3 May 1864	25	0		- - Ditto.
	J. Travers - - -	28 Oct. 1864	28	2		- - Ditto.
	F. J. Travers - - -	13 Mar. 1866	26	10		- - Ditto.
Captains - - -	Hon. F. Savile - - -	6 Dec. 1850	11	10		To settle in Canada.
	G. S. Robertson - - -	24 June 1856	8	9		To settle in India.
	R. S. Allen - - -	23 April 1861	15	2		Horse Guards Circular, 15th February 1861.
	W. P. Pollock - - -	23 April 1861	8	5		- - Ditto.
	A. T. Blakeley - - -	10 May 1861	8	2		To settle in Canada.
	B. Bathurst - - -	11 June 1861	23	6		Horse Guards Circular, 15th February 1861.
	H. Murray - - -	18 June 1861	11	11		- - Ditto.
	W. M. D. Willan - - -	23 Aug. 1861	15	1		- - Ditto.
	H. Lempriere - - -	10 June 1862	15	8		- - Ditto.
	R. M. Mundy - - -	15 Mar. 1864	14	3		- - Ditto.

This List includes all Officers who have retired from the Royal Artillery by the sale of their commissions within the last 20 years; they were all on the Retired Half-Pay List at the date of sale.

Horse Guards, 24 May 1867. G. Gambier, D. A. G.

ROYAL ARTILLERY.

MEMORANDUM respecting the RETIREMENT of OFFICERS of ROYAL ARTILLERY on RETIRED FULL PAY.

IN 1826 and up to 1831, there was no fixed Retired Full Pay List of Royal Artillery Officers.

1831.—By Royal Warrant of 23 December 1831, the Establishment of Retired Full Pay was fixed at—4 Lieutenant Colonels, 12 Captains, 8 Lieutenants, but no officer was to be allowed to retire until the numbers then on Retired Full Pay were reduced to the above Establishment.

There were at the time two Captains beyond the above numbers.

1836.—By Master General's letter of 11 May 1836, four Lieutenant Colonels of Royal Artillery were added to the above numbers.

1841.—By Royal Warrant of 10 April 1841, four Lieutenant Colonels and four Captains were added to the above numbers, and eight of the Lieutenant Colonels (to be selected by the Master General) were to receive 400*l.* a year, and the two seniors of these 50*l.* additional.

1854.—By Royal Warrant of 3 November 1854, the Retired Full Pay was fixed for the Royal Artillery at 32,000 *l.*, and a proportion of unattached General Officers, relinquishing the prospect of succeeding to the command of battalions, permitted to retire on 600 *l.*

Lieutenant Colonels, with the rank of colonel, of not less than 30 years' service, on 400 *l.*

Lieutenant Colonels of shorter service, and officers of inferior rank, on their regimental pay, having served on full pay for 21 years and upwards, unless from ill health, or wounds in action, compelled to retire before having completed that period of service.

1858.—The Royal Warrant of 14 October 1858 made no increase to the Retirement Fund, but altered the period of retirement to 30 years' service.

1861.—The Royal Warrant of 28 March 1861, fixed 30 years as the lowest period for all officers to retire on full pay, unless from ill-health or wounds it should be deemed expedient by the Secretary of State for War to reduce such service to any shorter period than 30 years.

The following is the distribution of the 32,000 *l.* :—

	£.	s.	d.
23 General Officers, on 600 <i>l.</i> per annum - - - - -	13,800	-	-
1 General Officer, on 450 <i>l.</i> per annum - - - - -	450	-	-
7 General Officers, on 400 <i>l.</i> per annum - - - - -	2,800	-	-
LIEUTENANT COLONELS :			
1, 28 <i>s.</i> per diem, 365 <i>l.</i> per annum - - - - -	365	-	-
15, 18 <i>s.</i> 1 <i>d.</i> per diem, 330 <i>l.</i> - <i>s.</i> 5 <i>d.</i> per annum - - - - -	4,950	6	3
8, 16 <i>s.</i> 11 <i>d.</i> per diem, 308 <i>l.</i> 14 <i>s.</i> 7 <i>d.</i> per annum - - - - -	2,469	16	8
CAPTAINS :			
1, Horse Artillery pay, 18 <i>s.</i> 1 <i>d.</i> per diem, 330 <i>l.</i> - <i>s.</i> 5 <i>d.</i> per annum } annum }	330	-	5
4, 14 <i>s.</i> 2 <i>d.</i> per diem, 258 <i>l.</i> 10 <i>s.</i> 10 <i>d.</i> per annum - - - - -	1,034	3	4
22, 12 <i>s.</i> 2 <i>d.</i> per diem, 222 <i>l.</i> - <i>s.</i> 10 <i>d.</i> per annum - - - - -	4,884	18	4
3, 11 <i>s.</i> 1 <i>d.</i> per diem, 202 <i>l.</i> 5 <i>s.</i> 5 <i>d.</i> per annum - - - - -	606	16	3
1 Lieutenant, 10 <i>s.</i> 10 <i>d.</i> per diem - - - - -	197	14	2
Balance, £. 111. 4. 7.	£.	31,888	15 5

and when any portion of it becomes available for fresh retirements, the application of it is as under:—

Should the balance be 600 *l.* and upwards, the name of the senior colonel on the list of applicants for retirement is submitted by the Commander in Chief to the War Office (without any further reference to such officer) to be allowed to retire on 600 *l.* a year, with the honorary rank of major general.

In the event of the balance not quite reaching 600 *l.* (say 550 *l.*), the senior applicant is then asked whether he wishes to retire upon that amount, on condition that he receives the balance to make up the 600 *l.* from the first money that becomes afterwards available.

Should there be a lieutenant colonel on the list of applicants to retire on 400 *l.*, and the balance in hand amount to less than 600 *l.*, the lieutenant colonel would be allowed to retire.

In no case is an officer asked to retire; but as money falls in the seniors on the list of applicants are removed to the retired list.

Officers can at any time withdraw their names from the candidates' list by permission of the Commander in Chief, and should they not apply to do so, it is taken for granted that they are still desirous of retiring.

Horse Guards, 20 May 1867.

G. Gambier, D. A. G.

Appendix, No. 2

ROYAL ENGINEERS.

STATEMENT showing the AGE and SERVICE of the SIX SENIOR OFFICERS in each Rank, from Colonel downwards, in 1826, 1836, 1846, 1856, and 1866.

RANK.	No.	1826.		1836.		1846.		1856.		1866.	
		Age.	Service.	Age.	Service.	Age.	Service.	Age.	Service.	Age.	Service.
		<i>Yrs. ms.</i>	<i>Yrs. ms.</i>	<i>Yrs. ms.</i>	<i>Yrs. ms.</i>	<i>Yrs. ms.</i>	<i>Yrs. ms.</i>	<i>Yrs. ms.</i>	<i>Yrs. ms.</i>	<i>Yrs. ms.</i>	<i>Yrs. ms.</i>
Colonel -	1	52 9	32 3	61 7	42 3	62 0	45 7	65 9	47 7	64 3	40 3
	2	51 5	32 3	60 7	42 0	61 10	44 5	64 5	46 8	63 2	40 3
	3	50 7	32 0	59 11	42 0	61 5	44 5	63 6	46 3	63 8	40 3
	4	49 11	32 0	59 4	42 0	61 3	44 0	63 10	45 10	62 4	39 4
	5	49 7	32 0	60 8	42 0	59 8	43 3	63 0	45 7	61 7	39 8
	6	49 4	32 0	56 2	41 0	59 8	42 9	62 8	45 5	62 2	39 3
Lieut. Colonel	1	45 3	27 9	54 1	37 6	60 7	41 4	59 10	40 9	50 8	33 3
	2	44 1	27 7	54 4	37 5	59 7	41 2	59 10	40 3	50 6	32 4
	3	44 4	27 5	53 5	37 5	55 0	40 0	60 2	40 3	51 7	32 4
	4	43 5	27 5	52 9	37 5	57 7	39 10	60 2	40 3	51 1	32 0
	5	42 9	27 5	52 9	37 0	56 5	39 8	60 5	40 3	50 10	32 0
	6	42 9	27 0	53 0	37 0	56 7	39 8	60 10	40 3	49 3	31 6
Captain -	1	-	22 0	47 0	29 3	52 2	36 3	40 8	23 3	42 0	24 0
	2	39 2	22 0	48 2	29 2	53 10	35 10	40 8	22 10	42 7	24 0
	3	-	22 0	48 0	29 2	53 9	35 7	40 6	22 4	44 0	24 0
	4	-	21 11	45 7	29 0	54 7	35 6	41 7	22 4	42 3	23 6
	5	-	21 8	45 6	29 0	55 4	35 6	41 1	22 0	41 9	23 0
	6	40 8	21 6	45 4	28 7	53 4	35 5	41 1	22 0	42 1	23 0
Lieutenant	1	-	13 6	39 2	21 5	31 7	12 4	26 7	8 3	27 4	9 6
	2	-	13 6	39 5	21 5	31 1	12 0	26 3	8 3	27 3	9 6
	3	33 2	13 6	40 5	21 5	31 1	12 0	26 6	8 3	25 6	9 3
	4	32 4	13 6	40 9	21 5	28 0	12 0	25 11	8 3	26 9	9 3
	5	32 7	13 6	41 0	21 5	29 7	12 0	27 6	8 3	28 6	9 0
	6	32 6	13 6	39 10	20 9	28 11	12 0	26 7	8 3	27 8	9 0

Horse Guards, }
20 May 1867. }

H. Fane Keane, Colonel,
D. A. General, &c.

ROYAL ENGINEERS.

STATEMENT showing the Establishment of OFFICERS in each Rank in each of the following Years, and the Dates and Extent of the several Augmentations and Reductions during those Years.

Y E A R.	R A N K S.							Totals by Augmen- tation.	Total Establishment.	R E M A R K S.
	Colonels Commandant.	Major Generals.	Colonels.	Lieutenant Colonels.	Captains.	Second Captains.	Lieutenants.			
1826 - - -	5	-	10	25	40	40	120	-	240	
1836 - - -	5	-	10	25	40	40	120	-	240	
1846 - - -	5	-	10	25	40	40	120	-	240	
18 June 1847 - - -	1	-	2	5	8	8	24	48	288	By augmentation.
17 February 1854 - - -	1	-	2	5	8	8	24	48	336	By augmentation.
3 November 1854 - - -	-	8	-	-	-	-	-	8	344	Fixed by Warrant of 1854.
1 April 1855 - - -	1	-	1	2	4	4	12	24	368	By augmentation.
1856 - - -	8	8	15	37	60	60	180	-	368	
1 April 1861 - - -	-	-	-	-	1	2	12	15	383	By augmentation.
1 April 1862 - - -	-	-	1	3	3	2	-	9	392	By augmentation.
1866 - - -	8	8	16	40	64	64	192	-	392	

Horse Guards, 20 May 1867.

H. Fane Keane, Colonel,
D. A. General, Royal Engineers.

ROYAL ENGINEERS.

STATEMENT showing the Number of OFFICERS of each Rank, including the Establishment of GENERAL OFFICERS, on the RETIRED FULL PAY LIST, in each of the following Years, and the actual Number and Age of those that retired in each Year from 1826 to 1866.

Y E A R, &c.		R A N K S.						TOTAL.
		General Officers.	Colonels.	Lieutenant Colonels.	First Captains.	Second Captains.	Lieutenants.	
1826 -	January 1st, on the Retired List.	-	-	-	-	-	-	-
1836 -	ditto - - -	-	-	-	2	1	1	4
1846 -	ditto - - -	-	-	5	11	5	-	21
1856 -	ditto - - -	2	8	15	10	5	-	40
1866 -	ditto - - -	-	16	10	7	4	-	37

Retired in each Year, from 1826 inclusive.

Year.	General Officers.		Colonels.		Lieutenant Colonels.		Captains.		Lieutenants.		Total Number Retired in each Year.
	—	Age.	—	Age.	—	Age.	—	Age.	—	Age.	
	No.	Yrs. ms.	No.	Yrs. ms.	No.	Yrs. ms.	No.	Yrs. ms.	No.	Yrs. ms.	
1826	-	—	-	—	-	—	-	—	-	—	—
1827	-	—	-	—	-	—	-	—	-	—	—
1828	-	—	-	—	-	—	-	—	-	—	—
1829	-	—	-	—	-	—	-	—	-	—	—
1830	-	—	-	—	-	—	-	—	-	—	—
1831	-	-	-	-	-	-	1	40 7	-	-	1
1832	-	-	-	-	-	-	1	42 3	-	-	1
1833	-	-	-	-	-	-	-	-	1	38 8	1
1834	-	-	-	-	-	-	1	44 0	-	-	1
1835	-	-	-	-	-	-	1	45 2	-	-	1
1836	-	-	-	-	-	-	4	45 8	-	-	4
								43 10			
								46 8			
								46 1			

NUMBER of Officers Retired in each Year, from 1826 inclusive—*continued*.

Year.	General Officers.		Colonels.		Lieutenant Colonels.		Captains.		Lieutenants.		Total Number Retired in each Year.
	—	Age.	—	Age.	—	Age.	—	Age.	—	Age.	
	No.	Yrs. ms.	No.	Yrs. ms.	No.	Yrs. ms.	No.	Yrs. ms.	No.	Yrs. ms.	
1837 -	-	-	-	-	1	48 7	1	43 0	-	-	2
1838 -	-	-	-	-	1	49 3	-	-	-	-	1
1839 -	-	-	-	-	-	-	-	-	-	-	-
1840 -	-	-	-	-	2	{ 50 0 } 52 2	3	{ 41 4 } 47 0 } 47 9 }	-	-	5
1841 -	-	-	-	-	-	-	4	{ 46 10 } 41 9 } 48 10 } 47 6 }	-	-	4
1842 -	-	-	-	-	-	-	2	{ 48 3 } 48 0 }	-	-	2
1843 -	-	-	-	-	1	52 8	3	{ 46 5 } 49 1 } 50 2 }	-	-	4
1844 -	-	-	-	-	-	-	4	{ 47 4 } 48 10 } 50 7 } 50 4 }	-	-	4
1845 -	-	-	-	-	1	54 0	-	-	-	-	1
1846 -	-	-	-	-	-	-	-	-	-	-	-
1847 -	-	-	-	-	2	{ 57 1 } 53 0 }	1	44 8	-	-	3
1848 -	-	-	-	-	1	58 0	-	-	-	-	1
1849 -	-	-	-	-	-	-	1	52 2	-	-	1
1850 -	-	-	-	-	1	56 8	2	{ 46 3 } 29 9 }	-	-	3
1851 -	-	-	-	-	2	{ 57 0 } 56 9 }	1	50 4	-	-	3
1852 -	-	-	-	-	1	56 9	-	-	-	-	1
1853 -	-	-	-	-	1	55 9	-	-	-	-	1
1854 -	2	{ 67 3 } 64 2 }	2	{ 67 2 } 62 9 }	2	{ 64 0 } 52 0 }	-	-	-	-	6
1855 -	-	-	6	{ 65 7 } 61 0 } 65 10 } 61 6 } 63 0 } 66 4 }	3	{ 59 5 } 55 8 } 53 8 }	-	-	-	-	9
1856 -	-	-	5	{ 61 6 } 62 7 } 60 1 } 64 6 } 64 0 }	-	-	-	-	-	-	5
1857 -	-	-	2	{ 63 9 } 63 2 }	-	-	-	-	-	-	2
1858 -	-	-	1	63 7	1	57 0	-	-	-	-	2
1859 -	-	-	-	-	-	-	-	-	-	-	-
1860 -	-	-	1	65 1	-	-	-	-	-	-	1
1861 -	-	-	-	-	-	-	-	-	-	-	-
1862 -	-	-	1	68 1	-	-	-	-	-	-	1
1863 -	-	-	1	67 2	1	46 1	-	-	-	-	2
1864 -	1	65 11	2	{ 60 8 } 60 5 }	1	42 3	-	-	-	-	4
1865 -	-	-	-	-	1	44 10	-	-	-	-	1
1866 -	-	-	2	{ 52 11 } 52 11 }	-	-	-	-	-	-	2

Horse Guards, }
27 May 1867. }

H. Fane Keane, Colonel,
D. A. General,
Royal Engineers.

ROYAL ENGINEERS.

STATEMENT of the Number of OFFICERS who have RETIRED on HALF PAY during each of the last Twenty Years, viz., from 1st January 1846; and the Total Number on Half Pay in each Year.

Y E A R.	On the Retired List on 1st January in each Year.				TOTAL.	Retired during the Year.				TOTAL.
	Lieut. Colonels.	1st Captains.	2nd Captains.	Lieu-tenants.		Lieut. Colonels.	1st Captains.	2nd Captains.	Lieu-tenants.	
1846	1	-	11	5	17	1	-	1	-	2
1847	1	-	12	5	18	1	-	1	-	2
1848	1	-	13	5	19	1	-	-	-	1
1849	1	-	12	5	18	-	-	-	-	-
1850	1	-	12	5	18	-	-	-	-	-
1851	1	-	12	5	18	-	-	1	-	1
1852	1	-	13	5	19	-	-	-	-	-
1853	1	-	12	5	18	-	-	1	-	1
1854	1	-	13	5	19	-	1	-	-	1
1855	1	-	13	5	19	-	-	1	-	1
1856	1	-	14	5	20	-	-	-	-	-
1857	1	-	14	5	20	-	-	-	-	-
1858	1	-	13	5	19	-	-	-	-	-
1859	1	-	13	5	19	-	-	-	-	-
1860	1	-	13	5	19	-	-	-	-	-
1861	1	-	11	5	17	2	2	1	-	5
1862	1	2	8	5	16	-	2	-	-	2
1863	1	-	8	5	14	1	-	-	-	1
1864	1	-	7	5	13	1	1	-	-	2
1865	1	1	7	5	14	-	-	-	-	-
1866	1	1	6	5	12	-	-	-	-	-

(signed) *H. Fane Keane*, Colonel,
D. A. General,
Royal Engineers.

Horse Guards, 21 May 1867.

REGULATIONS affecting the SECONDING of OFFICERS of ROYAL ENGINEERS.

OFFICERS of Royal Engineers appointed to Civil Situations are seconded from the date of their entering upon their Civil duties, and their places upon the Effective List of the Corps filled up.

While seconded they continue to hold their position in the Corps, and are promoted when seniority entitles them to such.

After 10 years absence from the period of being seconded, as a rule, they are required either to rejoin their Corps, or permanently retire on full or half pay, as their past Services may determine.

The pay of seconded officers is issued from the funds of the Civil department in which they may be employed.

Seconded Service reckons as Full Pay Service.

(signed) *H. Fane Keane*, Colonel,
D. A. General,
Royal Engineers.

Horse Guards, 23 May 1867.

ROYAL ENGINEERS.

LIST of OFFICERS who have been permitted to RETIRE from the SERVICE by the SALE of their respective COMMISSIONS.

RANK.	NAME.	Date.	Full Pay, Service.	Amount Received.	Warrant or Circumstances under which they Sold their Commissions.
			<i>Yrs. Days.</i>	<i>£. s. d.</i>	
Colonel -	R. D'Arcy -	28 April 1824	39 0	-	From Full Pay, under the Master General and Board's Order, of 10th April 1824. Copy herewith.
Captain -	J. Maclauchlan -	13 May 1824	20 7	-	
Ditto -	W. Payne -	19 Nov. 1824	20 8	-	
Lieut. Colonel	G. Landmann -	29 Dec. 1824	29 7	-	
Ditto -	G. H. Henderson -	9 April 1825	25 4	-	
Ditto -	G. Macleod -	24 Feb. 1829	27 7	-	From Full Pay, under the Master General and Board's Order, of 30th December 1827. Copy herewith.
Ditto -	T. M. Dickens -	22 May 1829	26 3	-	
Ditto -	S. Romilly -	27 Oct. 1829	25 7	-	
Ditto -	A. Fraser -	10 Mar. 1830	25 8	-	
Ditto -	H. Smart -	16 Mar. 1830	27 0	-	
Captain -	J. S. Macauley -	22 Nov. 1836	27 2	-	From Half Pay : - To settle in Canada. - Ditto - Nova Scotia. - Ditto - Australia. - Ditto - Canada. - Ditto - ditto.
Lieut. Colonel	G. F. Thompson -	3 May 1845	36 6	-	
Ditto -	G. Barney -	28 May 1846	37 9	-	
Ditto -	Sir A. Bonnycastle -	26 June 1847	38 8	-	
Ditto -	G. C. Page -	20 Oct. 1848	35 1	-	
2nd Captain -	R. Bolster -	10 May 1861	15 10	1,550 - -	Under the conditions of Horse Guards Circular Memorandum of 15th February 1861.
Ditto -	C. Bailey -	30 April 1861	17 7	1,750 - -	
Lieut. Colonel	M. Dill -	4 June 1861	27 6	4,500 - -	
Ditto -	G. A. Leach -	6 June 1861	23 6	4,500 - -	
2nd Captain -	H. Williams -	2 July 1861	14 7	1,200 - -	
Ditto -	T. Webb -	16 Aug. 1861	15 9	1,550 - -	
Captain -	D. Galton -	2 Sept. 1862	21 7	1,800 - -	
Ditto -	Hon. J. Bury -	8 July 1862	15 7	1,400 - -	
Lieut. Colonel and Colonel.	W. Yolland -	2 Oct. 1863	35 6	4,500 - -	
Lieut. Colonel	E. Y. W. Henderson -	11 Oct. 1864	26 4	4,500 - -	
Lieut. Colonel and Colonel.	J. G. McKerlie -	26 May 1865	32 3	4,500 - -	

Horse Guards, 22 May 1867.

(signed) *H. Fane Keane*, Colonel,
Deputy Adjutant General, Royal Engineers.

Sir,

Office of Ordnance, 10 April 1824.

I AM directed by the Master General to acquaint you that he has received his Majesty's commands to allow a limited number of officers, on the full-pay of the Corps of Royal Engineers, who may have served not less than 20 years, to retire from the service by the sale of their commissions, at the regulated price of the infantry, to officers of the line, who shall be selected by his Royal Highness the Commander in Chief, and who, when promoted, will become unattached.

The vacancies of the officers thus allowed to quit the Corps of Engineers will be filled from the half-pay list, or in cases where there may be no officers of the rank on half-pay, by promotion from the next rank; the vacancies in which will, in like measure, be filled from the half-pay.

The objects of this arrangement are, by making provision for certain officers of engineers who may be desirous of retiring in this manner from the service, to enable the Master General to reduce the half-pay list, and to accelerate the promotion in the corps.

It is, however, to be clearly understood, that this plan does not in any respect alter the nature of the promotion, or the ordinary rules for the retirement of officers of the corps of engineers, nor give any officer of the corps hereafter any right or claim to sell his commission.

Those officers who may be inclined to avail themselves of this plan, to retire from the service, will send their names to the Inspector General of Fortifications, and the Master General will select those who, according to his view of the public convenience, and of their respective pretensions, may have the best claim to that indulgence.

General Mann, &c. &c.

I have, &c.
(signed) *Fitzroy Somerset*.

Sir,

Office of Ordnance, 30 December 1827.

WITH reference to your letter of the 20th ultimo, adverting to the general order of the 6th of that month, by which certain advantages are conferred upon the Royal Regiment of Artillery, on account of their "long, faithful, and gallant services," I am desired by the Master General to acquaint you that his Majesty, fully sensible of the equally meritorious conduct of the Corps of Royal Engineers, has been graciously pleased to extend to that distinguished and scientific corps the advantages of the above order, as far as it is applicable to them.

His Majesty has accordingly directed that during a period of three years, reckoning from the 6th ultimo, two field officers, who, from age, wounds, or other circumstances, may be desirous of retiring from the service, shall each year have that indulgence, upon the same principle as was allowed under the order of 10th April 1824.

To effect this object for the first year of the period, those officers who are desirous to retire will send their names to the Inspector General of Fortifications on or before the 1st of February 1828, when a selection will be made in the manner best suited to meet the spirit of his Majesty's gracious intentions.

General Mann, &c. &c.

I have, &c.
(signed) *William Gosset.*

ROYAL ENGINEERS.

MEMORANDUM.—RETIRED FULL PAY OF OFFICERS.

THE present rates of Retired Full Pay are as follows, viz.:

Colonels (Regimental), after 30 years' service, £. 600 per annum.

Lieutenant Colonels, with the rank of Colonel, of not less than 30 years' service, £. 400 per annum.

Lieutenant Colonels, with 30 years' service, £. 365 per annum.

Lieutenant Colonels, and officers of inferior rank, with less than 30 years' service, are allowed to retire on the regimental pay of their rank, on account of ill health or wounds received in action:—

	s.	d.		£.	s.	d.
Lieutenant Colonel - - -	18	1	per diem - - -	330	-	5 per annum.
Ditto - - - - -	16	1	ditto - - - - -	293	10	5 ditto.
Captain, with Brevet Rank -	13	1	ditto - - - - -	238	15	5 ditto.
Captain - - - - -	11	1	ditto - - - - -	202	5	5 ditto.
Lieutenant - - - - -	7	10	ditto - - - - -	142	19	2 ditto.

System pursued in the appropriation of the retiring allowance:—

Should there be a sum of £. 600 available, and no officers of the ranks of Major General or Colonel desirous of retiring on that sum, it would be given to Lieutenant Colonels or Captains, according to their seniority in the corps, having claim to retirement.

In the event of there being no candidates, the senior Colonel would be informed of the sum of £. 600 being available, and requested to state if he was desirous of retiring; should he decline, an offer is made to the next senior officer, and so on, until accepted.

(signed) *H. Fane Keane*, Colonel,
Deputy Adjutant General, Royal Engineers.

Horse Guards, 28 May 1867.

ROYAL ENGINEERS.

LIST of the SIX SENIOR COLONELS (1866), showing their Age on entering the ROYAL MILITARY ACADEMY, the Time they remained at the Academy, and the Time between passing their Examination and being Gazetted to the Royal Engineers.

NAMES.	Age on Entering the Academy.		Period at the Academy.		Time between leaving the Academy and being Gazetted.	
	Yrs.	mos.	Yrs.	mos.	Yrs.	mos.
C. E. Wilkinson - - - - -	14	3	5	11	8	9
W. T. Renwick - - - - -	14	10	5	10	2	2
W. E. D. Broughton - - - - -	14	1	6	2	3	1
G. Burgmann - - - - -	14	9	6	2	1	9
Sir W. T. Denison, K. C. B. - - - - -	14	8	5	10	1	5
E. W. Durnford - - - - -	15	7	5	7	1	10

(signed) *H. Fane Keane*, Colonel,
Deputy Adjutant General, Royal Engineers.

Horse Guards, 23 May 1867.

Appendix, No. 3.

App. No. 3.

ROYAL MARINES.

STATEMENT showing the AGES of the SIX SENIOR OFFICERS in each Rank of the ROYAL MARINES, from Colonel Commandant downwards, in the Years 1826, 1836, 1846, 1856, and 1866.

RANK.	1826.	1836.	1846.	1856.	1866.	REMARKS.
Colonel Commandant -	-	-	67	67	56	* 4 Officers only of this rank. † 1 added in 1859.
	-	-	67	64	51	
	-	-	65	66	52	
	-	-	69	60	49	
	-	-	*	*	†44	
Colonel Second Commandant	-	-	66	62	52	* 4 Officers of this rank established in 1837. † 1 added in 1857.
	-	-	65	58	49	
	-	-	66	60	48	
	-	-	64	60	46	
	-	-	*	*	†45	
Lieutenant Colonel - -	-	59	64	51	45	
	-	59	64	51	45	
	-	59	62	51	45	
	-	58	62	48	45	
	-	58	62	50	45	
Major - - - -	-	58	61	45	42	Rank of Major abolished in 1837.
	-	57	-	-	-	
	-	57	-	-	-	
	-	56	-	-	-	
	-	56	-	-	-	
Captain - - - -	-	56	-	-	-	No record of ages for 1826 and part of 1836, but a sufficiently accurate result might be obtained by adding 16 to the years of service.
	-	55	58	48	43	
	-	54	61	46	43	
	-	54	59	46	45	
	-	54	59	45	44	
First Lieutenant - - -	-	54	57	45	43	
	-	53	58	45	42	
	-	44	38	29	28	
	-	44	36	31	28	
	-	44	36	30	27	
Second Lieutenant - -	-	44	38	30	28	
	-	43	36	30	28	
	-	43	36	29	29	
	-	24	22	19	22	
	-	24	20	18	22	
	-	24	22	18	22	
	-	24	21	18	21	
	-	24	21	19	22	
	-	24	23	19	22	
	-	24	23	19	22	

Royal Marine Office, }
24 May 1867. }

Geo. C. Langley,
Deputy Adjutant General.

ROYAL MARINES.

STATEMENT showing the Number of Years' SERVICE of the SIX SENIOR OFFICERS in each Rank of the ROYAL MARINES, from Colonel Commandant downwards, in the Years 1826, 1836, 1846, 1856, and 1866.

RANK.	1826.	1836.	1846.	1856.	1866.	REMARKS.
Colonel Commandant - -	40 49 48 49 •	58 57 57 57 •	53 51 51 50 •	50 47 47 45 •	38 34 34 32 †27	* 4 Officers only of this rank. † 1 added in 1859.
Colonel Second Commandant	- - - - •	- - - - •	50 49 48 48 •	44 44 43 42 •	32 32 31 29 †25	* 4 Officers of this rank es- tablished in 1837. † 1 added in 1857.
Lieutenant Colonel - -	49 48 48 48 47 47	43 43 43 42 42 42	48 48 47 47 46 45	33 33 33 33 32 31	28 28 28 28 28 24	
Major - - - -	46 46 45 45 45 45	41 41 40 40 40 40	- - - - - -	- - - - - -	- - - - - -	Rank of Major abolished in 1837.
Captain - - - -	34 33 33 33 33 33	39 38 38 38 38 37	43 43 42 42 42 42	28 28 28 27 27 27	25 25 25 25 25 25	
First Lieutenant - -	25 25 25 25 25 24	28 28 28 28 27 27	18 18 18 18 18 18	11 11 10 10 10 10	12 11 11 10 10 10	
Second Lieutenant - -	17 17 17 17 17 17	8 8 8 8 8 8	4 4 4 4 4 4	1 1 1 1 1 1	5 5 5 4 4 4	

Royal Marine Office,
24 May 1867.

Geo. C. Langley,
Deputy Adjutant General.

ROYAL MARINES.

RETURN showing the Establishment of OFFICERS of the ROYAL MARINES in the following Years, with the Date and Extent of Augmentations and Reductions.

YEARS.	Colonels Commandant.	Colonels, Second Commandant.	Lieutenant Colonels.	Majors.	Captains.	First Lieutenants.	Second Lieutenants.	REMARKS.	
1826 -	4	-	9	9	108	115	101	Orders in Council. 23 Feb. - 1831	1 Lieutenant Colonel reduced. 7 Captains and 2 Subalterns added.
								10 Feb. - 1832	4 Captains and 2 Subalterns added.
								12 April - 1832	4 Colonels, Second Commandant, and 2 Subalterns added.
								30 April - 1834	15 Captains and 10 Subalterns reduced.
1836 -	4	4	8	9	104	106	106	21 June - 1837	5 Lieutenant Colonels added, 9 Majors reduced, and rank abolished; 12 Captains and 4 Subalterns reduced.
								8 May - 1841	1 Lieutenant Colonel and 5 Captains added, 8 Subalterns reduced.
								13 Jan. - 1845	2 Captains and 8 Subalterns added.
1846 -	4	4	14	-	99	136	72	10 Mar. - 1846	2 Captains and 8 Subalterns added.
								24 April - 1847	3 Captains and 12 Subalterns added.
								22 July - 1847	1 Lieutenant Colonel, 6 Captains, and 12 Subalterns added.
								8 May - 1848	2 Lieutenant Colonels, 12 Captains, and 24 Subalterns added.
								5 Feb. - 1850	10 Captains and 20 Subalterns reduced.
								30 Jan. - 1854	1 Lieutenant Colonel, 11 Captains, and 24 Subalterns added.
								28 Feb. - 1855	3 Captains and 8 Subalterns added.
								21 Nov. - 1855	1 Captain reduced.
1856 -	4	4	18	-	125	184	92	2 Feb. - 1857	1 Colonel, Second Commandant, added.
								12 April - 1859	3 Captains and 2 Subalterns added.
								30 April - 1859	2 Lieutenant Colonels, 10 Captains, and 24 Subalterns added.
								22 Oct. - 1859	1 Colonel Commandant and 1 Subaltern added.
								22 Feb. - 1860	5 Captains and 12 Subalterns added.
								18 May - 1865	9 Captains added, 20 Subalterns reduced.
1866 -	5	5	20	-	152	211	84		

Royal Marine Office, }
24 May 1867.

Geo. C. Langley,
Deputy Adjutant General.

ROYAL MARINES.

STATEMENT showing the different Systems of RETIREMENT in force in the CORPS of ROYAL MARINES, during and since the Year 1826.

YEARS.	ESTABLISHED RETIREMENT.							REMARKS.
	Colonels Commandant.	Colonels, Second Commandant.	Lieutenant Colonels.	Majors.	Captains.	First Lieutenants.	Second Lieutenants.	
1826 -	2	-	3	3	20	10	10	Special retirements for 15 Captains. By Order in Council, 30th April 1834.
1836 -	2	-	3	3	20	10	10	Order in Council, 21st June 1837. Retirements augmented by,— 6 for Colonels Commandant. 2 for Colonels, Second Commandant. 1 for Lieutenant Colonel. 5 for Captains. Special retirements for 27 Captains.
1846 -	8	2	4	-	25	10	-	Special Retirements,— 4 for Lieutenant Colonels. } Order in Council, 4 for Captains. } 10th November 1852. 4 for Lieutenant Colonels. } Order in Council, 8th August 1853. By Order in Council, 9th March 1854, 2 additional permanent retirements for Colonels, Second Commandant, and annual retirement for 2 Lieutenant Colonels and 2 Captains.

By Order in Council of 13th September 1854, 35,000*l.* granted for the full pay retirement of all ranks, and the restrictions as to the number in each rank, and the numbers who may annually retire, abolished.

By Order in Council of 13th November 1858, 25,000*l.* allowed for the full pay retirement of all ranks, and a special rate of retirement at 1*l.* 5*s.* a day sanctioned for Colonels, Second Commandant, and of 1*l.* a day for Lieutenant Colonels of 30 years service.

Royal Marine Office, }
24 May 1867.

Geo. C. Langley,
Deputy Adjutant General.

ORDER IN COUNCIL.

At the Court at Windsor, the 13th day of November 1858.

Present :—The Queen's Most Excellent Majesty in Council.

WHEREAS there was this day read at the Board a memorial from the Right Honourable the Lords Commissioners of the Admiralty, dated the 11th of November 1858, in the words following, viz. :

Whereas we consider it expedient to submit to Your Majesty a revision of your Majesty's Order in Council of 13th September 1854, regulating the promotion and retirement of officers in Your Majesty's Royal Marine Forces, and we would therefore venture most humbly to lay before Your Majesty the following propositions :

1. That there shall be a fixed establishment of 10 General Officers of Royal Marines, viz. :

- 2 Generals.
- 3 Lieutenant Generals.
- 5 Major Generals.

2. That every vacancy on the fixed list of general officers be filled by the senior Lieutenant General, or Major General, or by the senior Colonel on the serving strength of the corps, unless there should be a supernumerary officer, in which case the supernumerary shall fill the vacancy.

3. That, in addition to the Colonels promoted to be Major Generals under the above rule, Colonels of Marines shall be eligible for promotion to the rank of Major General, either for brilliant service in the field or afloat, or in consequence of having held commands with temporary rank as Major Generals for five years during peace, or for any shorter period during war which may appear to the Lords Commissioners of the Admiralty, with the sanction of your Majesty, to give a just claim to have their temporary rank made permanent.

4. That the Lords Commissioners of the Admiralty, with the sanction of your Majesty, and the concurrence of the Commander in Chief of the Forces, should exercise the power of appointing Colonels of Marines to commands as Major Generals, and of selecting officers of Marines for special service abroad, and give such local rank or promotion by brevet to such officers as their merits may appear to require, and that Colonels and Lieutenant Colonels may be selected to serve as Field Officers of Marines embarked in the fleet, without reference to seniority.

5. That the rank of Colonel be given to officers after serving five years with the rank of Lieutenant Colonel in the Corps, or on the Staff in situations held by Lieutenant Colonels.

6. That the rank of Colonel be given to officers who obtain the rank of Brevet Lieutenant Colonel for services in the field, after eight years' actual service in that rank.

7. That any Captain or Lieutenant Colonel of Marines may be rewarded by brevet promotion for distinguished service in the field or afloat; but no officer receiving such promotion shall be permitted to exchange brevet promotion for substantive rank, except for conspicuously distinguished services; and the recommendation in which the services of the officers shall be detailed shall be published in the "London Gazette."

8. That no officer who held brevet rank, and was considered eligible, under the 11th clause of Your Majesty's Order in Council of 13th September 1854, to have that rank converted into substantive rank, can any longer retain that privilege; but a Captain and Brevet Field Officer, while continuing in command of his company, shall receive the pay of Major, *i. e.*, an increase of 2 *s.* 5 *d.* a day, and if reduced to half-pay, shall receive 9 *s.* 6 *d.* a day, the half-pay of Major.

9. That the command of a general officer or of a division of Marines, and situations on the staff of the corps, should not be held for more than five years, except by re-appointment.

10. That command of divisions may be given, without reference to seniority, to officers holding the rank of Colonel, whose services and qualifications best justify their selection.

11. The Deputy Adjutant General not to be of rank inferior to that of Colonel. The Assistant Adjutant General not to be of rank inferior to that of Lieutenant Colonel. Two officers of the Royal Marines to hold appointments of Aides-de-Camp to Your Majesty, to be selected from the rank of Lieutenant Colonel, and promoted to the rank of Colonel.

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App. No. 3.

12. The retired full-pay list being fixed for the Marines at 35,000 *l.* for the retirement of officers of all ranks in the corps, the selections shall be made by the Lords Commissioners of the Admiralty for long and meritorious services, and impaired health.

13. Colonels Second Commandant, upon relinquishing the prospect of succeeding to command of divisions, shall be permitted to retire on 25 *s.* a day.

14. Lieutenant Colonels of not less than 30 years' service will be permitted to retire on 20 *s.* a day, and those of shorter service, and officers of inferior rank, on their regimental pay.

15. Paymasters and barrack masters of the Royal Marines, after 30 years' service, including at least seven years as pay or barrack master, shall be permitted to retire on 15 *s.* a day. If retired after shorter service from impaired health, to receive 11 *s.* 6 *d.* a day.

16. Each officer placed on the full-pay retired list shall receive a step of honorary rank, together with the pay of the rank from which he retired, or the special rates above sanctioned, but such officer cannot be further promoted.

17. Officers commanding divisions of Royal Marines shall be required to retire therefrom on attaining the age of 60, unless the Lords Commissioners of the Admiralty are satisfied that the discipline and condition of the division are such as to prove that it would be advantageous to the service for the Colonel Commandant to continue in command of it for the regulated period.

18. The names of all officers who may retire on full-pay to be printed in italics.

Should Your Majesty be graciously pleased to approve of these suggestions, we would further most humbly recommend that the same shall take effect from the 14th October 1858, the date of Your Majesty's Royal Warrant regulating the promotion and retirement of officers in the Army and Ordnance Corps.

Her Majesty, having taken the said memorial into consideration, was pleased, by and with the advice of Her Privy Council, to approve of what is therein proposed, and the Right Honourable the Lords Commissioners of the Admiralty are to give the necessary directions herein accordingly.

(signed) *Wm. L. Bathurst.*

ROYAL MARINES.

RETURN of the Number of OFFICERS of the ROYAL MARINES of each rank (including the Establishment of General Officers) on the RETIRED LIST at each of the following periods.

YEARS.	Establishment of General Officers.	ON THE FULL PAY RETIRED LIST.							
		Major General.	Colonel Commandant.	Colonel Second Commandant.	Lieutenant Colonels.	Majors.	Captains.	First Lieutenants.	Second Lieutenants.
1826 -	- -	- -	4	- -	1	3	21	15	9
1836 -	- -	- -	2	- -	3	3	34	12	10
1846 -	- -	- -	8	- -	9	1	55	10	4
1856 -	10	- -	6	4	16	1	61	12	3
1866 -	10	1	13	8	24	-	50	3	-

Royal Marine Office, }
24 May 1867. }

Geo. C. Langley,
Deputy Adjutant General.

ROYAL MARINES.

RETURN of the Actual Number of OFFICERS of ROYAL MARINES Retired on FULL PAY in each of the following Years.

YEARS.	Colonels Commandant.	Colonels Second Commandant.	Lieutenant Colonels.	Majors.	Captains.	First Lieutenant.	Second Lieutenants.	YEARS.	Major General.	Colonels Commandant.	Colonels Second Commandant.	Lieutenant Colonels.	Captains.	First Lieutenant.	Second Lieutenants.
1826 -	-	-	-	-	-	-	-	1847 -	-	-	-	-	3	-	-
1827 -	-	-	-	-	1	-	1	1848 -	-	1	-	-	3	-	-
1828 -	-	-	-	-	-	-	2	1849 -	-	2	2	-	1	-	-
1829 -	-	-	-	-	1	-	-	1850 -	-	-	-	1	11	-	-
1830 -	-	-	-	-	2	-	1	1851 -	-	5	1	1	1	-	-
1831 -	1	-	-	-	3	-	-	1852 -	-	2	-	5	3	-	-
1832 -	-	-	1	-	1	-	-	1853 -	-	-	-	4	2	-	-
1833 -	-	-	-	-	1	-	-	1854 -	-	2	1	5	3	-	-
1834 -	-	-	-	1	18	-	-	1855 -	-	2	1	2	5	-	-
1835 -	1	-	1	2	-	-	-	1856 -	-	-	-	2	3	-	-
1836 -	-	-	-	-	-	-	-	1857 -	-	1	1	1	2	-	-
1837 -	4	-	3	1	28	-	-	1858 -	-	1	-	2	2	-	-
1838 -	-	1	-	-	6	-	-	1859 -	-	3	-	3	4	-	-
1839 -	2	-	-	-	-	-	-	1860 -	-	-	1	3	-	-	-
1840 -	-	-	-	-	3	-	-	1861 -	-	-	-	1	-	-	-
1841 -	-	-	1	-	-	-	-	1862 -	1	3	3	3	-	-	-
1842 -	2	-	2	-	1	-	-	1863 -	-	-	-	-	3	-	-
1843 -	-	-	-	-	2	-	-	1864 -	-	3	-	1	2	-	-
1844 -	1	-	1	-	1	-	-	1865 -	-	2	1	2	3	-	-
1845 -	-	-	-	-	1	-	-	1866 -	-	-	-	1	-	-	-
1846 -	2	-	2	-	-	-	-								

Royal Marine Office, }
24 May 1867. }

Geo. C. Langley,
Deputy Adjutant General.

App. No. 3.

ROYAL MARINES.

RETURN of the AGES of OFFICERS of the ROYAL MARINES of the Rank of Colonel and upwards on Retiring in each of the following Years.

Y E A R S.	Major Generals.	Colonels Commandant.	Colonels Second Commandant.	Y E A R S.	Major Generals.	Colonels Commandant.	Colonels Second Commandant.
1826 - - -	}			1851 - - -	-	70	62
1827 - - -					-	69	-
1828 - - -					-	67	-
1829 - - -					-	68	-
1830 - - -					-	66	-
1831 - - -				1852 - - -	-	64	-
1832 - - -					-	67	-
1833 - - -				1853 - - -	-	-	-
1834 - - -				1854 - - -	-	70	66
1835 - - -					-	66	-
1836 - - -				1855 - - -	-	67	63
1837 - - -					-	67	-
1838 - - -				1856 - - -	-	-	-
1839 - - -				1857 - - -	-	67	61
1840 - - -				1858 - - -	-	64	-
1841 - - -				1859 - - -	-	61	-
1842 - - -					-	63	-
1843 - - -				1860 - - -	-	54	-
1844 - - -				1861 - - -	-	-	51
1845 - - -				1862 - - -	-	57	54
1846 - - -					67	52	51
1847 - - -	}	67 67	-	1863 - - -	-	56	50
1848 - - -					-	-	-
1849 - - -	}	69 72	66 67	1864 - - -	-	54	-
1850 - - -					-	54	-
				1865 - - -	-	53	-
					-	52	47
				1866 - - -	-	52	-
					-	-	-

Royal Marine Office,
24 May 1867.

Geo. C. Langley,
Deputy Adjutant General.

ROYAL MARINES.

App. No. 3

RETURN of the Number of OFFICERS of ROYAL MARINES who Retired on HALF-PAY in each Year during the last 20 Years, and the Total Number of Officers on Half-Pay in each of those Years.

YEARS.	Retired on Half-Pay in each Year from 1847 to 1866.					Number of Officers on Half-Pay in each Year from 1847 to 1866.					
	Colonel Commandant.	Lieutenant Colonels.	Captains.	First Lieutenants.	Second Lieutenants.	Colonels Commandant.	Lieutenant Colonels.	Majors.	Captains.	First Lieutenants.	Second Lieutenants.
1847	-	-	3	-	7	-	1	1	64	157	113
1848	-	-	2	2	1	-	1	1	66	159	114
1849	-	-	4	-	1	-	-	1	65	145	101
1850	-	-	-	1	-	-	-	1	62	139	101
1851	-	1	3	1	1	-	1	-	60	139	101
1852	-	-	3	2	-	-	1	-	61	138	101
1853	-	-	1	3	-	-	1	-	60	135	100
1854	-	-	1	3	-	-	1	-	55	116	90
1855	-	-	3	1	1	-	1	-	51	98	85
1856	-	-	1	2	-	-	1	-	49	94	81
1857	-	-	7	2	-	-	1	-	48	85	78
1858	-	-	3	1	-	-	1	-	47	76	75
1859	-	-	5	2	-	-	1	-	50	75	70
1860	-	-	2	2	-	-	1	-	47	71	63
1861	-	-	7	3	-	-	1	-	49	70	60
1862	1	-	3	3	-	1	1	-	49	66	59
1863	-	-	6	3	-	1	-	-	54	64	57
1864	-	-	3	4	-	1	-	-	57	62	49
1865	-	-	4	2	-	1	-	-	57	61	44
1866	-	-	2	1	1	1	-	-	55	51	41

Royal Marine Office,
24 May 1867.

Geo. C. Langley,
Deputy Adjutant General.