

A Court of Directors at the Bank
on Thursday, the 13th December 1906.

Present.

Alexander Falconer Wallace Esq: Governor.

William Middleton Campbell Esq: Deputy Governor.

Charles George Arbuthnot Esq:	William Douro Hoare Esq:
Henry Coomo Orme Bonsor Esq:	The Hon: Evelyn Hubbard.
Herbert Brooks Esq:	Frederick Nuth Jackson Esq:
Brien Cokayne Esq:	Reginald Eden Johnston Esq:
Alfred Clayton Cole Esq:	Edgar Lubbock Esq:
James Pattison Currie - Blyth Esq:	Samuel Hope Morley Esq:
John Saunders Gilliat Esq:	Robert Lydston Newman Esq:
Samuel Stuart Gladstone Esq:	Sir Augustus Prevost, Bart.
Charles Hermann Goschen Esq:	The Right Hon. Lord Revelstoke:
Edward Charles Grenfell Esq:	Albert George Sandeman Esq:
Everard Alexander Hambro Esq:	and
George William Henderson Esq:	Hugh Colin Smith Esq:

The proceedings of the last Court
were read.

The Weekly Statement of Discounts
and Advances granted to Bill Brokers, etc., was
laid before the Court.

Ordered,

at the recommendation of the
Committee

Discounts and
Advances to Bill
Brokers etc.

Bank Notes, etc.,
and, etc.

13th December 1906

Committee of Treasury,

That £ 161:5:7 be paid for sundry Bank Notes and Dividend Warrants lost, etc., as detailed in the Governor's Declaration Book; the Vouchers relating thereto having been examined and security given to indemnify the Bank.

Out Cash

A Report from Mr. Johnston was read stating that he had taken in the Out Cash on the 11th instant and had found it right.

Minute of the Committee of Treasury recommending a grant of £ 65 to the Bank of England Division of the Civil Service Rifle Volunteers.

The following Minute of the Committee of Treasury having been read,

" Committee of Treasury,
" 12th December 1906.

" On an application from the Honorary Treasurer
" of the Bank of England Division of the Civil Service
" Rifle Volunteers, it was agreed to recommend to the
" Court that a grant of sixty five pounds be made
" to their Funds.
" Bank of England."

agreed to.

The Court agreed thereto.

Minute of the Committee of Treasury recommending appointments etc., in the Audit Department.

The following Minute of the Committee of Treasury having been read,

" Committee of Treasury,
" 12th December 1906

" It was agreed to recommend to the Court of
" Directors for adoption the following proposals of the
" Committee for Appointments and Promotions of the
" Staff, for appointments, etc., in the Audit Department,
" viz:—

The

13th December 1906

"The Committee for Appointments and
"Promotions of the Staff,

"Report to the Committee of Treasury,

"That they have had under their consideration
"the question of retaining the existing classification of
"the Audit Department, which the Committee on the
"Classification of the Staff, etc., recommended should
"not be brought within their scheme of classification, and
"recommend that no alteration be made therein, but
"that the salaries attaching to the respective posts be
"adjusted as follows, vizt:—

"The 1st Clerk to receive the salary attaching to
"the position of a Senior Clerk,

"The 2nd Clerk the salary attaching to the position
"of a 1st Class Clerk, and

"The 3rd Clerk the salary attaching to the position
"of a 2nd Class Clerk.

"Assuming that the above recommendation meets
"with approval, the Committee further recommend that
"the following appointments be made in the Department
"consequent on the promotion of Mr. J. J. Somers, 1st Clerk,
"to the post of 2nd Auditor,

"R. H. Pridaux, 2nd Clerk, to be 1st Clerk, and

"H. J. A. Willis, 3rd Clerk, to be 2nd Clerk,

"The vacancy for a 3rd Clerk to remain
"unfilled for the present.

"The foregoing appointments to date from
"the 1st September inclusive.

"W. Middleton Campbell.

"Bank of England,

"11th December 1906."

The Court agreed thereto.

The following Report of the Audit
Committee having been read,

"The Audit Committee,

"Report to the Court of Directors,

"That they have had before them the

"Reports

agreed to

Report of the
Audit Committee
on Audits taken by
the Audit Department
between the 12th ultimo
and the 10th instant.

13th December 1906

" Reports of the Audits taken by the Audit Department
 " during the past months under written instructions from
 " one of the Governors.

" These Audits, which include that of the
 " Western Branch, are enumerated in detail in the
 " accompanying list.

" W. Middleton Campbell.

" Bank of England,
 " 12th December 1906.

List of Audits.

- " On the 20th ultimo, audit of the Advances made in
 " the Chief Cashier's office as on the evening of the
 " 6th ultimo.
- " On the 20th ultimo, audit of Securities belonging to
 " the Governor and Company of the Bank of England.
- " On the 10th instant, audit of Securities in the Treasury, and
 " An audit of the Accounts of the Western Branch, as on
 " the evening of the 5th instant.
- " Bank of England,
 " 12th December 1906.

Approved

The Court approved thereof.

Report of the
 Committee for the
 Examination of
 Clerks on certain
 Women Clerks.

The following Report of the Committee
 for the Examination of Clerks having been read,

" The Committee for the Examination
 " of Clerks,

" Report to the Court of Directors,

" That they have had before them the Two
 " Years' Reports on the undermentioned Women Clerks
 " appointed on various dates between the 7th October and
 " the 7th December 1904, viz:—

- " Agnes Hannah Lorraine,
 " Ruth Stokes,
 " Lucy Maud Washbourne,
 " Mary Clive Sacheverell, and
 " Phyllis Joy Purdie

" and

13th December 1906

" and the first Twelve Months' Reports on the two Women
 " Clerks appointed on the 31st October and the 14th November
 " 1905, viz: -

" Edith Louie Jeffery, and
 " Daisy Winifrid Devonshire.

" All these Reports are satisfactory, and the
 " Committee recommends that the Clerks in question be
 " respectively confirmed and continued in the Service upon
 " the conditions in force

" W. Middleton Campbell.

" Bank of England,
 " 12th December 1906."

The Court approved thereof.

Approved

The following Minute of the
 Committee of Treasury having been read,

" Committee of Treasury,
 " 12th December 1906.

" The Deputy Governor brought before the
 " Committee the question of the practice of the Bank in
 " requiring House Porters, Messengers and others on the Staff
 " of the Bank to join the 25th Middlesex Rifle Volunteer Corps
 " and make themselves efficient therein, the Bank paying
 " the men for every drill attended, as well as bearing
 " practically the whole costs and expenses of the Corps (which
 " was created in 1875). It was considered that the benefit
 " derived by the Bank from this arrangement no longer
 " justified the expenditure necessitated - viz: - between £600
 " and £700 per annum, and the Committee accordingly
 " recommend to the Governor that such expenditure be
 " discontinued and that it no longer be obligatory on House
 " Porters and others to enrol themselves as Members of a Corps
 " of Volunteers.

" Bank of England."

The Court agreed thereto.

Agreed to

A Court of Directors at the Bank
on Thursday, the 20th December 1906.

Present.

Alexander Falconer Wallace Esq: Governor.	
William Middleton Campbell Esq: Deputy Governor	
Charles George Arbuthnot Esq:	The Hon. Evelyn Stubbard
Henry Cosmo Orme Bonsor Esq:	Frederick Huth Jackson Esq:
Herbert Brooks Esq:	Reginald Eden Johnston Esq:
Brien Colquhoun Esq:	Edgar Lubbock Esq:
Alfred Clayton Cole Esq:	Samuel Hope Morley Esq:
Walter Cunliffe Esq:	Robert Lydston Newnan Esq:
John Saunders Gilliat Esq:	Sir Augustus Prevorst, Bart.
Charles Hermann Goschen Esq:	The Right Hon. Lord Revelstoke
Edward Charles Grenfell Esq:	Albert George Sandeman Esq:
George William Henderson Esq:	and
William Douro Hoare Esq:	Hugh Colin Smith Esq:

The proceedings of the last Court
were read.

The Weekly Statement of Discounts
and Advances granted to Bill Brokers, etc., was
laid before the Court.

Ordered,

At the recommendation of the Committee
of

Discounts and
Advances to Bill
Brokers, etc.,

Bank Notes, etc.,
lost, etc.,

20th December 1906. of Treasury,

That £41:17:- be paid for sundry Bank Notes and Dividend Warrants, lost, etc., as detailed in the Governor's Declaration Book; the vouchers relating thereto having been examined and security given to indemnify the Bank.

Audit of Securities

A Report from the Committee of Daily Waiting was read stating that they had audited the Securities contained in Drawers Nos 12 and 32 and had satisfied themselves that the same were in the safe custody of the Chief Cashier.

Out Cash

A Report from Mr. Bonsor was read stating that he had taken in the Out Cash on the 19th instant and had found it right.

R. C. Laurie, Clerk Unattached, quits the service at his request.

Rolland Carfrae Laurie, a Clerk Unattached, at his request had leave to quit the service of the Bank.

Letter from the Chancellor of the Exchequer applying for an Advance under Sec. 2 of the Appropriation Act 1906, (6 Edward VII, c. 26).

The following letter from the Chancellor of the Exchequer having been read,

"Treasury Chambers,
"Whitehall, S. W.,
"19th December 1906.

"Gentlemen,

"I request that you will have the goodness
"to move your Court to consent to advance during this
"month under the authority of the second section of the
"Appropriation Act 1906, (6 Edward VII. c. 26), an
"amount not exceeding two million pounds.

"I propose that any sum so advanced
"should bear interest at the rate of four per cent per
"annum and should be repaid as by the said

- section

20th December 1906

" section directed.

" I am, Gentlemen,

" Your obedient servant,

" N. H. Asquith."

" The Governor and Deputy Governor,

" Bank of England "

" EC.

agreed to

The Court agreed to the proposition
contained therein

Letter from the
Chancellor of the
Exchequer applying
for the usual
quarterly Advances
on Deficiency
Account.

The following letter from the Chancellor
of the Exchequer having been read,

" Treasury Chambers,

" Whitehall, S. W.,

" 19th December 1906.

" Gentlemen,

" As it will be necessary to obtain advances in
" the ensuing quarter under the authority of the Act 29
" and 30 Vict. c. 39, s. 12, in order to meet the excess of
" the Charge beyond the Income of the Consolidated Fund
" in Great Britain for the quarter ending the 31st instant,
" I have to request that you will be good enough to move
" your Court to authorize such Advances.

" The amounts advanced will bear the rate of
" interest contemplated by the Treasury Minute of 2nd July
" 1892 (that is half the published Bank Rate current on
" the day on which the money is received into the Exchequer
" Account) and they will be repaid with the interest due
" thereon in the course of the ensuing quarter, as is required
" by the above-named Act.

" I am, Gentlemen,

" Your obedient servant,

" N. H. Asquith."

" The Governor and Deputy Governor "

" Bank of England, EC. "

The

20th December 1906.
agreed to

The Court agreed to the proposition
contained therein.

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A Court of Directors at the Bank
on Thursday, the 27th December 1906.

Present.

Alexander Falconer Wallace, Esq; Governor.
William Middleton Campbell, Esq; Deputy Governor.
Charles George Arbuthnot, Esq; The Hon. Evelyn Hubbard
Henry Cosmo Orme Bonsor, Esq; Frederick Huth Jackson, Esq;
Herbert Brooks, Esq; Reginald Eden Johnston, Esq;
Brien Cotnam, Esq; Edgar Lubbock, Esq;
Alfred Clayton Cole, Esq; Samuel Hope Morley, Esq;
Walter Curlippe, Esq; Sir Augustus Prevost, Bart;
John Saunders Gilliat, Esq; The Rt. Hon. Lord Revelstoke
Edward Charles Grenfell, Esq; Albert George Sandeman, Esq;
George William Henderson, Esq; and
William Douro Hoare, Esq; Hugh Colin Smith, Esq;

The proceedings of the last Court
were read.

The Weekly Statement of Discounts
and Advances granted to Bill Brokers, &c,
to Bill Brokers, &c, was laid before the Court.

Ordered,

27th Decr. 1906.

Ordered,

At the recommendation of the
Committee of Treasury.

That £ 82. 1. 6^d be paid for
sundry Bank Notes and Dividend Warrants
lost, &c, as detailed in the Governor's
Declaration Book; the vouchers relating
thereto having been examined and security
given to indemnify the Bank.

Minute of
the Committee
for appointments
& Promotions
of the Staff
recommending
appointments, &c.

The following Minute of the
Committee for appointments and
Promotions of the Staff having
been read;

"Committee for appointments
"and Promotions of the Staff.
"20th December 1906.

"It was agreed to recommend to the
"Court of Directors to make the following
"appointments, &c, vizt. -

"In the Public Drawing Office to fill
"the vacancy caused by the retirement of
"E. A. Auld, a 1st Class Clerk;

"Robert Robison, a 2nd Class Clerk, to
"be a 1st Class Clerk;

"A. E. S. Curtis, a 3rd class clerk, to be a
"2nd class clerk,

"J. B. Severs, a 4th class clerk, to be a
"3rd class clerk,

"E. B. Egles, a Supernumerary 4th class
"clerk to be a 4th class clerk.

"In the Dividend Pay Office, to fill

"the

27th Decr 1906

"the vacancy caused by the appointment
"of L. J. E. Crouch, a 4th Class Clerk, to
"the Branch Banks office,

"W. D. Austin, an assistant, to be a
"4th Class Clerk.

"The following Unattached Clerks,
"temporarily assigned to the Cashiers'
"Department, to be assistants therein:—

- "C. E. Tavenor,
- "R. P. Sanders,
- "d. a. Holmes,
- "G. L. Purton.

"In view of the responsible nature
"of the duties performed in the Cashiers'
"Store, Securities and In-Tellers' Offices,
"it is considered desirable that a smaller
"proportion of the work should be undertaken
"by Unattached Clerks than at present.

"These offices employ altogether about 10
"Unattached Clerks for the whole of the
"year and it is recommended that the
"places of six of these should be taken
"by a similar number of assistants who
"would be additional to the number
"already attached to the Department, and
"that they should be allotted as follows:—

- "1 to the Cashiers' Store office
- "2 to the Securities office, and
- "3 to the In-Tellers' office

"To supply the six extra clerks
"above referred to, to fill the vacancy
"caused by the promotions consequent
"on the retirement of E. A. Auld, a 1st
"Class Clerk in the Public Drawing Office;
"the vacancy caused by the promotion of
"W. D. Austin, an assistant, to a 4th Class
"Clerkship; the dismissal of W. H. P. Ward,
"an assistant; the appointment to the

"Manchester

27th Decr 1906.

"Manchester Branch of J. B. G. Wallace
 "and A. S. Reid, Unattached Clerks
 "temporarily assigned to the Department;
 "and the vacancy caused by the transfer
 "to the Accountants Department of D. H.
 "Allport, an Unattached Clerk, temporarily
 "assigned,

"L. R. Walsh, a Clerk Unattached,
 "to be an assistant, and the following
 "Unattached Clerks, who are not
 "eligible for appointment as assistants,
 "to be temporarily assigned to the Department,

"L. H. Asthwith,
 "E. L. Gann,
 "H. W. Crowther,
 "H. D. Hallott,
 "A. L. D. Long,
 "F. R. Freeman,
 "Robert Halliburton,
 "A. R. Taylor,
 "L. L. A. Smyth,
 "G. O. Pearce,
 "B. W. Bloomer

"The foregoing appointments to date
 "from the 1st instant inclusive.

"Bank of England." "W. Middleton Campbell."

agreed to.

The Court agreed thereto.

R. D. G. Sick
 of the Western
 Branch quits
 the Service
 at his request.

Robert D. G. Sick, an assistant
 at the Western Branch, at his request
 had leave to quit the Service of the
 Bank, as from the 29th instant.

A Court of Directors at the Bank
on Thursday, the 3rd January 1907.

Present.

Alexander Falconer Wallace, Esq; Governor,
William Middleton Campbell, Esq; Deputy Governor.
Charles George Arbutnot, Esq; Frederick Huth Jackson, Esq;
Henry Cosmo Orme Danson, Esq; Reginald Eden Johnston, Esq;
Brien Colquhoun, Esq; Edgar Lubbock, Esq;
Alfred Clayton Cole, Esq; Samuel Hope Morley, Esq;
Walter Cunliffe, Esq; Robert Lydston Newman, Esq;
John Saunders Gilchrist, Esq; Sir Augustus Prevoost, Bart;
Edward Charles Grenfell, Esq; Rt. Hon. Lord Revelstoke
George William Henderson, Esq; Albert George Sandeman, Esq;
William Douro Hoare, Esq; and
The Hon. Evelyn Hubbard Hugh Colin Smith, Esq;

The proceedings of the last Court
were read.

The weekly Statement of Discounts
and Advances granted to Bill Brokers, &c,
was laid before the Court.

Ordered,

3rd Jan'y 1907.

Ordered,

At the recommendation of the Committee of Treasury,

That £45. 5. 4 be paid for a Bank Note and sundry Dividend Warrants lost, etc., as detailed in the Governor's Declaration Book; the vouchers relating thereto having been examined and security given to indemnify the Bank.

Audit of Securities

A Report from the Committee of Daily Waiting was read stating that they had audited the Securities contained in Drawers Nos 37 and 86, and had satisfied themselves that the same were in the safe custody of the Chief Cashier.

W.C.P. Drake,
a Clerk
Unattached,
quits the
Service and
a sum of
£25 granted
to him.

The resignation of William Cecil
Pickard Drake, a Clerk Unattached,
was accepted, and it was agreed to
grant him a sum of £25, the equivalent
of a quarter's salary.

A Court of Directors at the Bank
on Thursday, the 10th January 1907.

Present.

Alexander Falconer Wallace Esq: Governor.
William Middleton Campbell Esq: Deputy Governor
Charles George Arbuthnot Esq: The Hon: Evelyn Hubbard
Henry Cosmo Orme Bonsor Esq: Frederick Huth Jackson Esq:
Herbert Brooks Esq: Reginald Eden Johnston Esq:
Brien Cokayne Esq: Edgar Lubbock Esq:
Alfred Clayton Cole Esq: Samuel Hope Morley Esq:
James Pattison Currie - Blyth Esq: Robert Lydston Newman Esq:
John Saunders Gilliat Esq: Sir Augustus Prevost, Bart.
Samuel Stewart Gladstone Esq: The Right Hon: Lord Rosclotke
Edward Charles Grenfell Esq: Albert George Sandeman Esq:
George William Henderson Esq: and
William Dours Hoare Esq: Hugh Colin Smith Esq:

The proceedings of the last Court
were read.

The Weekly Statement of Discounts
and Advances granted to Bill Brokers, etc., was
laid before the Court.

Ordered,

At the recommendation of the
Committee

Discounts and
Advances to Bill
Brokers, etc.

Bank Notes, etc.
lost, etc.

10th January 1907

Committee of Treasury,

That £ 323:11:4 be paid for sundry Bank Notes and Dividend Warrants, lost, etc., as detailed in the Governor's Declaration Book, the vouchers relating thereto having been examined and security given to indemnify the Bank.

Resolved,

That an Election of Clerks, not exceeding 10 in number, be appointed to take place on Thursday the 21st February next.

The following Report of the Audit Committee having been read,

" The Audit Committee

" Report to the Court of Directors

" That they have had before them the Reports of the Audits taken by the Audit Department during the past month under written instructions from one of the Governors.

" These Audits are enumerated in detail in the accompanying list.

" W. Middleton Campbell.

" Bank of England

" 9th January 1907.List of Audits.

- " On the 12th ultimo, a verification of the balances of the " Bank of Ireland and Scotch Banks as shown in the " Public Drawing Office Ledgers.
- " On the 13th ultimo, audit of notes and coin in the Treasury.
- " On the 14th ultimo, audit of Securities at the Law Courts Branch.
- " On the 17th ultimo, audit of the Securities held in the Branch " Banks Office against Loans made to the Stock Exchange " on account of Branch Customers.
- " On the 19th ultimo, audit of Securities in the Treasury.
- " On the 20th ultimo, audit of Securities at the Western Branch.
- " On the 27th ultimo, a verification of the balances of Account " Current of the various Branches as on the evening of the 18th " ultimo.

" On

An Election of Clerks declared

Report of the Audit Committee on Audits taken by the Audit Department between the 11th ultimo and present.

10th January 1907

- " On the 1st instant, audit of the stock of Bank Note Paper in the Cashier's Store Office.
- " On the 4th instant, audit of Securities at the Law Courts Branch.
- " On the 5th instant, inspection of the Ledgers in the Public Drawing Office.
- " On the 7th instant, audit of the stock of General Security Paper in the Cashier's Store Office.
- " Bank of England,
- " 9th January 1907.

approved

The Court approved thereof

Report of the Committee of Inspection for the Cashier's Office recommending a loan to W. M. Crossley of the Bill Office.

The following Report of the Committee of Inspection for the Cashier's Office having been read,

" The Committee of Inspection for
" the Cashier's Office,

" Report to the Governor,

" That by direction of the Deputy Governor they have considered an application from W. M. Crossley, a 3rd Class Clerk in the Bill Office, for assistance to meet debts amounting to £138:2:6.

" Crossley is 38 years of age and has been in the Service of the Bank 19 years, his salary being £290. He is married and has a wife and 3 children.

" Crossley attributes his difficulties to a succession of illnesses in his family, and to the expenses he has been put to on account of certain surgical appliances which it has been necessary for him to obtain for one of his children who is partly paralysed.

" It was stated by the Chief Cashier, who attended the Committee, that Crossley bore an excellent character and was a very good Clerk. The Committee have also seen and examined Crossley.

" The Committee have gone very carefully into all the details of this case, and they recall the fact that Crossley has been assisted by the Bank on several occasions

10th January 1907

" occasions during the past ten years, but in view of
 " all the circumstances, and looking to the good character
 " which Crossley bears, they consider that he might be
 " afforded the assistance he seeks, and they therefore
 " recommend that he be granted a loan of £150 - of
 " which £10 be applied in paying off the outstanding
 " balance of the loan granted to him in January 1903 -;
 " the balance of the said amount to be repaid from his
 " salary by quarterly instalments commencing in February
 " next at the rate of £10 a year for 5 years and
 " thereafter at the rate of £20 a year until the extinction
 " of the loan.

" At the same time the Committee informed
 " Crossley that he must make additional effort in future
 " to live within his income, and that he must not
 " expect that the Bank would be able again to assist him.

" Evelyn Hubbard,
 " Chairman

" Bank of England,
 " 14th January 1907

approved

The Court approved thereof and Ordered,

That a loan of £150 be granted to the
 said W. M. Crossley, to be repaid in the manner
 recommended.

E. S. Booty of the
 Manchester Branch
 quits the Service at
 his request.

Ernest Lometham Booty, a 4th Class
 Clerk at the Manchester Branch, at his request had
 leave to quit the service of the Bank.

A Court of Directors at the Bank
on Thursday, the 17th January 1907.

Present.

Alexander Falconer Wallace Esq: Governor.
William Middleton Campbell Esq: Deputy Governor.
Charles George Arbuthnot Esq: George William Henderson Esq:
Henry Cosmo Orme Bonsor Esq: William Douro Hoare Esq:
Herbert Brooks Esq: The Hon: Evelyn Hubbard
Brien Cokayne Esq: Frederick Hugh Jackson Esq:
Alfred Clayton Cole Esq: Reginald Eden Johnston Esq:
Walter Cunliffe Esq: Samuel Hope Morley Esq:
James Pattison Currie - Blyth Esq: Robert Lydston Newman Esq:
John Saunders Gilliat Esq: The Right Hon: Lord Revelstoke
Samuel Stewart Gladstone Esq: Albert George Sandeman Esq:
Edward Charles Grenfell Esq: Hugh Colin Smith Esq:

The proceedings of the last Court
were read.

Discounts and
Advances to Bill
Brokers, etc.

The Weekly Statement of Discounts
and Advances granted to Bill Brokers etc., was
laid before the Court.

Bank Notes, etc.,
lost, etc.

Ordered,

At the recommendation of the
Committee

17th January 1907.

Committee of Treasury,

That £80:3:11 be paid for a Coupon and sundry Bank Notes and Dividend Warrants, lost, etc., as detailed in the Governor's Declaration Book, the Vouchers relating thereto having been examined and security given to indemnify the Bank.

Out Cash

A Report from Mr. Jackson was read stating that he had taken in the Out Cash on the 16th instant and had found it right.

Audit of Securities

A Report from the Committee of Daily Waiting was read stating that they had audited the Securities contained in Drawers Nos 84 and 106 and had satisfied themselves that the same were in the safe custody of the Chief Cashier.

Audit of Securities at the Law Courts Branch.

A Report from Mr. Hubbard was read stating that he had audited the Securities at the Law Courts Branch comprised in the Sections numbered 2 and 9, and had found the same in the safe custody of the Agent.

The Rate of Discount reduced from 6 to 5 per cent.

It was proposed by the Governor,

That the Rate of Discount on Bills not having more than 95 days to run be reduced from 6 to 5 per cent,

and the Question being put thereon,

The same was carried.

W.S.
x

A Court of Directors at the Bank
on Thursday, the 24th January 1907.

Present.

Alexander Falconer Wallace, Esq; Governor
William Middleton Campbell, Esq; Deputy Governor.
Charles George Arbuthnot, Esq; The Hon. Evelyn Hubbard
Henry Cosmo Orme Bonser, Esq; Frederick North Jackson, Esq;
Herbert Brooks, Esq; Reginald Eden Johnston, Esq;
Brien Colquhoun, Esq; Edgar Lubbock, Esq;
Alfred Clayton Cole, Esq; Samuel Hope Morley, Esq;
Walter Cunliffe, Esq; Robert Lydston Newman, Esq;
John Saunders Gilliat, Esq; Sir Augustus Prevost, Bart;
Samuel Stewart Gladstone, Esq; Rt. Hon. Lord Revelstoke
Everard Alexander Hambro, Esq; Albert George Sandeman, Esq;
George William Henderson, Esq; and
William Dours Hoare, Esq; Hugh Colin Smith, Esq;

The proceedings of the last
Court were read.

The Weekly Statement of Discounts
and advances to and advances granted to Bill Brokers, &c.
Bill Brokers, &c. was laid before the Court.

Ordered,

At the recommendation of the

Committee

Bank Notes, &c.
lost, &c.

24th Jan'y 1907.

Committee of Treasury,

That £108. 3.- be paid for a Coupon and sundry Bank Notes and Dividend Warrants, lost, &c, as detailed in the Governor's Declaration Book; the vouchers relating thereto having been examined and security given to indemnify the Bank.

Audit of Securities at the Western Branch.

A Report from Mr. Hambro was read stating that he had audited the Securities at the Western Branch comprised in the Sections numbered 1 and 16, and had found the same in the safe custody of the Agent.

Ordered,

at the recommendation of the Committee of Treasury,

General Court for a Dividend appointed.

That a General Court to consider of a Dividend (which will also be a Half-yearly General Court) be held at the Bank on Thursday, the 21st March next.

Balance of the Bank Stock ledgers to be struck, &c.

That, with a view to the preparation of a Dividend, the balance of the Stock Ledgers of Bank Stock be struck on the night of Thursday, the 21st March next, and that the Dividend Warrants be delivered on Friday, the 5th April.

General Court for the Election of Governors and Directors appointed, &c.

That a General Court for the Election of a Governor and Deputy Governor be held at the Bank on Tuesday, the 9th April next, and for the Election of Directors on Wednesday, the 10th April.

That

24th Jan'y 1907.

That printed Lists of the Proprietors for the Election be delivered on Thursday, the 28th March next, and

That the usual advertisements be given thereof.

Minute of the Committee of Treasury recommending a donation of £525 to the Mansion House Fund for the Relief of Sufferers by the Earthquake in Jamaica.

The following Minute of the Committee of Treasury having been read;

"Committee of Treasury.
"23rd January 1907.

"It was agreed to recommend to the Court of Directors to make a contribution of Five hundred Guineas towards the Mansion House Fund for the Relief of Sufferers by the Earthquake in Jamaica."

"Bank of England."

agreed to.

The Court agreed thereto.

Resolved,

Mr. Lubbock's & Mr. Johnston's candidates at the forthcoming Election to be examined though under the prescribed age.

That, as a special case, the candidates nominated by Mr. Lubbock and Mr. Johnston for the ensuing Election of Clerks on the 21st proximo, who will not be 18 years of age until the 24th and 2nd March next, respectively, be examined, and if found qualified, elected with the other successful candidates on the understanding that their service be reckoned only from the date when they shall attain the prescribed age.

The

24th Jan'y 1907

Report of the
Committee of Inspection
for the
Accountants'
offices on
the case of
Reginald
Burgess, a
4th class Clerk
in the Dividend
Accounts
Office.

The following Report of the
Committee of Inspection for the
Accountants' Offices having been read,

"The Committee of Inspection
for the accountants' offices,

"Report to the Governor,

"That by desire of the Deputy
Governor they have considered the case
of Reginald Burgess, a 4th class Clerk
in the Dividend Accounts Office, who
has applied for pecuniary assistance to
meet debts amounting to £330.

"Burgess was elected in February
1895. He is married and has one child
and his salary amounts to £218 a year.

"The Committee summoned Burgess
before them who admitted that in the
statement of his liabilities which he
had furnished to the Chief Accountant
there was included an amount due
to a Loan Society, and they have therefore
to report, pursuant to Order of Court of
the 18th October 1894, that a clear breach
of Rule 14 of Rules and Orders for
Clerks has been committed.

"At the same time the Committee
feel that, in consideration of Burgess'
service of nearly 12 years and the
circumstances under which it became
necessary for him to obtain money on
his return from the Liverpool Branch in
1903, he might be given the opportunity
of tendering his resignation as his dismissal
from the service would render it
extremely difficult for him to obtain
other employment.

The

24th January 1907Edith Lytton
Burgess.

"The Committee further recommend
 "that a compassionate allowance of
 "£1 a week be made to his wife, for
 "a period not exceeding one year, while
 "Burgess is seeking employment.

"Bank of England,

"22nd January 1907."

"Charles G. Arbuthnot."

approved.

The Court approved thereof.

A Court of Directors at the Bank
on Thursday, the 31st January 1907.

Present.

Alexander Falconer Wallace, Esq; Governor.
William Middleton Campbell, Esq; Deputy Governor.
Henry Cosmo Aime Bonsor, Esq; The Hon. Evelyn Hubbard
Herbert Brooks, Esq; Frederick Auth Jackson, Esq;
Brien Cokayne, Esq; Reginald Eden Johnston, Esq;
Alfred Clayton Cole, Esq; Edgar Lubbock, Esq;
John Saunders Gilliat, Esq; Samuel Hope Morley, Esq;
Samuel Stewart Gladstone, Esq; Sir Augustus Prevost Bart;
Edward Charles Grenfell, Esq; Rt. Hon. Lord Revelstoke
George William Henderson, Esq; Albert George Sandeman, Esq;
William Dours Hoare, Esq; Hugh Colin Smith, Esq;

The proceedings of the last Court
were read.

The Governor gave notice that at
the next Court he would propose to
the Court to ballot for the selection of
a Deputy Governor for the ensuing year,
in place of Mr. Bonsor who does not
wish his name put forward.

Notice of Motion
by the Governor
in regard to
the selection of
a Deputy
Governor in
place of Mr.
Bonsor.

The

31st January 1907.Discounts and
advances to
Bill Brokers, &c.

The Weekly Statement of Discounts and Advances granted to Bill Brokers, &c. was laid before the Court.

Ordered.

Bank Notes, &c.
lost, &c.

At the recommendation of the Committee of Treasury,

That £129. 13. 10^d be paid for sundry Bank Notes and Dividend Warrants lost, &c, as detailed in the Governor's Declaration Book; the vouchers relating thereto having been examined and security given to indemnify the Bank.

Audit of
Securities.

A Report from the Committee of Daily Waiting was read stating that they had audited the Securities contained in Drawers Nos 20 and 80 and had satisfied themselves that the same were in the safe custody of the Chief Cashier.

Bank Provident
Society. annual
Statement of
accounts.

The Annual Statement of the accounts of the Bank Provident Society for the year ending the 30th November 1906 was laid before the Court.

The resignation
of Reginald
Burgess, of the
Dividend accounts
office, accepted.

The resignation of Reginald Burgess, a 4th class clerk in the Dividend Accounts office was tendered, and the same was accepted.

31st Jan'y 1907.

It was further Resolved,

That this Court, while accepting Mr. Burgess' resignation, wish it to be distinctly understood that this action on their part is not to be considered a precedent, but rather an exceptional departure from the Rule that any Clerk having dealings with Money Lenders shall be instantly dismissed.

Report of the Committee on Advances and Discounts recommending a name to be added to the list of specially privileged Stockbrokers.

The following Report of the Committee on Advances and Discounts having been read;

"The Committee on Advances
and Discounts

"Report to the Court of Directors.

"With reference to the Order of Court of the 16th July 1903 as regards delivery of Securities by the Chief Cashier in the case of what are known as "Stock Exchange Advances", that they recommend that the following name be added to the list of Stockbrokers already sanctioned by the Court,

"Richardson and Glover."

"F. Huth Jackson."

"Bank of England,

"30th January 1907."

The Court approved thereof.

approved.

A Court of Directors at the Bank
on Thursday, the 7th February 1907.

Present.

Alexander Falconer Wallace Esq: Governor.
William Middleton Campbell Esq: Deputy Governor.
Charles George Arbuthnot Esq: The Hon: Evelyn Hubbard
Henry Cosmo Orme Bonsor Esq: Frederick Huth Jackson Esq:
Herbert Brooks Esq: Reginald Eden Johnston Esq:
Brian Cokayne Esq: Edgar Lubbock Esq:
Alfred Clayton Cole Esq: Samuel Hope Morley Esq:
Walter Cunliffe Esq: Robert Lydston Newman Esq:
John Saunders Gilliat Esq: Sir Augustus Prevost, Bart.
Samuel Stuart Gladstone Esq: The Right Hon: Lord Revelstoke
Edward Charles Grenfell Esq: Albert George Sandeman Esq:
George William Henderson Esq: and
William Douro Moore Esq: Hugh Colin Smith Esq:

The proceedings of the last Court
were read.

Selection of a
Deputy Governor
for the year ensuing
in the room of
Mr Bonsor.

In accordance with the Notice given
by the Governor at the last Court, the Court
proceeded to vote by ballot for a Deputy Governor
for the year ensuing in place of Mr Bonsor who
does not wish his name put forward, when Edgar
Lubbock, Esquire, was chosen to be recommended to
the Court of Proprietors to be elected Deputy Governor.

Resolved,

7th February 1907.

Resolved,

That Mr. Lubbock be added to the Committee of Treasury and the Branch Banks Committee.

Mr. Bonsor being withdrawn from the Committee of Treasury and the Audit Committee accordingly.

The Weekly Statement of Discounts and Advances granted to Bill Brokers, etc., was laid before the Court.

Discounts and Advances to Bill Brokers, etc.

Ordered,

At the recommendation of the Committee of Treasury,

That £86:6:1 be paid for sundry Bank Notes and Dividend Warrants, lost, etc., as detailed in the Governor's Declaration Book, the Vouchers relating thereto having been examined and security given to indemnify the Bank.

Bank Notes, etc., lost, etc.

The following Minute of the Committee for Appointments and Promotions of the Staff, with Minute of the Committee of Treasury concurring therein, having been read,

" Committee for Appointments and

" Promotions of the Staff,

" 1st February 1907.

" Resolved,

" That it be recommended to the Committee of Treasury to propose to the Court of Directors to make the following appointment, viz:—

Minute of the Committee for Appointments and Promotions of the Staff with Minute of the Committee of Treasury recommending the confirmation of probationary appointment in the Branch Banks Office

- In

7th February 1907In the Branch Banks Office.

"Mr. Bernard J. Williams, who was
 "appointed Assistant Principal on probation by the Court
 "of the 22nd November 1906 in the room of Mr. E. H.
 "Everett, appointed an Acting Sub-Agent for the Branches,
 "to be Assistant Principal, as from that date.

" W. Middleton Campbell.

" Bank of England.

" Committee of Treasury,

" 6th February 1907.

" It was agreed to concur in the above
 " recommendation.

Agreed to

The Court agreed thereto.

Minute of the
 Committee for
 Appointments and
 Promotions of the
 Staff recommending
 appointments at the
 Branches.

The following Minute of the Committee
 for Appointments and Promotions of the Staff
 having been read:

" Committee for Appointments and

" Promotions of the Staff.

" 1st February 1907.

" Resolved,

" That it be recommended to the Court of
 " Directors to make the following appointments, viz:—

" At the Newcastle Branch

" To fill the vacancy caused by the appointment
 " of Henry Kelton, Senior Clerk, to the Chief Clerkship in
 " September 1905,

" J. B. Withers, a 1st Class Clerk at the Manchester
 " Branch, to be Senior Clerk.

" The additional 1st Class Clerk appointed in place
 " of the Senior Clerk by the Court of the 26th April 1906 to
 " continue to be supernumerary and concurrently, the vacancy
 " in the 3rd Class consequent on the proposed transfer of A. B.
 " Oliver to the Manchester Branch to remain unfilled.

" At the Manchester Branch.

" To fill the vacancies caused by the proposed
 Appointment

7th February 1907

" appointment of J. B. Withers, a 1st Class Clerk, to the
 " Newcastle Branch, and the resignation of E. S. Booty, a
 " 4th Class Clerk,

" E. W. B. Davies, a 2nd Class Clerk to be a 1st Class
 " Clerk,

" R. B. Johnston, a 3rd Class Clerk to be a 2nd Class
 " Clerk,

" A. B. Oliver, a 3rd Class Clerk at the Newcastle
 " Branch to be a 3rd Class Clerk, ranking for seniority next
 " below Simpson.

" The remaining 3rd Class Clerkships to continue
 " in abeyance for the present.

" S. L. L. Laird, an Assistant to be a 4th Class Clerk,
 " and

" J. A. Baker, a 4th Class Clerk in the Private
 " Drawing Office, to be a supernumerary 4th Class Clerk.

" At the Western Branch.

" To fill the vacancy caused by the resignation of
 " R. D. G. Dick, an Assistant,

" Evelyn Gladstone, an Assistant at the Hull
 " Branch, to be an Assistant.

" W. Middleton Campbell.

The Court agreed thereto.

The following Report of the Committee on
 Advances and Discounts having been read;

" The Committee on Advances
 " and Discounts,

" Report to the Court of Directors,

" That the statements of the Discount operations
 " and Advances upon Bills in London, and of Advances
 " made in the Discount Office on "Floaters" for the past
 " year have been examined, and that they show the
 " following results, viz:—

" 1. The number of Discounters was 122, of whom 33 had
 " Drawing Accounts only.

agreed to

Report of the
 Committee on Advances
 and Discounts on the
 Discount business
 of the Bank during
 the past year

7th February 1907

- "2. The number of Bills Discounted was 23493.
 "3. The amount Discounted was £36,556.128:11:10 of
 "which £396,440 was with Discounters having Drawing
 "Accounts only, and of which £6,030.842:16:8 was
 "discounted under the Bank Rate.
 "4. The Weekly Average amount held in Bills
 "Discounted (including Bills to an amount of
 "£12,073.913:13:9 brought forward from the previous
 "year) was £4,830.591.
 "5. The amount received as Discount was £183,658:5:1.
 "6. The amount advanced on Bills for short periods was
 "£31,941.500.
 "7. The Interest on such Advances amounted to £32,511:6:8.
 "8. The amount advanced on "Floaters" was £28,992,000.
 "9. The Interest on these Advances amounted to £26,644:4:3

"For a comparison with the operations of
 "previous years the Committee refer to their detailed table
 "of accounts since 1844.

"Compared with the operations of the previous
 "year those of last year show
 "an Increase in

"1. The number of Discounters	10
"2. The number of Bills discounted.	5,245
"3. The amount discounted.	£11,636,174
"4. The Weekly Average amount held in " Bills Discounted.	£ 1,991,587
"5. The amount received as Discount	£ 71,362
"6. The amount of Advances on Bills.	£ 6,012,200
"7. The Interest on Advances on Bills.	£ 14,528
"8. The amount discounted under the " Bank Rate.	£ 537,099
"9. The amount discounted for persons " having a Drawing Account only.	£ 143,810

"and a Decrease in

"1. The amount of advances on "Floaters"	£17,638,980
"2. The Interest on Advances on "Floaters"	£ 5,800.

"The

7th February 1907

" The Bills Discounted, amounting to
 " £36.556.128:11:10 had an average currency of 44 days,
 " and the business done was equivalent to a continuous
 " Advance of £4.407.787 for the year, upon which the
 " receipt of £123.658:5:1 as Discount, yields a rate of
 " £4:3:4 per cent per annum, against £3:6:4.

" The entire Discount of £36.556.128:11:10 was
 " made at the various rates, and to the several amounts as
 " described in the accompanying paper marked A.

" The amount of £6.030.842:16:8 was
 " discounted at the various rates below the published Bank
 " Rate, as described in the accompanying paper marked B.

" The Committee refer to the accompanying paper
 " marked C for a monthly account of the number and
 " amount of Bills brought in for Discount, the number and
 " amount rejected or withdrawn, and the number and amount
 " discounted.

" The books containing the figures against the
 " names of the Discounters, as to the amount of credit allowed to
 " each, have been carefully revised, and those accounts which in
 " the opinion of the Committee require alteration, as well as those
 " which they think should be closed and made dormant, are
 " submitted to the Directors in the list marked D.

" The Committee have further to Report,

" That they have examined the state of the
 " Discounts and Advances upon Bills at the various Branches,
 " and the following is the result of their investigation:—

- " 1. The number of Discounters in 1906 was 208.
- " 2. The number of Bills Discounted was 16.806.
- " 3. The amount Discounted was £17.632.090 of which
 " £4.427.422 was for persons having Discount Accounts and
 " the remainder, viz:—£13.200.668 for Discounters having
 " Drawing Accounts only, which included, however, £6.088.846
 " discounted on behalf of Bankers.
- " 4. The weekly average amount held in Bills Discounted was
 " £4.254.899.
- " 5. The amount received as Discount was £150.641.
- " 6. The amount advanced on Bills was £2.873.000.
- " 7. The amount received as Interest on Advances on Bills was
 " £7.769.

Compared

7th February 1907.

" Compared with the year 1905 these operations
" show

" a Decrease in

- | | |
|--------------------------------------|-----------|
| " 1. The number of Discounters. | 6 |
| " 2. The amount Discounted. | £ 142.796 |
| " 3. The number of Bills Discounted. | 282 |

" and an Increase in

- | | |
|---|------------|
| " 1. The amount received as Discount. | £ 33.507 |
| " 2. The weekly average amount held on Bills
" Discounted. | £ 133.201 |
| " 3. The amount advanced on Bills. | £ 4412.650 |
| " 4. The amount received as Interest on
" Advances on Bills. | £ 1.451 |

" The total amount of £17,628,090 Discounted
" and charged at rates varying from $2\frac{11}{16}$ to $6\frac{1}{2}$ was apportioned
" to the respective Branches as detailed in Branch Banks Office
" Annual Returns Book No 3.

" A statement of the amount Discounted at each
" Branch on account of Bankers and Traders respectively, during
" the past year will be seen in the paper marked D.

" The amount of Bills Discounted being
" £17,628,090 the business done was equivalent to a continuous
" Advance of £4,254,899 upon which the receipt of £150,641
" as Discount yields a rate of £3:11:2½ per cent per annum,
" (taking credit for £850 rebated to Bankers in commutation of
" One per cent Commission payable to them under Act 7 and 8
" Vict. cap. 32) against £2:17:3 in 1905.

" No firm having a Discount Account at any
" of the Branches suspended payment during the past year. The
" amount standing to the debit of the account of " Discounted
" Bills Unpaid" on the 31st December 1906 was nil.

" The Committee have had before them the
" Agents' Reports as to the degree of credit allowed to each of the
" Discounters at the several Branches and they recommend that
" various accounts thereof be closed, etc., as detailed in the
" accompanying papers marked E and F.

" F. Huth Jackson.

" Bank of England,

" 30th January 1907.

approved

The Court approved thereof

A Court of Directors at the Bank
on Thursday, the 14th February 1907.

Present.

Alexander Falconer Wallace, Esq; Governor,
William Middleton Campbell, Esq; Deputy Governor,
Charles George Arbuthnot, Esq; The Hon. Evelyn Hubbard
Henry Cosmo Arne Bonser, Esq; Reginald Eden Johnston, Esq;
Herbert Brooks, Esq; Edgar Lubbock, Esq;
Brien Colquhoun, Esq; Samuel Hope Morley, Esq;
Walter Cunliffe, Esq; Robert Lydston Newman, Esq;
John Saunders Gilliat, Esq; Sir Augustus Prevoost, Bart;
Samuel Stewart Gladstone, Esq; Rt Hon. Lord Revelstoke
Edward Charles Grenfell, Esq; Albert George Sandeman, Esq;
George William Henderson, Esq; and
William Doury Hoare, Esq; Hugh Colin Smith, Esq;

The proceedings of the last Court
were read.

The Weekly Statement of Discounts
and Advances granted to Bill Brokers, &c,
was laid before the Court.

Ordered,

at the recommendation of the
Committee of Treasury,

That

Discounts
and Advances
to Bill Brokers,
&c.

Bank Notes, &c,
lost, &c.

114th February
1907.

That £99,19.^s 6^d be paid for sundry Bank Notes and Dividend Warrants lost, etc, as detailed in the Governor's Declaration Book, the Vouchers relating thereto having been examined and security given to indemnify the Bank.

Out Cash

A Report from Mr. Lubbock was read stating that he had taken in the Out Cash on the 11th instant and had found it right.

Out Cash

A Report from Mr. Grenfell was read stating that he had taken in the Out Cash on the 13th instant and had found it right.

Audit of Securities.

A Report from the Committee of Daily Waiting was read stating that they had audited the Securities contained in Drawer No. 9 and had satisfied themselves that the same were in the safe custody of the Chief Cashier. They were unable to audit Drawer No. 61, the other Drawer chosen by the Deputy Governor for audit, as the Securities were out for the cutting off of Coupons.

Audit of Securities at the Law Courts Branch.

A Report from Mr. Arbuthnot was read stating that he had audited the Securities at the Law Courts Branch comprised in the Sections numbered 12 and 13 and had found the same in the safe custody of the agent.

The

The following Minute of the
Committee of Treasury having been read;

"Committee of Treasury,
"13th February, 1907.

"On an application on behalf of
"Gerald William Lawrence, a Pensioner,
"formerly a Clerk in the Dividend Office,
"it was agreed to recommend to the
"Court that he be allowed to commute
"£2,10^s.- of his pension of £42.16.8
"into an immediate payment of £50
"to enable him to return to England from
"New Zealand on account of the serious
"state of his health."

"Bank of England."

The Court agreed thereto.

The following Report of the
Audit Committee having been read;

"The Audit Committee

"Report to the Court of Directors,

"that they have had before them the
"Reports of ^{the} Audits taken by the Audit
"Department during the past month
"under written instructions from one
"of the Governors.

"These Audits are enumerated in
"detail in the accompanying list.

"W. Middleton Campbell."

"Bank of England,

"13th February, 1907."

List

14th February
1907.

Minute of
the Committee
of Treasury
recommending
that G. W.
Lawrence, a
Pensioner, be
allowed to
commute a
part of his
pension.

agreed to

Report of
the Audit
Committee
on audits
taken by
the Audit
Department
between the
8th ultimo
and the
11th instant.

14th February 1907."List of Audits."

- "On the 8th ultimo, audit of Securities
"in the Treasury.
- "On the 9th ultimo, audit of Notes and
"Coin in the Treasury.
- "On the 11th ultimo, audit of the Stamped
"Powers in the Power of Attorney office.
- "On the 14th ultimo, audit of the Stock of
"Blank Dividend Warrants in the Chief
"Accountants Office and various Stock
"Offices.
- "On the 15th ultimo, audit of Securities
"in the Treasury
- "On the 16th ultimo, audit of the Stock of
"Bullion in the Bullion office.
- "On the 17th ultimo, audit of Securities
"at the Western Branch.
- "On the 18th ultimo, audit of the Stock
"of Bank Post Bill Paper and Draft on
"Demand Paper in the Cashiers Store
"office.
- "On the 22nd ultimo, audit of the Securities
"held in the Chief Cashiers office
"against loans made to the Stock
"Exchange on account of customers.
- "On the 23rd ultimo, audit of the Advances
"made in the Discount office.
- "On the 23rd ultimo, audit of the Boxes
"containing Notes which are deposited
"nightly in the Treasury by the Banking
"and Issue offices.
- "On the 24th ultimo, audit of Notes and
"Coin in the Treasury.
- "On the 25th ultimo, audit of the India
"Interest Bills and Promissory Notes in the
"India office.
- "On the 26th ultimo, audit of the Out Cash
"as on the evening of the 25th ultimo.

"On

14th February
1907.

"On the 28th ultimo, audit of the Securities
"in the Treasury.

"On the 11th instant, audit of the Dial Records
"of Bank Note Impression in the Cashiers
"Store.

"An audit of the Accounts of the Hull
"Branch, as on the evening of the 30th
"ultimo."

"Bank of England,
"13th February, 1907."

approved.

The Court approved thereof.

Report of the
Committee for
the Examination
of Clerks on
certain Women
clerks.

The following Report of the
Committee for the Examination of
Clerks having been read;

"The Committee for the
"Examination of Clerks

"Report to the Court of Directors,

"that they have had before them the
"first Twelve Months' Reports on the three
"undermentioned Women Clerks appointed
"on various dates in December 1905, and
"in January and February, 1906, viz:-

"Marta Mary Dorothy Eckhardt,

"Eva Blemell Pollard,

"Evelyn Valerie Campbell.

"These Reports are satisfactory, and
"the Committee recommend that the
"Clerks in question be continued in the
"service upon the conditions in force."

"W. Middleton Campbell"

"Bank of England,

"7th February 1907."

approved.

The Court approved thereof.

A Court of Directors at the Bank
on Thursday, the 21st February 1907.

Present.

Alexander Falconer Wallace Esq: Governor.
William Middleton Campbell Esq: Deputy Governor.
Charles George Arbuthnot Esq: The Hon: Evelyn Hubbard.
Herbert Brooks Esq: Frederick Hugh Jackson Esq:
Brien Cokayne Esq: Reginald Eden Johnston Esq:
Alfred Clayton Cole Esq: Edgar Lubbock Esq:
Walter Cunliffe Esq: Samuel Hope Morley Esq:
John Saunders Gilliat Esq: Robert Lydston Newman Esq:
Samuel Stewart Gladstone Esq: Sir Augustus Prevoost, Bart.
Charles Hermann Goocher Esq: The Right Hon. Lord Revelstoke
Edward Charles Grenfell Esq: Albert George Sandeman Esq:
George William Henderson Esq: and
William Dours Hoare Esq: Hugh Colin Smith Esq:

The proceedings of the last Court
were read.

Notice of Motion
by the Governor
in regard to the
Annual Audit of
Exchequer Bills, etc.

The Governor gave notice that
he would propose at the next Court :-

That in future the Annual Audit
of Exchequer Bills, etc., be taken by a Special
Committee appointed for the purpose; that the

Committee

21st February 1907Rescinded
by O/C 4 July 1907.

Committee consist of three members, and be chosen at the same time and in a similar manner to the Auditors of the Branch Banks; and that each member be paid a fee of twenty guineas on completion of the Audit.

Discounts and
Advances to Bill
Brokers, etc.

The Weekly Statement of Discounts and Advances granted to Bill Brokers, etc., was laid before the Court.

Bank Notes, etc.,
lost, etc.

Ordered,

At the recommendation of the Committee of Treasury,

That £ 141:16:10 be paid for sundry Bank Notes and Dividend Warrants, lost, etc., as detailed in the Governor's Declaration Book; the vouchers relating thereto having been examined and security given to indemnify the Bank.

Report of the
Committee for the
Examination of
Clerks recommending
the election of 8
Clerks.

The following Report of the Committee for the Examination of Clerks having been read,

"Committee for the Examination
" of Clerks,

" Report to the Court of Directors,

" That pursuant to an Order of Court of the
" 3rd November 1881, and various subsequent Orders, the
" Examination of Candidates for the Election of Clerks on
" the 21st instant has been carried out under the control
" of the Committee.

" The original number for which the Election
" was declared on the 10th ultimo was 10, and two
" Candidates have failed to pass the Examination. The
" Committee

21st February 1907

Committee now beg to recommend that the eight
 "successful Candidates be elected into the Service in
 "the order of merit in which they are classified, viz:—

<u>Order</u>	<u>Name</u>	<u>Age</u>	<u>Nominated by</u>	<u>Marks</u>
" 1.	Francis Brough Sadler	18.	M ^r . Smith	541.
" 2.	Charles Gifford Nash	18.	M ^r . Hoare	535.
" 3.	Henry John Burton Marriott	18.	M ^r . Cole	519.
" 4.	James M ^r . Intype	18.	M ^r . Jackson	516.
" 5.	Keith Manslip Hopkins	19.	M ^r . Henderson	488.
" 6.	Clarence Henry Quintin McConnell	19.	Lord Revelstoke	486.
" 7.	Warwick Bremand Hillkirk	18.	M ^r . Johnston	476.
" 8.	George Bennett	18.	M ^r . Hubbard	429.

"The foregoing state that they are
 "unmarried and free from debt. They have produced
 "satisfactory testimonials of character, and have
 "specifically undertaken to serve as may be required,
 "either in London or at the Branches.

"They have been informed that they have
 "been chosen on the express condition that their
 "continuance and ultimate confirmation in the Service
 "will depend upon the Reports that will be made upon
 "them in the meantime by the Principals of the Offices
 "in which they have been employed.

"Favourable Certificates have been furnished
 "by the Bank Medical Officer in every instance, and the
 "several Candidates have been accepted for insurance
 "(subject to their Election) by the Bank Provident Society.

" W Middleton Campbell.

" Bank of England,

" 20th February 1907.

Approved and
 8 Clerks elected

The Court approved thereof, and
 the following persons were then elected Clerks to
 the Bank during pleasure with the salary of
 £100 a year each, viz:—

Francis

21st February 1907

Francis Brough Sadler,
 Charles Gifford Nash,
 Henry John Burton Marriott,
 James McIntyre,
 Keith Handlip Hopkins,
 Clarence Henry Quintin McConnell,
 Warwick Brennan Hillkirk,
 George Bennett.

the said persons having previously signed
 the declaration approved by the Court of the 28th
 April 1842.

Report of the Committee
 appointed by the Court
 of the 29th November
 1906 to consider the
 question of the
 proposed formation
 of a Sports Club in
 the Bank.

The following Report of the Committee
 appointed by the Court of the 29th November 1906
 to consider the question of the proposed formation of
 a Sports Club in the Bank having been read;

"The Committee appointed by the Court of the 29th
 "November 1906 to consider the Question of the
 "proposed formation of a Sports Club in the Bank,

"Report to the Court of Directors,

"That it appears that the question of forming a
 "Sports Club for the Staff of the Bank of England was first
 "raised among the Clerks themselves in the Autumn of 1905,
 "when a Committee consisting of seven Clerks was appointed
 "to enquire into the matter and see if a suitable ground
 "could be acquired for such purpose.

"A circular was issued to each Member of the
 "Staff at the Head Office and London Branches with a
 "view to ascertaining how much financial support could
 "be counted upon, and as a result it was found that
 "there were 148 Clerks desirous of joining as active
 "members and 352 willing to join as honorary members. The
 "subscriptions promised amounted to £320.

"It was estimated that it would cost at least
 "£10,000 to start a Club and that the cost of maintenance
 "(exclusive of rent or interest upon the capital outlay)
 "would be from £400 to £500 per annum. It was
 "therefore

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" therefore seen that the expense would be considerably
 " more than could be afforded by the Clerks themselves, and
 " as no one ventured to ask for any assistance from the
 " Directors the matter dropped for the time being.

" Enquiries continued to be made however to
 " see if a suitable ground could be acquired, and in
 " July 1906, on its coming to the knowledge of one of the
 " Directors that there was a keen desire, especially among
 " the younger members of the Staff, to form a Sports Club,
 " a ground was inspected at Highams Park, near Chingford,
 " which he thought might be bought on reasonable terms.
 " It transpired subsequently, however, that the majority
 " of the Clerks who had expressed a wish to become active
 " members were in favour of a ground being acquired in
 " the South West or South East District of London, and
 " so the idea of buying the ground in question was not
 " proceeded with.

" In October 1906 a property was found at
 " Clapham Park (the "Tiro Estate") consisting of a house
 " and about 10 acres of land, which it was thought
 " might be utilised for the joint purposes of building a
 " Records Office and for the Sports Club. An option of
 " purchase was accordingly obtained from the owner, Mr
 " Stalley Stewart; but on examination of the Deeds relating
 " to the property it was found that there were various
 " restrictions upon the user of the land until the year 1934
 " which rendered it impossible to proceed with the
 " suggestion that the Record Office should be built
 " thereon. The objections to the acquisition of the land
 " for the purpose of a Sports Club are not so formidable
 " and the price asked, viz: - £14,000, even with the restrictions,
 " is a very reasonable one. But the Committee are advised
 " that under the restrictions in the lease there is a risk
 " of discontented neighbours raising objections to the premises
 " being used as a Sports Club, and they cannot therefore
 " recommend the Bank to purchase the estate in question.
 " Had it not been for these restrictions they would have
 " recommended the purchase. They regret having to come
 " to this decision, as the ground is suitable for the purpose
 " and the situation very accessible and convenient. They

also

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" also think that the value of the site will undoubtedly
 " improve very considerably when the restrictions are
 " removed and they may mention that games have
 " already been played on the grounds.

" During the course of their enquiries the
 " Committee have issued a Circular to the whole Staff at
 " the Head Office and London Branches in order that
 " they might satisfy themselves that the Staff would give
 " their continued support to a Sports Club if formed. 834
 " circulars were issued and 566 have been returned with
 " the following results, viz:-

" 102 Playing members (Clerks under five " years' service in the Banks) at £1 " each	£ 102 : - : -
" ⁴ 138 Playing members (Clerks over five " years' service in the Bank) at £1:10:- " each	201 : - : -
" 330 Non-playing members at ^{50^{or} over} 10/- each	172 : 18 : -
" <u>566</u> Total members. Total Subscriptions	<u>£ 475 : 18 : -</u>

" On Analysis it is found that 50 per cent of
 " the Clerks of under five years' service employed at the
 " Head Office and London Branches wish to join as
 " playing members, and that of the Clerks elected in May
 " and November 1906, 36 out of 44 wish to join as
 " playing members. The Committee are satisfied therefore
 " that there is a genuine desire, especially on the part of the
 " younger members of the Staff to form a Sports Club, and
 " that there is a reasonable likelihood of its receiving
 " continuous support if formed.

" The Committee have enquired what other London
 " Banks have done towards assisting their Clerks in the
 " formation of Sports Clubs, and they find that the London
 " and Westminster Banks lent about £10,000 at a low rate
 " of interest to purchase and equip a ground; that the
 " National Provincial Bank of England, the Union of London
 " and Smiths Bank and the London Joint Stock Bank each
 " provided £5,000 to start "The Three Banks Club" on the
 " understanding that the Clerks maintained the Club; that the
 " London

21st February 1907

" London and County Bank bought a ground and built
 " a pavilion thereon at a cost of about £13,000 on a
 " similar understanding with their Clerks; and that the
 " London and South Western, the London City and Midland,
 " the Hongkong and Shanghai Bank, the African Banks
 " and the Private Banks have all contributed towards the
 " forming or maintaining of Sports Clubs for their Clerks.

" As previously stated, it has been
 " ascertained that the majority of those who wish to join
 " as playing members are in favour of a ground being
 " acquired somewhere in the South of London, and the
 " Committee consider that it would not be possible to
 " acquire a ground within easy access of the Bank in this
 " district of London and equip it as a Sports Club for a
 " less sum than that spent by the London and County
 " Bank, and that the cost would probably be not less than
 " £15,000.

" Assuming however that a Club could be
 " started at a cost of £15,000 it has been estimated that
 " the annual expenses would be as under:—

" Interest on £15,000 at 3½%	£535
" Wages of ground men	200
" Mowing and rolling grass	50
" Insurance	10
" Rates and Taxes	150
" Grants to Cricket etc. Clubs	50
" Steward and wife	70
" Servant	50
" Lighting and Coal	60
" Extras	100
	<u>£1265</u>

" It will be seen that the estimated annual
 " expenses exceed the amount of the promised subscriptions
 " by nearly £800, and it is therefore necessary, if the Court
 " does not buy the Firs Estate, before attempting to find
 " another ground to ascertain whether the Court are satisfied
 " that a Sports Club such as is contemplated would serve a
 " useful purpose and, if so, whether they consider £800 per
 " annum too large a sum to vote towards its upkeep

" Albert G. Sandeman,

" Chairman

" Bank of England,

" 13th February 1907

21st February 1907.

An expenditure
of £15,000
agreed to and
the Committee
authorized to
proceed.

It was proposed and seconded,

That the Court is favourable to the
expenditure of a capital sum not exceeding £15,000
for the purchase and laying out of ground for a
Sports Club for the Staff of the Bank and for
the erection of a building or buildings thereon and
authorizes the Committee to proceed with their
search for a suitable piece of land, but no
purchase is to be effected without the previous
sanction of the Court.

and the Question being put thereon,
the same was carried.

A Court of Directors at the Bank
on Thursday, the 28th February 1907.

Present.

Alexander Falconer Wallace Esq: Governor.
William Middleton Campbell Esq: Deputy Governor.
Charles George Arbuthnot Esq: The Hon: Evelyn Hubbard.
Brien Cokayne Esq: Frederick Huth Jackson Esq:
Alfred Clayton Cole Esq: Reginald Eden Johnston Esq:
Walter Cunliffe Esq: Edgar Lubbock Esq:
James Pattison Currie - Blyth Esq: Samuel Hope Morley Esq:
John Saunders Gilliat Esq: Robert Lydston Newman Esq:
Samuel Stuart Gladstone Esq: Sir Augustus Prevost, Bart.
Edward Charles Grenfell Esq: The Right Hon: Lord Revelstoke
George William Henderson Esq: Albert George Sandeman Esq:
William Douro Hoare Esq: Hugh Colin Smith Esq:

The proceedings of the last Court
were read.

Resolution that
in future the
Annual Audit of
Exchequer Bills be
taken by a Special
Committee etc.

Recorded. see
Order of Court of 11th
July 1907.

X In accordance with Notice given
at the last Court the Governor proposed that
in future the Annual Audit of Exchequer Bills,
etc., be taken by a Special Committee appointed
for the purpose; that the Committee consist of
three members and be chosen at the same time
and

28th February 1907

and in a similar manner to the Auditors of the Branch Banks; and that each member be paid a fee of twenty guineas on completion of the Audit,

and the Question being put thereon

carried

the same was Carried. X

Discounts and
Advances to Bill
Brokers, etc.

The Weekly Statement of Discounts and Advances granted to Bill Brokers, etc. was laid before the Court.

Bank Notes, etc.
lost, etc.

Ordered,

At the recommendation of the Committee of Treasury,

That £441:17:6 be paid for sundry Bank Notes and Dividend Warrants, lost, etc., as detailed in the Governor's Declaration Book; the vouchers relating thereto having been examined and security given to indemnify the Bank.

Out Cash

A Report from Mr. Hubbard was read stating that he had taken in the Out Cash on the 26th instant and had found it right.

Audit of
Securities

A Report from the Committee of Daily Waiting was read stating that they had audited the Securities contained in Drawers Nos 45 and 73 and had satisfied themselves that the same were in the safe custody of the Chief Cashier.

The

28th February 1907
 Quarterly Report
 of the Committee
 for the House and
 Servants -

The following Report of the
 Committee for the House and Servants having
 been read;

"The Committee for the House
 " and Servants,

" Report to the Court of Directors,

" That the Chief Accountant has certified
 " the payment of £6.822:9:8 entered in General Cash
 " Books and Ledgers all being for Accounts ordered by the
 " Committee to be paid in November last; and that he
 " has also certified the payment of £15.088:5:- as
 " ordered by the Governors to be paid during the Quarter.

" The Secretary has certified that the Chief
 " Cashier has produced vouchers for £12.177:16:-
 " disbursed by him as payments in Petty Cash during the
 " Quarter, and has produced his Cash Statement showing
 " a balance in his hands on the 13th instant of
 " £5.072:12:5.

" The Committee have passed the Accounts
 " of the Wages of the Servants of this House as follows,
 " vizt: -

" London £ 57.960:4:4

" Branches £ 20.853:19:5

£ 78.814:3:9

" and have ordered payment of the Pensions amounting
 " to £16.892:18:4 for the Quarter ending 28th February
 " 1907.

" They have also ordered payment of the
 " Tradesmen's Bills and Sundry Disbursements for the
 " Quarter, as follows, vizt: -

" London £6.921:19:5

" Branches £ 932:12:8

£ 7.854:12:1

" From a Return made by the Principal
 " of the Printing Department it appears that 4.681.000 Bank

Notes

28th February 1907

" Notes have been printed, numbered and examined during the Quarter ended the 31st January 1907 at a cost of $3: - \frac{d}{4}$ per 1,000 for material and mechanical labour only. (Including paper the cost is $\text{£}1: 2: 9 \frac{3}{4}$ per 1,000).

" From the same Return it appears that 3,551,000 India Notes of Rs 10 and upwards have been printed, numbered and examined during the same period at a cost of $2: 3 \frac{d}{4}$ per 1,000 for material and mechanical labour only. (Including paper and printing in Green the cost is $\text{£}1: 5: 7 \frac{1}{2}$ per 1,000). And that 3,108,000 have been printed in Green only at a cost of $1: 9 \frac{d}{2}$ per 1,000. Also that 1,327,500 India Notes of Rs 5 have been printed etc at a cost of $9 \frac{d}{2}$ per 1,000 (including paper, printing in Green and numbering the cost is $8: 5 \frac{d}{2}$ per 1,000), and 1,322,140 printed in Green only at a cost of $5 \frac{d}{2}$ per 1,000, and 1,540,294 numbered at a cost of $1: 1 \frac{d}{4}$ per 1,000.

" It also appears that 28,750,000 Postal Orders have been printed, numbered, and examined, cut and packed during the Quarter at a cost of 10^d per 1,000. (Including paper the cost is $3: 7 \frac{d}{2}$ per 1,000).

" The Clerk of Works reports that the Electric Alarms to the several gates have been tried once every week, those to the Residences etc once a month during the past Quarter, and were found in working order; and that the Fire-Hydrants attached to the Metropolitan Water Board's Mains in the several court-yards were tried on the 18th instant, also the High Pressure Superior Hydrants, and were all found in good working order.

" The Gate Porter reports that the House Porters and Watchmen have been regular in their attendance at the Bank; that they have received instruction in the use of the Fire Hose and Hydrants under the superintendence of the Clerk of Works; that the Avenues and Passages about the Building have been kept clean and free from obstruction; and that the Telephonic Communications from the Front Lodge to the

Fire

28th February 1907

"Fire Brigade and Police Stations was in good working order. Also that the health of the men under his charge has been good since the last Report.

"W Middleton Campbell

"Bank of England

"25th February 1907.

Approved

The Court approved thereof.

Quarterly Reports

The Quarterly Reports of the Committee of Treasury, the Committee for Building, the Committee for Branch Banks, and the two permanent Committees of Inspection were read and approved. The deficiencies in the cash during the Quarter were reported to be as follows:- Head Office £ 8: - : 5, Branches £ 24: 12: 4.

Charles Pridham reported as attaining the age of 65 years.

It was reported that Charles Pridham, a 3rd Class Clerk in the Private Drawing Office, would attain the age of 65 years on the 13th April next.

The Committee for Branch Banks had further to report that they had considered the question of the appointment of Porters to the Branch Banks from the Head Office, and recommended that in future such appointments be made by the Governor instead of as heretofore, by the Court on their recommendation.

agreed to

The Court agreed thereto.

Minute of the Committee of Treasury recommending that H.S. Graves, a Cashier, be allowed to retire with a pension.

The following Minute of the Committee of Treasury having been read,

"Committee of Treasury,
"27th February 1907.

"A letter was read from Henry Stopford Graves,

"a

28th February 1907

" a Cashier, who, being in his 65th year and having
 " completed 46 years' service on the 28th instant, asked
 " permission to retire from the service with a pension;
 " and it was agreed to recommend to the Court to accede
 " to his request and to grant him, during pleasure, and
 " according to the scale, a pension of £333:6:8, being
 " 50/75^{ths} of his salary of £500, as from the 28th
 " instant.

" Bank of England.

Agreed to

The Court agreed thereto.

The following Minute of the Committee
 of Treasury having been read,

" Committee of Treasury,
 " 27th February 1907.

" On a suggestion from the Committee for
 " Appointments and Promotions of the Staff, it was
 " agreed to recommend to the Court that a gratuity
 " of £50 be made to Mr Frank J. Somers, the 2nd
 " Auditor, who, during last year, while 1st Clerk, had
 " much additional responsibility and labour thrown on
 " him owing to the absence of the 1st Auditor through
 " illness and of the 2nd Auditor as temporary Assistant
 " Principal of the Discount Office.

" Bank of England.

The Court agreed thereto.

The following Minute of the Committee
 for Branch Banks having been read,

" Committee for Branch Banks,
 " 25th February 1907.

" Resolved,

" That it be recommended to the Court of
 " Directors

Minute of the
 Committee of
 Treasury recommending
 a gratuity of Fifty
 pounds to Mr F. J.
 Somers, the 2nd
 Auditor.

Minute of the
 Committee for Branch
 Banks recommending
 an increase of
 salary to a Sub-
 agent

28th February 1907

" Directors that the salary of Mr G. H. Gair, Sub-Agent
 " at the Newcastle Branch, be raised from £600 to
 " £700 a year, as from the 1st March next inclusive.

" W. Middleton Campbell.

" Bank of England.

agreed to

The Court agreed thereto

Report of the
 Committee for
 Appointments and
 Promotions of the
 Staff on the Classed
 Staff and assistants
 at the Head Office
 and Branches.

The following Report of the Committee
 for Appointments and Promotions of the Staff
 having been read.

" The Committee for Appointments
 " and Promotions of the Staff.

" Report to the Court of Directors,

" That they have had before them the Reports
 " upon the Classed Staff and Assistants at the Head
 " Office and at the Branches, and that the same are
 " satisfactory with a few exceptions.

" In the Accountants and Cashiers Departments
 " the handwriting of certain Clerks was considered by the
 " Committee to be below the average standard, and by
 " their direction the Clerks in question have been warned
 " as to the necessity for material improvement in this
 " respect. The Committee think that the time has come
 " to endeavour to place the standard of handwriting
 " of the Bank of England on a higher plane than at
 " present and recommend that in future Clerks be
 " required to write to a certain standard within the
 " first two years of their entry into the Service or prior
 " to their election.

" The Reports made upon J. R. Marshall, a
 " Third Class Clerk, and H. R. Pearce, a Fourth Class
 " Clerk, in the Accountants Department, show that their
 " work generally is far from satisfactory, and the
 " Committee therefore recommend that the rise in their
 " class

28th February 1907

" class salaries to which they would have been
 " entitled on the 1st March, had their Reports been
 " satisfactory, be withheld.

" The Committee further recommend that the
 " Salaries of the Clerks be advanced from the 1st March
 " next as per the accompanying list marked "A".

" W. Middleton Campbell.

" Bank of England

" 21st February 1907.

Approved

The Court approved thereof, and

Ordered,

Salaries to be
 advanced.

That the Salaries of the Clerks be
 advanced from the 1st March next as per the
 accompanying list marked "A".

M.S.

A Court of Directors at the Bank
on Thursday, the 7th March 1907.

Present.

Alexander Falconer Wallace, Esq, Governor
William Middleton Campbell, Esq, Deputy Governor
Charles George Arbuthnot, Esq, George William Henderson, Esq;
Brien Cockayne, Esq; William Douro Hoare, Esq;
Alfred Clayton Cole, Esq; Frederick North Jackson, Esq;
Walter Cunliffe, Esq; Samuel Hope Morley, Esq;
James Pattison Currie-Blyth, Esq; Robert Lydston Newman, Esq;
John Saunders Gilliat, Esq; W. Hon. Lord Revelstoke
Samuel Stewart Gladstone, Esq; and
Edward Charles Grenfell, Esq; Albert George Sandeman, Esq;

The proceedings of the last
Court were read.

Discounts
and Advances
to Bill Brokers, &c.

The Weekly Statement of
Discounts and Advances granted to
Bill Brokers, etc, was laid before the
Court.

Ordered,

Bank Notes, &c.
lost, &c.

at the recommendation of
the Committee of Treasury.

That

of the March 1907.

That £95. 9. 11^d be paid for sundry Bank Notes and Dividend Warrants, lost, etc., as detailed in the Governor's Declaration Book; the vouchers relating thereto having been examined and security given to indemnify the Bank.

The following Minute of the Committee of Treasury having been read,

"Committee of Treasury,
" 6th March 1907.

"It was agreed to make the following recommendation with reference to
"Stocks (Inscribed at the Bank) pledged
"as Security."

"It has been the practice hitherto for
"Stocks of this character, whether pledged
"on account of the Chief Cashiers' Office,
"Discount Office, or Branch Banks Office,
"to be registered in the case of each
"separate Stock on one single account
"entitled "Governor and Company of the
"Bank of England - Security Account",
"transfers from such account being signed
"by either of the Governors or by a past
"Governor.

"This arrangement entails at times
"a quite unavoidable delay in the re-delivery
"of Stock, and on one occasion in October
"last this delay occasioned considerable
"inconvenience in the Branch Banks
"Office

"In order to facilitate and expedite
"the conduct of business, and to reduce
"to a minimum the risk of delay, it is
"proposed that in future the Stocks
"pledged on account of the three Offices

"be

Minute of
the Committee
of Treasury
with reference
to Stocks
(inscribed at
the Bank)
pledged as
Security.

7th March 1907.

" be inscribed on three separate accounts
 " to be designated respectively

" Governor & Company of the Bank of
 " England " Security Account (Chief Cashier's
 " office) "

" D^o. ——— D^o. " Security Account
 " (Discount office) "

" D^o. ——— D^o. " Security Account
 " (Branch Banks office) "

" and that power to sign transfers be
 " granted in the case of each of the
 " respective accounts to any two of the
 " three senior officials in the office
 " specially concerned therein, similar
 " power being still reserved in favour of
 " either of the Governors or a past
 " Governor in case of need.

" If this suggestion be approved, it
 " will be necessary for instructions to be
 " given to Messrs Freshfield for the
 " preparation of the requisite Powers of
 " attorney."

" Bank of England."

agreed to.

The Court agreed thereto.

A Court of Directors at the Bank
on Thursday, the 14th March 1907.

Present.

Alexander Falconer Wallace, Esq: Governor.
William Middleton Campbell, Esq: Deputy Governor.
Charles George Arbuthnot, Esq: Edward Charles Grenfell, Esq:
Henry Cosmo Orme Bonsor, Esq: George William Henderson, Esq:
Brien Cokayne, Esq: Edgar Lubbock, Esq:
Alfred Clayton Cole, Esq: Samuel Hope Morley, Esq:
Walter Cunliffe, Esq: Robert Lydston Newman, Esq:
James Pattison Currie-Blyth, Esq: Sir Augustus Prevost, Bart.
John Saunders Gilliat, Esq: and
Samuel Stewart Gladstone, Esq: Hugh Colin Smith, Esq:

The proceedings of the last Court
were read.

The Governor laid before the Court the
following Minute of the Committee of Treasury,

" Committee of Treasury,

" 13th March 1907,

" Resolved,

" That, having examined the state of the
" Bank's Accounts, the Committee are of opinion that it
" will be desirable to recommend to the General Court on
" the 21st instant,

" That

Minute of the
Committee of
Treasury recommending
Dividend on Bank
Stock

11th March 1907

" That a Half Year's Dividend of Interest and Profits be made on the 5th April next of £4:10:— per cent, without deduction on account of Income Tax.

" Bank of England.

Consideration thereof postponed.

and the consideration of the same was postponed till the following Thursday.

Discounts and Advances to Bill Brokers, etc.

The Weekly Statement of Discounts and Advances granted to Bill Brokers, etc. was read.

Bank Notes, etc., lost, etc.

Ordered,

At the recommendation of the Committee of Treasury,

That £ 316:17:11 be paid for sundry Bank Notes and Dividend Warrants, lost, etc., as detailed in the Governor's Declaration Book; the vouchers relating thereto having been examined and security given to indemnify the Bank.

Audit of Securities

A Report from the Committee of Daily Waiting was read, stating that they had audited the Securities contained in Drawers Nos 43 and 82, and had satisfied themselves that the same were in the safe custody of the Chief Cashier.

Minute of the Committee of Treasury recommending sundry additions to salaries.

The following Minute of the Committee of Treasury having been read;

" Committee of Treasury,

" 13th March 1907.

" It was agreed to recommend to the Court for adoption the following proposals of the Committee for appointments and Promotions of the Staff, for sundry additions to salaries.

" The Committee for Appointments and Promotions of the Staff,

" Report to the Committee of Treasury,

" That they have reviewed the Salaries of the

" Principals

14th March 1907

" Principals of Offices according to the annual custom, and
 " they beg to recommend to the favourable consideration of the
 " Committee the following suggested additions to salaries, viz:—

" In the India Office.

" A personal additional salary of £50 a year
 " to Mr. H. D. Harrissow, the Principal.

" In the Public Drawing Office

" A personal additional salary of £50 a year
 " to Mr. F. D. C. Baly, the Deputy Principal.

" In the Dividend Pay Office.

" A personal additional salary of £100 a year
 " to Mr. E. E. Gaute, the Principal.

" The foregoing additions to date from the 1st
 " instant.

" W. Middleton Campbell.

" Bank of England,

" 11th March 1907.

agreed to

The Court agreed thereto.

The following Minute of the Committee
 for Appointments and Promotions of the Staff having
 been read:

" Committee for appointments and
 " Promotions of the Staff,

" Resolved,

" That it be recommended to the Court of Directors
 " to make the following appointments, viz:—

" In the Accountants' Bank Note Office

" A. N. Bartlett, a 2nd class Clerk in the Consols
 " office, whose handwriting unfits him for work in a transfer
 " office, to be transferred to this office and to rank for
 " seniority next below A. J. Cooke.

" N. B. Thompson, an Assigned Assistant, to
 " be a 4th class Clerk.

" In the Consols Office.

" E. J. Codrington, a 2nd class Clerk in the

" Accountants'

Minute of the
 Committee for
 Appointments and
 Promotions of the
 Staff recommending
 appointments in the
 Accountants' and
 Cashier's Departments.

14th March 1907

" Accountants' Bank Note Office, to be transferred to
 " this Office and to take the position of A. N. Bartlett,
 " transferred to the Accountants' Bank Note Office.

" In the Dividend Accounts Office

" W. MacLaine, Junior, an Assistant, to be
 " a 4th Class Clerk, vice R. Burgess, resigned.

" G. H. Pearse, an Unattached Clerk, to be
 " assigned to the Accountants' Department.

" In the Public Drawing Office, to fill
 " the vacancy caused by the death of H. R. Chalvers, a
 " 2nd Class Clerk,

" J. S. Sando, a 4th Class Clerk, to be a 3rd
 " Class Clerk,

" F. P. Purdie, an Assistant, to be a 4th
 " Class Clerk.

" In the Branch Banks Office, to fill the
 " vacancy caused by the promotion of J. H. Tull, a 3rd
 " Class Clerk, to the Chief Cashier's Office in November last,

" R. C. Stevenson, a 4th Class Clerk in the
 " Securities Office, to be a 3rd Class Clerk.

" The further vacancy in the 3rd Class to
 " remain unfilled for the present.

" In the Securities Office.

" V. R. Deau, who has completed two years'
 " service at the Newcastle Branch, to be a 4th Class Clerk,
 " resuming his seniority above Abbott, with the salary of
 " £270 per annum.

" In the Private Drawing Office, for
 " Compensation purposes,

" J. F. Wetherall, to take seniority above
 " Pridham as from the 1st September last.

" To fill the vacancies caused by the death
 " of Chalvers and by the seconding of F. S. Baker, a
 " 4th Class Clerk in the Private Drawing Office, to the
 " Manchester Branch, the following Unattached Clerks
 " to be assigned to the Cashier's Department: -

" R. A. Lepingwell and F. E. G. Watson

" The

14th March 1907

" The foregoing appointments to date from the
" 1st March.

" W. Middleton Campbell

" Bank of England
" 11th March 1907.

agreed to

The Court agreed thereto.

Minute of the
Committee for
Appointments and
Promotions of the
Staff recommending
appointments at the
Branches.

The following Minute of the Committee
for Appointments and Promotions of the Staff having
been read;

" Committee for Appointments and
" Promotions of the Staff,
" 13th March 1907.

" Resolved,

" That it be recommended to the Court of
" Directors to make the following appointments, viz:—

" At the Newcastle Branch, to fill the vacancy
" caused by the return of W. R. Dean, an Assistant, to London,

" R. S. Murray, an Assistant in the
" Accountants' Department, to be an Assistant.

" At the Hull Branch, to fill the vacancy
" caused by the transfer of Evelyn Gladstone, an Assistant, to
" the Western Branch,

" W. J. C. Gibson, an Assistant in the Cashier's
" Department, to be an Assistant for six months on probation.

" At the Western Branch, to fill the vacancy
" caused by the death of E. V. Garreau, a 2nd Class Clerk,

" J. C. Blyth, a 3rd Class Clerk, to be a 2nd Class
" Clerk,

" A. G. Pytheridge, a 4th Class Clerk, to be a 3rd
" Class Clerk.

" W. Middleton Campbell.

" Bank of England.

agreed to

The Court agreed thereto.

The

14th March 1907.

Report of the Audit Committee on audits taken by the Audit Department between the 1st ultimo and the 11th instant.

The following Report of the Audit Committee having been read:

" The Audit Committee,
 " Report to the Court of Directors,
 " That they have had before them the
 " Reports of the Audits taken by the Audit Department
 " during the past month under written instructions from
 " one of the Governors.
 " These Audits are enumerated in detail in
 " the accompanying list.

" W. Middleton Campbell.

" Bank of England
 " 13th March 1907.

List of Audits.

- On the 15th ultimo, an inspection of the work in the
 " Private Drawing Office Ledgers for the year 1906.
- " On the 19th ultimo, audit of Securities at the Western Branch.
- " On the 20th ultimo, audit of Securities in the Treasury.
- " On the 21st ultimo, audit of Securities at the Law Courts Branch.
- " On the 22nd ultimo, audit of Notes and Coins in the Treasury.
- " On the 27th ultimo, audit of the Boxes deposited for safe
 " custody in the Private Drawing Office.
- " On the 28th ultimo, audit of the stocks of Treasury Bill
 " Paper, London County Bill Paper, and Corporation Bill
 " Papers in the Cashiers Store Office.

" W.M.C.

" Bank of England,
 " 13th March 1907.

approved

The Court approved thereof.

Resolved,

That a gift of £100 (as informally discussed and unanimously agreed to at the last meeting of the Court) be made to Mr Harold S. Suman, the Assistant Secretary, in recognition of the time and labour he had devoted to the interests of the Bank during his command of the 25th Middlesex Rifle Corps (Bank Porters) about to be disbanded and the high state of efficiency to which he had brought the Corps; Mr Suman being left free to apply the gift in whatever manner he thinks fit.

H.S. Suman

A Court of Directors at the Bank
on Thursday, the 21st March 1907.

Present.

Alexander Falconer Wallace Esq: Governor.	
William Middleton Campbell Esq: Deputy Governor.	
Charles George Arbuthnot Esq:	George William Henderson Esq:
Henry Cosmo Crum Bonsor Esq:	William Douro Hoare Esq:
Herbert Brooks Esq:	Edgar Lubbock Esq:
Brian Cokayne Esq:	Robert Lydston Newman Esq:
Alfred Clayton Cole Esq:	Sir Augustus Prevor, Bart.
John Saunders Gilliat Esq:	The Right Hon. Lord Revelstoke
Samuel Stewart Gladstone Esq:	Albert George Sandeman Esq:
Charles Hermann Goocher Esq:	Hugh Colin Smith Esq:

The proceedings of the last Court
were read.

Minute in
reference to a
Dividend considered
and agreed to

The Governor having again laid
before the Court the Minute of the Committee of
Treasury recommending a Dividend on Bank Stock,
consideration of which was postponed by the last
Court;

The Court agreed thereto, and

Resolved,

That the Governor do acquaint the
General

21st March 1907

General Court therewith as the opinion of this Court.

Discounts and
Advances to Bill
Brokers etc.

The Weekly Statement of Discounts and Advances granted to Bill Brokers, etc., was read.

Bank Notes, etc.
lost, etc.

Ordered,

At the recommendation of the Committee of Treasury,

That £56:18:3 be paid for sundry Bank Notes and Dividend Warrants, lost, etc., as detailed in the Governor's Declaration Book, the Vouchers relating thereto having been examined and security given to indemnify the Bank.

Minute of the
Committee of
Treasury recommending
that J. H. Dixon be
appointed a Cashier

The following Minute of the Committee of Treasury having been read,

"Committee of Treasury,
"20th March 1907.

"It was agreed to recommend to the Court
"of Directors that Joseph Henry Dixon, a 1st Class Clerk
"at the Birmingham Branch, be appointed a Cashier in
"the room of H. S. Graves, pensioned. To date from the
"14th instant."

"Bank of England.

agreed to

The Court agreed thereto,
and the said Joseph Henry Dixon was then empowered to sign Bills and Notes for the Governor and Company of the Bank of England; and it was

Ordered,

That his appointment be advertised in
the

21st March 1907

the London Gazette of the 22nd instant, and that he be required to give the usual additional security in £1,000.

Minute of the Committee of Treasury recommending an increase of salary to a Clerk in the Secretary's office

The following Minute of the Committee of Treasury having been read;

Committee of Treasury,
" 20th March 1907.

" On a proposal from the Secretary it was agreed to recommend to the Court of Directors to grant a personal additional salary of £20 per annum to Mr. Ronald C. G. Dale, the sixth clerk in the Secretary's Office. To date from the 1st instant."

• Bank of England.

agreed to

The Court agreed thereto

Minute of the Committee of Treasury recommending a Donation of £200 to the Secretary and £150 to the Assistant Secretary.

The following Minute of the Committee of Treasury having been read;

Committee of Treasury,
" 20th March 1907.

" It was agreed to recommend to the Court that there be granted to Mr. Kenneth Grahame, the Secretary, £200, and to Mr. H. S. Inman, the Assistant Secretary, £150, in recognition of their increased work during the long absence through illness of Mr. C. E. Edmann, the Deputy Secretary."

agreed to

The Court agreed thereto.

Minute of the Committee of Treasury recommending a personal additional salary to Mr. F. E. Blacklock, the Controller of Stock and Cash offices.

The following Minute of the Committee of Treasury having been read;

Committee of Treasury,
" 20th March 1907

" It was agreed to recommend to the Court,

" on

21st March 1907

~~" for adoption the following proposal of The Committee
 " for Appointments and Promotions of the Staff, for
 " an addition to salary.~~

~~" Committee for Appointments and
 " Promotions of the Staff,~~

~~• Report to the Committee of Treasury,~~

~~" That they have considered the question of
 " the Salary attaching to the position of Controller of
 " Stock and Cash Offices, and are of opinion that the
 " Salary, viz: - £800 per annum, is higher than the
 " nature of the position demands; at the same time they
 " beg to suggest that Mr. J. E. Blaiklock, who was appointed
 " to the post in February 1902, should in view of his
 " length of service and all the circumstances of the case be
 " granted a personal additional salary of £100."~~

~~" Bank of England,~~

~~" 13th March 1907.~~

~~The Court agreed thereto.~~

Entered
in error
H.S.J.
Asst Secy.
agreed to

" on a suggestion from the Committee for
 " Appointments and Promotions of the Staff, that a
 " personal additional salary of £100 a year be granted
 " to Mr. J. E. Blaiklock, the Controller of Stock and
 " Cash Offices; to date from the 1st instant.

" Bank of England.

The Court agreed thereto.

agreed to

H.S.J.
Asst Secy.
x

A Court of Directors at the Bank
on Thursday, the 28th March 1907.

Present.

Alexander Falconer Wallace Esq: Governor.
 William Middleton Campbell, Esq: Deputy Governor.
 Charles George Arbuthnot, Esq: Charles Hermann Goschen, Esq:
 Henry Coono Orme Bonser, Esq: George William Henderson, Esq:
 Herbert Brooks, Esq: William Douro Hoare, Esq:
 Brian Cokayne, Esq: Reginald Eden Johnston, Esq:
 Alfred Clayton Cole, Esq: Edgar Lubbock, Esq:
 Walter Cunliffe, Esq: Robert Lydston Newman, Esq:
 James Pattison Currie - Blyth, Esq: The Right Hon. Lord Revelstoke.
 John Saunders Gilliat, Esq: Albert George Sandeman, Esq:
 Samuel Stewart Gladstone, Esq: Hugh Colin Smith, Esq:

The proceedings of the last Court
were read.

Resolved,

That the following advertisement
be inserted in the Daily Papers: -

1907

The following is the House List of
Governors

House list
1907.

28th March 1907.

Governors and Directors of the Bank of
England for the year ensuing: -

For Governors.

William Middleton Campbell Esq: Governor.

Edgar Lubbock, Esq: Deputy Governor.

For Directors.

Charles George Arbuthnot, Esq:	George William Henderson, Esq:
Henry Cosmo Chre Bonoor, Esq:	William Dours Hoare, Esq:
Herbert Brooks, Esq:	The Hon. Evelyn Hubbard.
Brian Cokayne, Esq:	Frederick Huth Jackson, Esq:
Alfred Clayton Cole, Esq:	Reginald Eden Johnston, Esq:
Walter Cunliffe, Esq:	Samuel Hope Morley, Esq:
James Pattison Currie - Blyth, Esq:	Robert Lydston Newman, Esq:
John Saunders Gilliat, Esq:	Sir Augustus Prevoost, Bart.
Samuel Stuart Gladstone, Esq:	The Rt Hon. Lord Revelstoke.
Charles Hermann Goschen Esq:	Albert George Sandeman, Esq:
Edward Charles Grenfell Esq:	Hugh Colin Smith, Esq:
Everard Alexander Hambro, Esq:	Alexander Falconer Wallace, Esq:

The Election for Governor and Deputy
Governor will be held at the Bank on Tuesday, the
9th April, and for Directors on Wednesday, the 10th
April, from eleven o'clock in the forenoon till four
in the afternoon

Discounts and
Advances to Bill
Brokers, etc.

The Weekly Statement of Discounts
and Advances granted to Bill Brokers, etc., was
read.

Bank Notes, etc.
lost, etc.

Ordered,

At the recommendation of the Committee
of Treasury,

That £ 59: 6: 4 be paid for sundry
Bank Notes and Dividend Warrants, lost, etc., as
detailed in the Governor's Declaration Book; the

vouchers

28th March 1907 vouchers relating thereto having been examined and security given to indemnify the Bank

Out Cash

A Report from Mr. Bonsor was read stating that he had taken in the Out Cash on the 26th instant and had found it right.

Audit of Securities

A Report from the Committee of Daily Waiting was read stating that they had audited the Securities contained in Drawers Nos 77 and 87, and had satisfied themselves that the same were in the safe custody of the Chief Cashier.

Audit of Securities at the Law Courts Branch

A Report from Mr. Brooks was read stating that he had audited the Securities at the Law Courts Branch comprised in the sections numbered 8 and 10 and had found the same in the safe custody of the Agent.

Annual Report from the Assistant Secretary upon the position of the Directors' Fund, the Samaritan Fund, and the Clerks' Guarantee Fund

The Governor laid before the Court the following Report from the Assistant Secretary upon the position of the Directors' Fund, the Samaritan Fund and the Clerks' Guarantee Fund.

"Secretary's Report 1907.

"In pursuance of the Order of Court of the 7th June, 1894, which provided for an Annual Report being made in the month of March by the Secretary on the Directors' Fund, the Samaritan Fund, and the Clerks' Guarantee Fund.

The

28th March 1907

"The Assistant Secretary begs to report as follows:—

"1. The Directors' Fund.

"The net charge upon the Fund for
 "Annuities to Widows, etc. during the
 "Year ended the 9th January last
 "amounted to ————— £ 7.110:—:5
 "Against an Income from Investments
 "etc, of ————— 8.053:14:4
 "Leaving a surplus of ————— £ 943.13:11
 "which is now awaiting investment.

"The number of Annuitants on the Books at
 "the commencement of 1906 was 182. During the year
 "6 Annuities were granted, amounting in all to £310; and
 "7, amounting to £288, ceased by death. The number of
 "Annuitants at the close of the year was therefore 181.

"The amount of Annuities payable at the
 "present time is £7.260. Of these 149 are to the Widows
 "of Clerks, 1 to the daughter of a late Agent, 1 to the daughter of
 "a Gate Porter, and 28 to the Widows of Porters. The average
 "amount of the Annuity in the case of the Widows of Clerks
 "being £44:14:10, and in that of the Widows of Porters £18.

"No change has taken place in the Investments
 "of the Fund since the last annual Report was made in
 "March, 1906.

"2. The Samaritan Fund.

"The Income of the Fund for the past year
 "amounted to £ 320:—:3 and the total grants to £135:15:6,
 "of these 3 were to Clerks, 1 to a Pensioner, 1 to the Widow of a
 "former Clerk and 3 to Porters. In one case a sum of £50
 "was granted.

"No alteration has taken place in the Investments
 "during the past year, which consist of two amounts of
 "Manchester Corporation 3% Stock, viz:— £1.800 and £2.502:12:6
 "Unclaimed Bullion Account"

"The

28th March 1907

"The following is a summary of the Cash
"Receipts and Payments during the year.

<u>Receipts</u>	<u>Payments</u>
Balance 1 January 1906. £ 530:13:-	8 Grants £ 135:15:6
Interest on Investments 132:12:6	Balance 714:17:9
" Stopped Note Fee 56:17:6	
" Sale of Waste Paper etc 140:10:3	
£ 850:13:3	£ 850:13:3

"3. The Clerks' Guarantee Fund.

"One defalcation has occurred during the past
"year, viz., that of Henry Douglas Anderson of the
"Manchester Branch, who has absconded. Of the amount
"for which the Fund was liable, viz. £ 416:13:-, £ 144:19:4
"has been recovered from the Bank Provident Society in respect
"of Anderson's Life Insurance premiums making the total
"loss sustained by the Fund £ 271:13:8.

"In accordance with the original Regulations of
"the Fund as approved by the Court of the 8th April 1841 a
"sum of £ 150 arising from the accumulated subscriptions of
"Clerks, and interest on the invested Funds of £ 6,000, was
"paid over to the Bank Provident Society in November last.

"During the year the sum of £ 252:11:4 has been
"received in subscriptions from newly elected clerks and those
"not yet confirmed in the service. This amount has been
"placed on deposit with the Deposit Branch of the Bank
"Provident Society by direction of the Governor in accordance
"with the terms of Regulation 4, under which the total of the
"Fund is to be gradually raised from £ 6,000 to £ 10,000.

"The Investments of the Fund consist of £ 3,000
"New Zealand 4% Stock, £ 3,000 New South Wales 4% Stock,
"and the amount of £ 853:2:3 on deposit with the Bank
"Provident Society, thus making a total of £ 6,853:2:3.

"The following is a summary of the Receipts
"and Payments for the year ended 31st December 1906.

"Receipts

28th March 1907

Receipts

" Balance 1 Jan 1906 £ 227:11:7
 " Interest on Investments 228:--:--
 " Annual Subscriptions 258:11:4
 " Final Payments 181:10:--
 " Bank Provident Society
 " of N. D. Anderson's
 " Premiums 144:19:4

£1,040:12:3

Payments

Bank Provident Society £150:--:--
 Bank Provident Society
 Deposit Account 211:12:3
 Manchester Branch of
 N. D. Anderson absconded 416:13:--
 Balance 31st December,
 1906. 262:7:--

£1,040:12:3

" W. S. Inman,
 " Asst. Secy.

" Bank of England
 " 27th March 1907.

approved

The Court approved thereof

A Court of Directors at the Bank
on Thursday, the 4th April 1907.

Present.

Alexander Falconer Wallace, Esq; Governor.
William Middleton Campbell, Esq; Deputy Governor.
Charles George Arbuthnot, Esq; Edward Charles Grenfell, Esq;
Henry Cosmo Orme Bonsor, Esq; The Hon. Evelyn Hubbard.
Herbert Brooks, Esq; Reginald Eden Johnston, Esq;
Brien Cothayne, Esq; Edgar Lubbock, Esq;
Alfred Clayton Cole, Esq; The Rt Hon. Lord Revelstoke
James Pattison Currie-Blyth, Esq; Albert George Sandeman, Esq;
Samuel Stewart Gladstone, Esq; Hugh Colin Smith, Esq;

The proceedings of the last Court
were read.

Resolution
as to Ex-Directors
selling their
Qualification

Pursuant to Minutes of Court of
the 2nd April 1835 and the 3rd April 1873,
the following Resolution was read:-

That in the opinion of this Court
from and after this date Ex-Directors
selling the whole or any part of their
Qualification should not be recommended

4th April 1907. to the Court of Proprietors for re-election.

Discounts and
advances to
Bill Brokers, &c.

The Weekly Statement of
Discounts and Advances granted to
Bill Brokers, &c. was read.

Ordered,

Bank Note, etc.
lost, &c.

At the recommendation of the
Committee of Treasury,

That £ 6. 6. 9^d be paid for a
Bank Note and sundry Dividend
Warrants lost, etc, as detailed in the
Governor's Declaration Book, the Vouchers
relating thereto having been examined
and security given to indemnify the
Bank.

E. W. Newell,
a Clerk Unattached,
quits the Service
and a sum of
£ 25 granted
to him.

The resignation of Elmer
William Newell, a Clerk Unattached,
was accepted, and it was agreed
to grant him a sum of £ 25, the
equivalent of a quarter's salary.

Resolved unanimously,

Vote of Thanks
to the retiring
Governor.

That the cordial thanks of
this Court be given to Mr. Alexander
Falconer Wallace on his retirement
from the Chair at the close of his
term of office for the great attention
he has given to the affairs of the
Bank and also for his unimpairing
courtesy to all his colleagues.

The following Report was approved by the Court of the 26 April 1906. It was subsequently found necessary, to make certain amendments and alterations in this Report and a revised Report was submitted to the Court of Directors of the 6th Decr. 1906 and approved.

*a revised
copy of the
Report, with Indent
follows
the Schedule of
Porters Wages.*

THE COMMITTEE APPOINTED BY THE COURT OF THE 6TH NOVEMBER, 1902, TO CONSIDER THE QUESTION OF THE CLASSIFICATION OF THE STAFF, AND THE DISADVANTAGE AT WHICH THE BRANCH CLERKS ARE PLACED IN APPLYING FOR VACANT POSTS AT THE HEAD OFFICE,

REPORT TO THE COURT—

That they have had under their most careful consideration the matters referred to them by the Court, and also the petition of the 1st and 2nd Class Clerks in the Accountant's Department which was handed by the Governor to this Committee, almost immediately upon its formation, for inclusion with the other matters referred to them.

The examination into the merits of the petition brought forward by the Chief Accountant involved the preparation of the most careful and complete statistics of his Department and that of the Chief Cashier; and occupied a very considerable time in the earlier sittings of the Committee. In the result the Committee are of opinion that, looking at their salary and hours of work during their service as a whole, the Clerks in the Accountant's Department have no ground for grievance; while as regards their representation that their average maximum salaries, and consequently their pensions, were lower than those of the Cashier's Department, the scheme which this Committee are now bringing forward places these Clerks in so improved a position in this respect that it should more than satisfy the hopes of the petitioners.

The consideration of a uniform scheme of Classification is, it will be conceded, a wide question, including, as it does, an examination into the history of all the various measures which have led to the present complex system. The conditions of entrance into the service: the period of probation; and the method of subsequent permanent appointment of a Clerk: the principles upon which not only the Clerks themselves, but also the Offices of the House have been hitherto classified: the unavoidable difference in the hours of work in the various Offices and Departments; and the entire present system of Branch service, have all been exhaustively considered by the Committee before they have attempted to design a classification and scale of salary which might equitably be substituted for the existing conditions, and at the same time be received favourably by the present Staff. The careful and comprehensive review which the Committee have made of all these matters induces them to submit in their Report various further recommendations on many points which, though not directly coming under the head of classification, are closely connected with it as parts of the general scheme of service and administration. One of these suggestions, viz.: the establishment of a Standing Committee to consider Appointments and Promotions of the Staff, was brought forward in July last, and a Committee, as proposed, was then created by the Court.

The Committee in the early part of their enquiry considered the comparative advantages of a scale in a single column, or, as at present, in two columns, termed respectively "ordinary" and "additional" salary—the one representing length of service, and the other, quality of service. They have decided in favour of maintaining the "double column" scale, but they are agreed that the present ratio of the two columns is disproportionate, and might be advantageously altered by diminishing the automatically increasing amount allotted to simple seniority, and considerably increasing that portion which represents a Clerk's efficiency, or "Class."

At present, the maximum salary reached by a Clerk in the 1st Class (including the Counter Clerks) varies from £378 to £390 according to his Department, of which £300 represents length of service, and the balance, £78 to £90, his "Class." The Committee suggest that the maximum for Clerks at the head of the 1st Class might very fairly be raised to £400—an amount which they find on enquiry is now paid by some of the leading London Banks to Clerks of similar standing—and might be apportioned, as to £250, for seniority, and, as to £150, for "Class." As regards the initial salary, the Committee are of opinion that it should be one upon which a Clerk should be able to maintain himself independently from the beginning, and they are led to believe that this amount should not be placed lower than £100. At the same time, they think that the increase of salary in the first few years of a Clerk's service under the present system is unduly rapid, and that a considerable sum might fairly be saved during this period, and applied during the period of greater efficiency.

As regards entrance, the present age limits for Directors' nominees are from 18 to 25 years. It has been pointed out that the large majority of Clerks—say 89 per cent.—enter the service before they are 22 years of age, and that those who enter later have not, as a rule, by greater experience been able to overcome the disadvantage of the later start. The Committee have come to the conclusion that the interests of the Bank will be best served by reducing the maximum age for entrance; and they recommend that, in future, candidates must be 18 years of age and under 22 years of age or, by permission in exceptional cases, under 23 years of age; and that these age limits should also apply to the sons of Clerks and Pensioners entering the service.

With regard to a Clerk's probation, the Committee think that, in addition to the present system of a stringent two years' period, it would be well that after this a Clerk should have it clearly before him for some years that his position is still a probationary one; and they have embodied this idea in the proposals they bring forward.

They suggest that, in future, no Clerk should be attached to a Department or sent to a Branch until he has completed his first two years' probation, and his reports are approved. After this, instead of his being at once definitely appointed to a particular Office, the Committee think it better that he should be simply attached as an "Assistant" to one or other of the Departments, or to a Branch, as vacancies occurred; and that he might be allowed his choice of a Department or the Branch service as far as consistent with the needs of the Bank. They propose that he should then be movable within his Department for the next three years and be reported upon half-yearly; and that only then, *i.e.*, after five years' service, if found satisfactory, should he be eligible for appointment to a particular Office or Branch, in the 4th or Junior Class, when his "additional" salary would commence. This system would not, of course, prevent earlier selection for appointment in the case of Assistants who are considered by the Head of their Department or Agent to be specially promising men; and, on the other hand, should these five years' Reports show that a Clerk, though qualified for the 4th Class, is unlikely ever to secure further promotion, at any rate beyond the 3rd Class, the Committee think that it should be pointed out to him at once that under the circumstances his maximum salary would, in all probability, never exceed the pay of these classes (say £285 as a 4th Class Clerk, or £320 as a 3rd Class, according to the scale now proposed). He would then be able, at a sufficiently early age, to reconsider his prospects, and the advisability of leaving the Bank's service.

The foregoing plan embodies an idea on which the Committee lay great stress. They consider that the entrance by a Clerk into each Class, and especially into the 1st Class, should be felt by him to be a matter of great

importance and not merely his right by rotation or seniority. By increasing not only the additional salary attaching to the Classes generally, but also by accentuating the difference in salary between one Class and the next above it, the Committee feel that they are increasing the responsibility of those entrusted with the selections for promotion; and also ensuring that the Clerks shall realise that by efficiency alone can they obtain further advancement.

There appears nothing in the system of the Branches in London differentiating them appreciably from the Head Office; but in the case of the Country Branches the Committee are met by the fact that the scale of "Class" pay at these Branches is considerably higher than that at the Head Office, this proving the most striking factor in that inequality of classification which attracted the notice of the Risk Money Committee. Though every Clerk, on entering the service, engages most definitely to go to a Branch if required to do so, the Court have hitherto preferred to attract volunteers for Branch service by increased pay rather than to select them for the duty. The Committee are of opinion that there is no sufficient reason for the continuance of this practice, and recommend that the salary of Clerks at the Country Branches be on the same basis as that of the other clerks in the Bank service. They consider that an experience of the work of a Branch is a valuable part of a young Clerk's training, and that if he be offered the option of returning to the Head Office after a term of years without loss of seniority, or of remaining at the Branch, the system will prove advantageous alike to the Clerk and to the Bank. In connection with this question the Committee are of opinion that the Chief Clerks of all the Branches should be placed on a level with Principals of Offices at the Head Office of correspondingly responsible positions; and they have given effect to this view in their salary proposals.

The Committee have gone fully into the question of the payments now made for overtime and other special work. Some of this work, such as the issue and inscription of loans, occurs at uncertain periods, and necessitates very late hours: moreover, the Bank receive special remuneration in respect of it. For this and other similar work—occasional in character and requiring performance in the shortest possible time—such as the opening of new Stock Ledgers, or a re-taxing of Dividends following on a change in the rate of Income Tax, the Committee consider additional payment, as made at present, equitable and proper.

The envelopes for posting the Dividend Warrants are at present written and checked within a period of about 10 days at the end of each quarter, after the usual office hours, at a cost to the Bank of £2 per 1,000. The Committee, after discussion of various alternatives, recommend that the addresses, &c., on these envelopes be printed in future. They gather from the Principal of the Printing Office that the expense of printing these envelopes will be less than the present cost of writing them.

The Committee consider that the remaining work which has hitherto been specially paid for is part of the Clerks' ordinary duties, and should therefore be performed without extra remuneration. The only payment under this head which in their opinion may be treated exceptionally is the allowance of £15 now given to the Clerks in the Dividend Pay Office, and the Committee propose that the present Staff of the Office should be permitted to retain this extra allowance on the conditions on which it was granted.

They also consider that the existing systems of "Extra Duty Clerks" and "Special Duty Clerks" should be abolished, and they think it important that the whole Staff of the Bank should clearly understand that they are liable to be called upon to assist in any of the work of any Office in their Department.

With this prefatory introduction the Committee beg to make the following recommendations, viz.:—

A. Classification.

1. That a uniform classification, and scale of salary, be adopted for the Staff throughout the Bank, including both the Head Office and the Branches. The classification, however, will not extend to the Secretary's Office nor to the Audit Department, which are offices of a special nature; nor to the Printing and Storekeeper's Office, for the same reason. The Committee recommend that the Clerks in the Audit Department should be eligible for Cashierships.

2. That a Clerk's salary according to this scale shall cover all those duties which he may be ordinarily called upon to perform; and that all extra payments for such duties be abolished.

3. That the *present* Staff of the Dividend Pay Office be allowed, exceptionally, to retain their extra salary of £15 a year, on the conditions on which it was granted at the time of the abolition of Risk Money.

4. That the existing systems of Extra Duty Clerks and Special Duty Clerks be abolished.

5. That all special titles for Clerks, wherever possible, be abolished.

6. That all Candidates for admission to the service, both Directors' nominees and the sons of Clerks and Pensioners, be 18 years of age, and under 22 years of age; except in the case of University graduates, or in other special circumstances, when the leave of the Court may be asked, provided the candidate be under 23 years of age. Candidates must be unmarried.

7. That all Clerks, when elected, shall be on probation for 5 years. For the first two years a Clerk shall remain on the Unattached list. The Principal of the office in which an Unattached Clerk is employed shall report upon him fully, in writing, to the Controller when the Clerk is transferred from such office; and similarly upon the Unattached Clerks working in his office at the time when their half-yearly Reports are called for. All these Reports shall be submitted at the latter date to the Chief Cashier and Chief Accountant for their comments, and be then handed to the Secretary, to be brought by him as heretofore before the Committee for the Examination of Clerks. Clerks whose Reports are not satisfactory shall not be continued in the Service.

*amplified
see 6 12 1906*

8. That Clerks who have passed their first two years' service satisfactorily be then attached to one or other of the Departments or to a Branch, as the needs of the service may require, and be designated Assistants. They shall not be appointed to a particular office, but be transferable within their Department. They shall continue Assistants for three years unless previously promoted for merit, and Reports upon them shall continue to be made on change of office and half-yearly. If the Reports on any Assistant are unsatisfactory he shall not be continued in the service.

9. That, if the Reports made at the end of five years upon a Clerk prove sufficiently satisfactory, he shall then be qualified for promotion to the permanent Staff. At the same time, should they show that he is unlikely to secure continuous promotion in due course, he shall be informed to that effect.

Classification (*continued*).

10. That the Classed Staff, both at the Head Office and Branches, be divided into four classes, with Senior Clerks and Superintendents. Appointment to each Class and promotion within a Class to depend on efficiency. Reports on all these Clerks to be made annually.

11. That these Reports upon the Assistants and the permanent Staff be made by the various Principals to the Head of their Department, and by the Agents to the Principal of the Branch Banks Office, for submission to the Committee for Appointments and Promotions of the Staff.

12. That, in future, no Clerk who has failed to obtain promotion in the ordinary course and to reach, at least, the First Class, be eligible for a Cashiership; and that in making appointments to Cashierships, while due regard should be given to seniority, merit and the interests of the Service be also carefully considered.

B. Branch Service.

1. That the "additional" salary of Clerks at the Country Branches be the same in future as that of the corresponding classes at the Head Office.

2. That Assistants or Unattached Clerks of at least two years' approved service be seconded from the Head Office—by selection, if necessary—to fill vacancies among the Assistants at the Branches. Such Assistants to remain in the Branch Service until their turn comes for promotion to the "classed" Staff either at the Head Office or at the Branches. Their applications for 4th class vacancies at the Branches shall have prior consideration to those of applicants from the Head Office.

3. That, if no suitable Clerk or Assistant apply for a vacancy in the "classed" Staff at the Branches, such vacancy shall be filled by seconding a clerk of corresponding position from the Head Office.

4. That as soon as a clerk has completed his first five years' service in the "classed" Staff at the Branches, he shall have an option of continuing in the Branch service, or of returning to the Head Office, without loss of seniority, as soon as a suitable vacancy occurs; but he shall not be entitled to resume his seniority in the Accountant's Department unless he has previously served at least 18 months on the Staff of that Department.

5. That the appointment of a Clerk in the Branch Service shall not debar him at any time from applying for vacancies in the better offices at the Head Office.

C. Salary.

1. That the salary scale be a double-column scale, the first column representing a Clerk's "ordinary" salary according to length of service, and the second column his "additional" salary according to his class or position.

2. That the "ordinary" salaries of all Clerks entering the Bank be £100 a year, irrespective of age, for the first two years of their service, and until approved as eligible for an Assistantship.

3. That this "ordinary" salary be then raised by £10 a year to £130, and subsequently by £5 a year to £250; thus rising in the 29th year of service to a maximum of £250, instead of to £280 in the 23rd year (approximately) as in the existing scale. The "Long Service Pay" of £20 to be abolished.

4. That an Assistant receive no "additional" salary, he being still a probationary Clerk, and his "ordinary" salary being in the opinion of the Committee sufficient.

*Amended
see 6-12-1906*

Salary (continued).

5. That the "additional" salary attaching to the Classes be as follows:—

4th Class	£25 on entry, rising to	£35.
3rd	„	£60 „ „ £70.
2nd	„	£95 „ „ £105.
1st	„	£130 „ „ £150.

The rises in the 4th, 3rd, and 2nd Classes to be granted at the rate of £5 a year, and in the 1st Class by £10 at intervals of not less than 3 years. These rises to be granted only to Clerks whose annual Reports are satisfactory.

Thus, a Clerk who rises uninterruptedly to the top of the 1st Class would, at about the present rate of promotion, reach a maximum salary of £250 + £150 = £400, after 28 years' service, or at the age of 47 or 48.

All annual rises to take place, as at present, on the 1st March under the following Regulations, viz.:—

That those Clerks receiving the increase to £110 in the "ordinary" salary subsequent to the 1st September shall not be entitled to any further "annual" rise in the following March: and,

That a Clerk shall not be entitled to a rise in his "additional" salary "within the Class," unless he entered the Class before the previous 1st June: the three years in the 1st Class to be calculated on the same basis.

6. That no Clerk be recommended for promotion to the 2nd Class unless he be deemed ~~likely to obtain~~ ^{eligible for} promotion to the 1st Class in the ordinary course.

7. That the "additional" salaries of the two higher grades of Clerks, viz., the Senior Clerks and Superintendents, commence at £155 and £170 respectively, rising by increments of £5 a year to £165 and £180. The maximum salary for a Senior Clerk will thus be £415, and for a Superintendent £430.

8. That the "additional" salary of the Chief Clerks in the Chief Cashier's, Chief Accountant's, and Branch Banks, Offices be £230, rising by £10 annually to £280. The Clerk next to the Chief Clerk in each of these Offices to be styled Second Clerk; his "additional" salary to be that of a Superintendent.

9. That the Chief Clerks at all the Branches be ranked as Principals, and not paid according to the scale, but receive a salary in one sum, in the same manner as Principals at the Head Office, except that at certain of the Branches as proposed below the amount attaching to the post shall have a minimum and maximum limit, viz.:

Western Branch	. . .	£ 600 per annum (as at present).
Law Courts	. . .	£ 500 per annum.
Liverpool	. . .	£ 600 to £ 700 „
Manchester	. . .	£ 550 to £ 650 „
Leeds	. . .	£ 500 to £ 550 „
Newcastle	. . .	
Birmingham	. . .	£ 450 „
Bristol	. . .	
Hull	. . .	
Portsmouth	. . .	£ 400 „
Plymouth	. . .	

*amended
see 6 12 1906*

*amended by Order of
21 June 1906.*

Salary (*continued*).

At the Western and Liverpool Branches, the Clerk next to the Chief Clerk to be styled Deputy Chief Clerk, and to receive a salary of £450.

Any further increase to be by "personal additional" salary, following the custom in force in the case of Principals at the Head Office.

The Committee also recommend that the Second Deputy Principal of the Branch Banks Office and the Assistant to the Principal of the Discount Office be styled Assistant Principal, and receive a salary, attaching to the post, of £550 a year.

The Committee understand that the scheme of classification and scale of salary proposed are in principle acceptable to the Court, and they have accordingly, with the assistance of the Chief Cashier, the Chief Accountant, and the Principal of the Branch Banks Office, made out a new classification scheme for the entire Staff on the lines indicated. In certain offices, *e.g.*, the Chief Cashier's, Chief Accountant's, Branch Banks and Discount, Offices, the Clerks have not hitherto been divided into classes, but are ranked by individual seniority, with special additional salaries attaching to each office and to certain posts. After careful consideration the Committee have included them in the general scheme, with, they think, undoubted advantage in many ways.

A schedule shewing the numbers in the classes in the various offices of each Department and at the Branches at present, and under the re-classification proposed by this Committee, is appended.

The Committee recommend that the proposed classification and scale of salary be adopted at once, and applied to the present Staff, and that any member of the present fixed Staff who, under the new scale, shall during the next ten years be receiving less salary than he would have received under the old scale, shall receive a "personal adjustment" salary equal to the difference, but that a Clerk shall not at any time receive compensation in respect of any alleged loss of promotion, nor shall he be entitled to any benefit from the old scale in respect of promotion above the 1st Class. They recommend that in this future theoretical calculation of salary on the old scale, Clerks may be allowed to rank for "Long Service" pay until the 1st May, 1908. This will benefit a few men who may reasonably have expected to receive this pay in the near future, and who will not be benefited by the changed scale. The present Unattached Clerks shall only be entitled to compensation in connection with the old scale so far as their present salaries are concerned.

In considering the question of promotion in the higher classes, and the position of those Clerks who from various causes may not receive full promotion in due course, the Committee have referred to the existing Regulations governing retirement and pension, and they are struck by the fact that, although permission is given to the Clerk to tender his resignation, with expectation of pension, at any time within five years of the age limit of 65, no provision exists, or has at any rate been directly intimated to the Staff, that the Bank may exercise a corresponding power of compulsory retirement. They suggest that experience has shown such procedure to be desirable in several instances; and recommend that an addition to these regulations be made, and brought to the notice of the Staff, that any person, who at the age of 50 has not obtained promotion from the 3rd Class, or at 55 from the 2nd Class, and, ~~in all cases, at 60 years of age,~~ may then or later be required to retire from the service on such pension, not exceeding the scale, as may be deemed equitable.

They further recommend that from the present date, henceforward, all pensions, granted according to the scale, be calculated on the average annual amount of salary received by a Clerk during his last three years of service.

*Amended by Order of
Court 24 June 1906.*

*Amended by Order of
Court 24 June 1906.*

The Committee also recommend that a slight modification—consequent, in part, upon their scheme—be made in the list of those entitled to the maximum annual leave of 30 days; and that the scale henceforward be as follows :—

To Clerks of under 15 years' completed service	. 21 working days.
" over " "	. 27 "
To Principals, Deputy Principals, Assistant Principals, Cashiers, Superintendents, Senior Clerks, and those ranking as such 30 "

W. MIDDLETON CAMPBELL,

Deputy Governor,

CHAIRMAN.

BANK OF ENGLAND,

17th April, 1906.

*SCHEDULE SHOWING THE EXISTING CLASSIFICATION, AND THAT
RECOMMENDED BY THE COMMITTEE.*

ACCOUNTANT'S DEPARTMENT.

PRESENT SYSTEM.	PROPOSED RE-CLASSIFICATION.
<i>Chief Accountant's Office.</i>	
1 Chief Clerk.	1 Chief Clerk.
1 First Clerk.	1 Second Clerk.
9 Clerks.	2 Senior Clerks.
3 Assistants (at £60).	3 1st Class Clerks.
	4 2nd Class Clerks.
	3 3rd Class Clerks.
<u>14</u>	<u>14</u>

<i>Accountant's Bank Note Office.</i>	
1 Superintendent.	2 Superintendents.
2 Senior Clerks.	1 Senior Clerk.
2 1st Class Clerks.	3 1st Class Clerks.
7 2nd Class Clerks.	7 2nd Class Clerks.
11 3rd Class Clerks.	9 3rd Class Clerks.
4 4th Class Clerks.	7 4th Class Clerks.
5 5th Class Clerks.	
4 Assistants.	(6 Assistants.)
<u>36</u>	<u>35</u>

<i>Bank Stock Office.</i>	
	2 Superintendents.
1 Senior Clerk.	1 Senior Clerk.
5 1st Class Clerks.	4 1st Class Clerks.
6 2nd Class Clerks.	5 2nd Class Clerks.
4 3rd Class Clerks.	7 3rd Class Clerks.
3 4th Class Clerks.	7 4th Class Clerks.
7 5th Class Clerks.	
8 Assistants.	(9 Assistants.)
<u>34</u>	<u>35</u>

<i>Consols Office.</i>	
	2 Superintendents.
1 Senior Clerk.	1 Senior Clerk.
7 1st Class Clerks.	6 1st Class Clerks.
6 2nd Class Clerks.	7 2nd Class Clerks.
7 3rd Class Clerks.	10 3rd Class Clerks.
10 4th Class Clerks.	17 4th Class Clerks.
11 5th Class Clerks.	
11 Assistants.	(10 Assistants.)
<u>53</u>	<u>53</u>

<i>Colonial and Corporation Stocks Office.</i>	
	2 Superintendents.
1 Senior Clerk.	1 Senior Clerk.
5 1st Class Clerks.	4 1st Class Clerks.
5 2nd Class Clerks.	5 2nd Class Clerks.
6 3rd Class Clerks.	9 3rd Class Clerks.
4 4th Class Clerks.	10 4th Class Clerks.
11 5th Class Clerks.	
6 Assistants.	(7 Assistants.)
<u>38</u>	<u>38</u>

PRESENT SYSTEM.	PROPOSED RE-CLASSIFICATION.
<i>Dividend Office.</i>	
1 Superintendent.	3 Superintendents.
4 Senior Clerks.	1 Senior Clerk.
8 1st Class Clerks.	10 1st Class Clerks.
8 2nd Class Clerks.	10 2nd Class Clerks.
7 3rd Class Clerks.	12 3rd Class Clerks.
8 4th Class Clerks.	14 4th Class Clerks.
15 5th Class Clerks.	
<u>51</u>	<u>50</u>

<i>India Office.</i>	
	1 Superintendent.
1 Senior Clerk.	
1 1st Class Clerk.	2 1st Class Clerks.
2 2nd Class Clerks.	2 2nd Class Clerks.
3 3rd Class Clerks.	2 3rd Class Clerks.
<u>7</u>	<u>7</u>

<i>Register Office.</i>	
	1 Superintendent.
1 Senior Clerk.	1 Senior Clerk.
2 1st Class Clerks.	2 1st Class Clerks.
3 2nd Class Clerks.	2 2nd Class Clerks.
3 3rd Class Clerks.	3 3rd Class Clerks.
<u>9</u>	<u>9</u>

<i>Power of Attorney Office.</i>	
	1 Superintendent.
1 Senior Clerk.	1 Senior Clerk.
4 1st Class Clerks.	4 1st Class Clerks.
6 2nd Class Clerks.	5 2nd Class Clerks.
5 3rd Class Clerks.	6 3rd Class Clerks.
2 4th Class Clerks.	2 4th Class Clerks.
	(2 Assistants.)
<u>18</u>	<u>21</u>

<i>Dividend Accounts Office.</i>	
	1 Superintendent.
1 Senior Clerk.	1 Senior Clerk.
3 1st Class Clerks.	3 1st Class Clerks.
2 2nd Class Clerks.	2 2nd Class Clerks.
2 3rd Class Clerks.	4 3rd Class Clerks.
3 4th Class Clerks.	5 4th Class Clerks.
2 5th Class Clerks.	
3 Assistants.	
<u>16</u>	<u>16</u>

SCHEDULE SHOWING THE EXISTING CLASSIFICATION, AND THAT
RECOMMENDED BY THE COMMITTEE.

CASHIER'S DEPARTMENT.

PRESENT SYSTEM.	PROPOSED RE-CLASSIFICATION.	PRESENT SYSTEM.	PROPOSED RE-CLASSIFICATION.
<i>Chief Cashier's Office.</i>		<i>In-Tellers' Office.</i>	
1 Chief Clerk.	1 Chief Clerk.	1 Senior Clerk.	1 Senior Clerk.
1 First Clerk.	1 Second Clerk.	1 1st Class Clerk.	1 1st Class Clerk.
7 Clerks.	2 Senior Clerks.	1 2nd Class Clerk.	1 2nd Class Clerk.
3 Assistants (at £60)	3 1st Class Clerks.	3 3rd Class Clerks.	2 3rd Class Clerks.
	2 2nd Class Clerks.	4 4th Class Clerks.	4 4th Class Clerks.
	3 3rd Class Clerks.	2 5th Class Clerks.	(2 Assistants.)
12	12	11	11
<i>Cashier's Store Office.</i>		<i>Issue Office.</i>	
1 Senior Clerk.	1 Senior Clerk.	1 Superintendent.	1 Superintendent.
1 1st Class Clerk.	1 1st Class Clerk.	2 Senior Clerks.	2 Senior Clerks.
6 Clerks.	3 2nd Class Clerks.	2 1st Class Clerks.	2 1st Class Clerks.
1 Supernumerary.	3 3rd Class Clerks.	3 2nd Class Clerks.	3 2nd Class Clerks.
1 4th Class Clerk.	2 4th Class Clerks.	5 3rd Class Clerks.	5 3rd Class Clerks.
		2 4th Class Clerks.	2 4th Class Clerks.
10	10	15	15
<i>Discount Office.</i>		<i>Private Drawing Office.</i>	
1 Senior Clerk.	1 Superintendent.	5 Superintendents.	5 Superintendents.
2 Clerks.	1 1st Class Clerk.	1 Senior Clerk.	1 Senior Clerk.
1 Assistant (at £60)	1 2nd Class Clerk.	17 Counter Clerks.	17 Counter Clerks.
	1 3rd Class Clerk.	6 1st Class Clerks.	17 1st Class Clerks.
		10 2nd Class Clerks.	11 2nd Class Clerks.
		24 3rd Class Clerks.	24 3rd Class Clerks.
		24 4th Class Clerks.	35 4th Class Clerks.
		12 5th Class Clerks.	
4	4	19	(25 Assistants.)
<i>Branch Banks Office.</i>		<i>Public Drawing Office.</i>	
1 Chief Clerk.	1 Chief Clerk.	1 Superintendent.	2 Superintendents.
1 Senior Clerk.	1 Second Clerk.	1 Senior Clerk.	
1 Second Clerk.	2 Senior Clerks.	6 Counter Clerks.	
13 Clerks.	4 1st Class Clerks.	2 1st Class Clerks.	6 1st Class Clerks.
2 Assistants (at £60)	5 2nd Class Clerks.	5 2nd Class Clerks.	3 2nd Class Clerks.
	5 3rd Class Clerks.	6 3rd Class Clerks.	7 3rd Class Clerks.
		6 4th Class Clerks.	7 4th Class Clerks.
		4 5th Class Clerks.	
18	18	2	(8 Assistants.)
<i>Bullion Office.</i>		<i>Bill Office.</i>	
1 First Clerk.	1 Superintendent.	1 Superintendent.	4 Superintendents.
2 Clerks.	1 1st Class Clerk.	3 Senior Clerks.	
1 Assistant (at £60)	1 2nd Class Clerk.	10 1st Class Clerks.	10 1st Class Clerks.
	1 3rd Class Clerk.	8 2nd Class Clerks.	8 2nd Class Clerks.
		13 3rd Class Clerks.	13 3rd Class Clerks.
		18 4th Class Clerks.	15 4th Class Clerks.
		7 Assistants.	(10 Assistants.)
4	4	60	60
<i>Securities Office.</i>		<i>Dividend Pay Office.</i>	
1 Superintendent.	1 Superintendent.	2 Superintendents.	2 Superintendents.
1 Senior Clerk.	1 Senior Clerk.	4 1st Class Clerks.	4 1st Class Clerks.
2 1st Class Clerks.	3 1st Class Clerks.	3 2nd Class Clerks.	4 2nd Class Clerks.
4 2nd Class Clerks.	3 2nd Class Clerks.	3 2nd Class Clerks.	4 2nd Class Clerks.
3 3rd Class Clerks.	3 3rd Class Clerks.	4 3rd Class Clerks.	3 3rd Class Clerks.
4 4th Class Clerks.	4 4th Class Clerks.	5 4th Class Clerks.	5 4th Class Clerks.
2 5th Class Clerks.	(2 Assistants.)	3 Assistants.	(3 Assistants.)
17	17	21	21

SCHEDULE SHOWING THE EXISTING CLASSIFICATION, AND THAT
RECOMMENDED BY THE COMMITTEE.

BRANCHES.

PRESENT SYSTEM.	PROPOSED RE-CLASSIFICATION.
<i>Western Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.
	1 Deputy Chief Clerk.
1 Security Clerk (Second Clerk)	2 Superintendents.
4 Senior Clerks.	2 Senior Clerks.
9 1st Class Clerks.	9 1st Class Clerks.
9 2nd Class Clerks.	10 2nd Class Clerks.
9 3rd Class Clerks.	8 3rd Class Clerks.
12 4th Class Clerks.	8 4th Class Clerks.
	(4 Assistants.)
45	45

<i>Law Courts Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.
2 Senior Clerks.	1 Senior Clerk.
3 1st Class Clerks.	4 1st Class Clerks.
3 2nd Class Clerks.	3 2nd Class Clerks.
3 3rd Class Clerks.	3 3rd Class Clerks.
7 4th Class Clerks.	4 4th Class Clerks.
	(3 Assistants.)
19	19

<i>Manchester Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.
	1 Superintendent.
1 1st Senior Clerk.	1 Senior Clerk.
1 2nd Senior Clerk.	3 1st Class Clerks.
2 1st Class Clerks.	4 2nd Class Clerks.
3 2nd Class Clerks.	3 3rd Class Clerks.
3 3rd Class Clerks.	6 4th Class Clerks.
8 4th Class Clerks.	(3 Assistants.)
3 Assistants.	
22	22

<i>Liverpool Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.
	1 Deputy Chief Clerk.
	1 Superintendent.
4 Senior Clerks.	2 Senior Clerks.
5 1st Class Clerks.	7 1st Class Clerks.
5 2nd Class Clerks.	5 2nd Class Clerks.
11 3rd Class Clerks.	8 3rd Class Clerks.
11 4th Class Clerks.	12 4th Class Clerks.
5 Assistants.	(5 Assistants.)
42	42

<i>Birmingham Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.
1 Senior Clerk.	
1 1st Class Clerk.	2 1st Class Clerks.
3 2nd Class Clerks.	3 2nd Class Clerks.
3 3rd Class Clerks.	2 3rd Class Clerks.
4 4th Class Clerks.	4 4th Class Clerks.
1 Assistant.	(2 Assistants.)
14	14

PRESENT SYSTEM.	PROPOSED RE-CLASSIFICATION.
<i>Bristol Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.
1 1st Class Clerk.	2 1st Class Clerks.
2 2nd Class Clerks.	1 2nd Class Clerk.
1 3rd Class Clerk.	2 3rd Class Clerks.
3 4th Class Clerks.	2 4th Class Clerks.
1 Assistant.	(1 Assistant.)
9	9

<i>Leeds Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.
1 Senior Clerk.	1 Senior Clerk.
1 1st Class Clerk.	2 1st Class Clerks.
3 2nd Class Clerks.	3 2nd Class Clerks.
2 3rd Class Clerks.	3 3rd Class Clerks.
4 4th Class Clerks.	3 4th Class Clerks.
3 Assistants.	(2 Assistants.)
15	15

<i>Plymouth Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.
1 1st Class Clerk.	
1 2nd Class Clerk.	1 2nd Class Clerk.
1 3rd Class Clerk.	1 3rd Class Clerk.
1 4th Class Clerk.	1 4th Class Clerk.
	(1 Assistant.)
5	5

<i>Newcastle Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.
1 Senior Clerk.	1 Senior Clerk.
2 1st Class Clerks.	2 1st Class Clerks.
2 2nd Class Clerks.	3 2nd Class Clerks.
3 3rd Class Clerks.	4 3rd Class Clerks.
6 4th Class Clerks.	4 4th Class Clerks.
3 Assistants.	(3 Assistants.)
18	18

<i>Hull Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.
1 1st Class Clerk.	2 1st Class Clerks.
1 2nd Class Clerk.	1 2nd Class Clerk.
1 3rd Class Clerk.	2 3rd Class Clerks.
2 4th Class Clerks.	2 4th Class Clerks.
3 Assistants.	(1 Assistant.)
9	9

<i>Portsmouth Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.
1 1st Class Clerk.	
	1 2nd Class Clerk.
1 3rd Class Clerk.	1 3rd Class Clerk.
1 4th Class Clerk.	1 4th Class Clerk.
1 Assistant.	(1 Assistant.)
5	5

SUMMARY.

PROPOSED CLASSIFICATION,

Showing the numbers in each Class in the separate Departments.

DEPARTMENT.	Chief Clerks.	Deputy Chief Clerks.	Second Clerks.	Super-intendents.	Senior Clerks.	1st Class Clerks.	2nd Class Clerks.	3rd Class Clerks.	4th Class Clerks.	Assistants.	TOTAL.
CHIEF ACCOUNTANT'S	1	-	1	15	10	41	49	65	62	34	278
*CHIEF CASHIER'S	2	-	2	17	10	53	45	70	74	50	323
*BRANCHES	11	2	-	4	8	33	35	37	47	26	203
TOTAL	14	2	3	36	28	127	129	172	183	110	804

* In addition there are 14 Cashierships open to Clerks in the Chief Cashier's Department and at the Branches.

17th April, 1906.

CHIEF ACCOUNTANT'S OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
	Principal	700			700
B. Orchard	Chief Accountant	2,500			2,500
A. Stephens	Dy. " "	1,200			1,200
N. Latter	Asst. " "	700			700
S. Arnold	Chief Clerk	215	270	115	600
M. Horder	2nd " "	185	170		355
Elliott-Lockhart	Senr. " "	190	155		345
Clarke	" "	250	155 ¹⁶⁵	45 ³⁵	450
E. Freeman	1st C. Clerk	190	130		320
Cooper	" "	180	130		310
V. Dunstan	" "	185	130		315
Grierson	2nd C. Clerk	170	95 ¹⁰⁵	15 ⁵	280
B. Thorpe	" "	165	95 ¹⁰⁵	10	270
B. Carter	" "	185	95 ¹⁰⁰	30 ²⁵	310
H. Mead	" "	200	95		295
V. Such	3rd C. Clerk	145	60 ⁷⁰		205 ²¹⁵
C.M. Dalston	" "	140	60		200
D. Goodhart	" "	140	60		200
P. Wright	Stock Office Librarian	250	100 ¹⁶⁵	150 ⁸⁵	500
					9,365.
					<u>£9,355</u>

ACCOUNTANT'S BANK NOTE OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
Charles Penn	Principal	700			700
Alexander Goudge	Dy. "	500			500
Curtis	4th C. Clerk	140	25		165
O.T. Hill	Superintendent	250	180		430
W.M. Rowe	"	215	170	5	390
W.G. Pearn	Snr. Clerk	230	165	5	400
W. McPherson	1st C. Clerk	230	150		380
C.J. Williams	"	250	140		390
R. Hills	"	220	130	8	358
T.W. Morgan	2nd C. Clerk	250	105	3	358
R.D. Eicke	"	225	105	8	338
H.A. Eliot	"	220	105	13	338
E.T. Codrington	"	215	105	18	338
E.J. Wright	"	210	105	23	338
S.F. Greville	"	250	105		355
J.P. Hudson	"	205	95	28	328
H.C.T. Wood	3rd C. Clerk	210	70	48	328
A.J. Cooke	"	200	70	18	288
H.A. Binns	"	195	70	13	278
E.M. Burton	"	220	70	28	318
S.B.K. Lawless	"	190	70	8	268
E.P. Forward	"	190	70	18	278
S.M. Townsend	"	180	70		250
S.H. Smith	"	170	70	8	248
T. Zwinger, Jr.	"	170	70	8	248
E.H. Dyson	4th C. Clerk	235	35	58	328
W.S. Hannay	"	165	35	18	218
B.R. Windle	"	165	25	28	218
E.M. Phillips	"	165	25	28	218
J.R. Sugars	"	195	25	78	298
			Carried forward		£9,725

ACCOUNTANT'S BANK NOTE OFFICE (contd.)

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
Weeks	Principal	700		50	750
	"		Brought Forward		9,725
C.N. Curtis	4th C. Clerk	140	25		165
S.A.W. Stroud	Supt.	2140	1725		42165
	"	250	170		420
	Senior	215	155		370
	1st	250	150		400
	"	250	150		400
	"	250	150		400
	"	235	140		375
	2nd	210	105	25	338
	"	210	105	23	338
	"	210	105	13	328
	"	200	95	3	298
	"	200	95	3	298
	3rd	200	70	18	288
	"	195	70	5	268
	"	195	70	35	298
	"	180	60		240
	"	175	60	3	238
	"	170	60		230
	"	210	65	20	295
	4th	150	25		175
	"	150	25	12	187
	"	145	25		170
	"	145	25	1	171
	"	145	25	1	171
	"	135	25		160
	"	130	25		155
	Temporary	150		25	175
			Brought Forward		20,000

BANK STOCK OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
W.T. Weeks	Principal	700		50	750
G.F. Allsop	Dy. "	500			500
A.O. Streatfeild ✓	Supt.	250	170		420
A.L. Clubbe ✓	"	250	170		420
W.H. Goswell ✓	Senior	215	155		370
H.C. Twiss	1st	250	150		400
Burleigh Cecil	"	250	150		400
J.A.D. Pyper	"	250	150		400
P.A. Tillbrook	"	235	140		375
B.G.H. Hay-Cooper	2nd	210	105	23	338
F.D.D. Terry	"	210	105	23	338
C.E. Vickers	"	210	105	13	328
R.J. Hutchinson	"	200	95	3	298
C.E. Tarrant ✓	"	200	95	3	298
R. Youlton	3rd	200	70	18	288
A.W. Cartwright	"	195	70	3	268
A.H. Plumer	"	195	70	33	298
H.W. Lock	"	180	60		240
G.F.W. Papworth ✓	"	175	60	3	238
V.H. Morshead ✓	"	170	60		230
E. Leeds ✓	"	210	60	28	298
A.R. Bouquet ✓	4th	150	25		175
C.C.L. Adams ✓	"	150	25	12	187
G.M. Hamilton ✓	"	145	25		170
C.W. Thompson ✓	"	145	25	1	171
B.W. Davis ✓	"	145	25	1	171
L.C. Harris ✓	"	135	25	3	163
H.F. Smith ✓	"	130	25		155
B. West	Temporary Asst.	135		36	171
			Carried forward		89,958
					£ 8,687

CONSOLS OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
E.A. Jenner	Principal	700	Brought forward		700
W.F. Richmond	Dy. "	500	35		500
J.H. Delamare	Supt.	200	170	30	400
S. Rawson	"	250	170		420
F.L. Gibson	Senior	205	155		360
C.P.G. Hill	1st	250	150		400
W.E. Newell	"	250	140		390
A.M. Lott	"	235	140		375
A. Fellows	"	220	130		350
J. Nichols	"	210	130		340
A.H. Stevens	"	210	130		340
A.H. Bartlett	2nd	235	105	18	340
F.A.H. Breach	"	215	105	18	338
H.S. Chapman	"	195	95		290
H.E.L. Fuller	"	190	95		285
R.R. Sandilands	"	190	95	3	288
E.J. Brackenbury	"	190	95		285
E.T. Luson	"	185	95		280
H. Palmer	3rd	235	70	33	338
E.H. Penny	"	175	60	23	258
F.J. Yonge	"	175	60	3	238
G.H. Pagden	"	170	60	8	238
A.H. D'Aeth.	"	170	60	8	238
R.M. Stephenson	"	165	60		225
A.C. Legh	"	165	60	3	228
G.C. Foreman	"	155	60		215
T. Saffery	"	155	60		215
J.R. Marshall	"	165	60		225
F. Nichols	4th	165	35	28	228
E.W. Jeffery	"	150	25		175
			Carried forward		29,502

COLONIAL & CORPORATION STOCKS OFFICE.
 CONSOLS OFFICE (Cont.)

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
	Principal	700	Brought forward		9,502
H.W.Lovelock ✓	4th	145	25		170
B.P.Bouquet ✓	"	145	25		170
T.H.Truby ✓	Supt. "	150	25	5	175
R.G.E.Galpin ✓	"	140	25	6	171
E.St.J.Blunt ✓	Senior "	140	25		165
C.Langston ✓	1st "	140	25		165
W.H.Barrable ✓	"	140	25		165
J.G.Grieve ✓	"	135	25	3	163
C.W.Wise ✓	"	135	25		160
A.Goudge, Junr. ✓	2nd "	135	25	18	160
G.M.J.Frith ✓	"	175	35	18	228
R.M.Heath ✓	"	145	25	13	170
W.H.J.Fynmore ✓	"	140	25	3	165
R.C.Laurie ✓	"	135	25	3	163
A.V.Alexander ✓	3rd "	130	25	18	155
	"	125	20	20	165
	"	185	60		245
	"	170	60	8	238
	"	170	60	18	248
	"	165	60		225
	"	160	60		220
	"	160	60		220
	"	185	60		245
	4th	170	25	25	210
	"	180	25	18	203
	"	150	25	4	179
	"	145	25	1	171
	"	140	25		165
	"	140	25		165
			Carried forward		20,792

£12,047

COLONIAL & CORPORATION STOCKS OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
A. Bridger	Principal	700	Brought forward	50	750
F. R. Quennell	Dy. "	500			500
B. J. Elyard	Supt.	225	170	5	400
A. B. Hallam	"	250	170		420
W. L. B. Clode	Senior	240	155		395
H. B. Woollett	1st.	250	150		400
A. S. N. MacCarthy	"	250	150		400
H. C. Bawtree	"	215	130		345
H. R. Pizey	"	250	130		380
G. R. Hill	2nd	215	105	18	338
P. Storr	"	200	95		295
H. G. Larcombe	"	190	95	13	298
W. J. Bee	"	190	95	3	288
A. D. Jones	"	185	95		280
A. P. H. Roe	3rd	210	70	18	298
T. B. Beamish	"	195	70	23	288
H. H. Slade	"	185	65		250
T. R. Grundy	"	170	60	8	238
R. A. N. Stanley	"	170	60	18	248
J. P. Costelow	"	165	60		225
H. W. Tilly, Junr.	"	165	60		225
H. C. Wood	"	160	60		220
P. C. Yonge	"	155	60		215
W. Young	4th	170	25	23	218
G. W. Toms	"	165	25	12	202
G. P. Jenkin	"	150	25	4	179
R. E. J. Edwards	"	145	25	1	171
I. R. Pearce	"	140	25		165
R. H. P. Maunsell	"	140	25		165
				Carried forward	£8,796

DIVISION OFFICE.
COLONIAL & CORPORATION STOCKS OFFICE (Contd.)

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
R. Sheppy	Principal	700			£8,796
G.H.B. Train	4th	140	25		165
R.G.G.S. FitzSimon	"	140	25		165
C.W. Landon	"	135	25	11	171
G.A. Blackman	Sup ^r intended	135	25		160
G. Rowlett	"	320	170	10	£9,457
J. Rickards	"	325	170	5	400
G. Pea	Senior	250	165		415
W. Fisher	1st C. Clerk	250	150		400
G. Bunch	"	250	150	20	420
W. Dixon	"	250	150		400
Wallis	"	250	150		400
R. Thompson	"	220	130	8	358
W. Hanford	"	230	150		380
J. S. Budgett	"	230	130	8	368
W. H. Lee	"	205	130		335
G. Sandler	"	200	130	8	338
R. Hayne	"	135	130	5	328
H. Ward	2nd	250	105	23	378
E. Carter	"	250	105	3	358
C. Hill	"	245	105		350
G. Kelly	"	230	105	8	343
A. J. Bouquet	"	220	105	13	338
F. Ballentyne	"	205	105	8	318
F. Subman	"	205	105	16	326
F. Hensley	"	200	100		300
F. Sage	"	160	95		275
W. Hughes	"	145	95		280
A. Harvey	3rd	205	70	43	318
			Carried forward		10,723

DIVIDEND OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
A. H. Sheppy	Principal	700	Brought forward	50	10,750
E. H. Oldham	Dy. Clerk	500	70	50	550
W. W. Wise	" "	500	60	88	500
A. N. L. Burne	Superintendent	250	180		430
A. G. Rowlett	"	220	170	10	400
C. J. Rickards	"	225	170	5	400
W. C. Fea	Senior	250	165		415
T. Fisher	1st C. Clerk	250	150		400
R. S. Bunch	"	250	150	20	420
C. W. Dixon	"	250	150		400
H. Wallis	"	250	150		400
H. S. Thompson	"	220	130	8	358
E. W. Hanford	4th "	230	130		360
A. G. S. Budgett	"	220	130	8	358
H. M. H. Lee	"	205	130		335
A. Candler	"	200	130	8	338
J. E. Hayne	"	195	130	3	328
W. M. Ward	2nd "	250	105	23	378
C. E. Carter	"	250	105	3	358
R. H. Hill	"	245	105		350
F. Baily	"	230	105	3	338
E. A. J. Bouquet	"	220	105	13	338
D. F. Ballantyne	"	205	105	8	318
L. B. Aubusson	"	205	105	18	328
B. C. F. Beasley	"	200	100		300
W. S. Page	"	180	95		275
A. MacG. Hughes	"	185	95		280
C. A. Harvey	3rd "	205	70	43	318
				Carried forward	10,723

DIVIDEND OFFICE (contd.)

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
F.D. Harrison	Principal		Brought forward		10,723 80
J.S. Ward	3rd C. Clerk	200 50	70	38 30	308 80
M.D. Hallam	"	180	60	28	268
P. Atkins	"	180	60		240
H.S. Law	"	170	60		230
A.C. Sexey	"	170	60		230
W.M. Rogers	"	165	60		225
C.J.F. Witcher	"	160	60		220
G.H.D. Duncan	"	150	60		210
W. Lawford	"	150	60		210
S.E. Bee	"	145	60		205
E.T. Smith	"	140	60		200
P.R. Swatridge	4th "	150	25		175
E.J. Macdermott	"	140	25		165
M.R. Bouquet	"	140	25		165
E.C. St. V. Nepean	"	140	25		165
H.S. Penman	"	140	25	6	171
N.L. Hofland	"	135	25		160
W.M. Perkins	"	135	25		160
P.M. Nairne	"	135	25		160
T.G.H. Ryan	"	130	25		155
Boy Hill	"	130	25		155
D.E. Wix	"	130	25		155
F.A. Hawkins	"	130	25		155
J.G. Anderson	"	120	25		145
<i>Vacancy</i>					<u>£15,355</u>

INDIA OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
H.D. Harrisson	Principal	550		50	550
O.E. Williams	Dy. "	450		30	480
S.F.W. Smith ✓	Supt.	230	170		400
J.B. Taylor ✓	1st	250	150		400
L.E. Williams ✓	"	215	130	0	345
C.H.S. Carter ✓	2nd	200	95	3	298
A.E. Roose-Jones ✓	"	185	95		280
J.G. McKay ✓	3rd	200	70	18	288
A.H. Hume ✓	"	165	60		225
					£3,266

REGISTER OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
J. Wheeler	Principal	600			600
W. J. Halsey	Principal	600		50	650
R. St. G. Blaiklock	Dy. "	450		50	500
J. Jones	Supt.	350	170		520
G. M. Walker	Supt.	250	170	10	430
E. Allport	Senior	250	155		405
J. D. Baxter	1st	220	130	8	358
T. D. W. H. Harrison	"	220	130	8	358
D. L. Lloyd	2nd	250	105		355
T. G. Buchanan	"	210	100	18	328
L. G. Storr	3rd	185	70	13	268
G. Mackenzie	"	180	65		245
H. E. McLeod	"	135	60		195
J. Bowling	"	185	98		283
Y. Bannay	3rd	145	60		205
W. Swears	"	220	70	18	308
W. Wardsworth	"	195	70	8	273
J. Bennett	"	195	70	18	283
W. Elliot	"	175	60	18	253
J. Cochrane	"	160	60		220
W. Tait	4th	240	20		260
A. Dargy	"	140	25		165
					<hr/>
					£4,092
					<hr/>
					56,746

POWER OF ATTORNEY OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
E. J. Wheeler	Principal	600			600
P. A. Plumb	Dy. "	450			450
G. C. Jones	Supt.	250	170		420
R. C. T. Codrington	Senior	250	155		405
G. J. Catline	1st	250	150	10	400
A. Sayer	"	250	140		390
C. Y. Luson	"	225	140	3	365
A. Stahlschmidt	"	220	130	3	350
A. F. Jacob	2nd	215	105	18	338
F. R. G. Ponsford	"	210	105	13	328
W. Challis	"	200	95	3	298
A. W. Gough	"	185	95		280
A. Bowling	"	185	95		280
L. Y. Barnby	3rd	145	60		205
H. W. Swears	"	200	70	18	288
H. Wordsworth	"	195	70	3	268
G. S. Bennett	"	195	70	13	278
R. W. P. Eliot	"	170	60	18	248
J. C. Crebbin	"	165	60		225
G. M. Ram	4th	140	25		165
H. A. Darby	"	140	25		165

36,746

ASSISTANTS A DIVIDEND ACCOUNTS OFFICE. DEPARTMENT

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	Total
W. F. Prynne	Principal	600			600
W. Jeffery	Dy. "	450			450
S. D. B. James	Supt.	205	170	5	380
H. W. Veasey	Senior	205	165	10	380
H. Footner	1st	250	150	15	400
J. H. Potter	"	215	140	3	358
E. L. Colebrooke	"	225	130	3	358
J. H. Treen	2nd	200	105	13	318
E. A. Garnett	"	200	95	23	318
B. H. Powle	3rd	245	70	13	328
A. S. Harington	"	165	60	17	225
J. H. Lusson	"	165	60	3	228
F. H. Walker	"	165	60		225
H. de B. Brandon	4th	200	35	43	278
J. M. Ambrose	"	140	25	6	171
R. Burgess	"	165	25	28	218
R. T. Dene	"	135	25		160
G. M. G. Gillett	"	135	25		160
					<hr/>
					£5,555
					<hr/> <hr/>
					180
					110
					116
					110
					100
					108
					100
					100
					<hr/>
					Carried forward
					23,000

ASSISTANTS ATTACHED TO THE ACCOUNTANT'S DEPARTMENT.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
Douglas West		135		36	171
H. E. Adams		135		2	137
H. C. Carlyon-Hughes		135		2	137
R. W. H. Fawcett		135		2	137
Victor de Steiger		135		2	137
H. B. Thompson		130		15	145
William Maclaine, Jnr.		130			130
John Newton		130			130
A. H. E. Phillips		130			130
H. P. Dyer		130			130
R. B. Greenwood		120		25	145
E. A. Duncan		120		17	137
J. R. Drummond		120		9	129
H. M. Simpson		120		1	121
C. A. Allen		120		4	124
F. H. Moss		120			120
W. F. Ramsey		120			120
E. H. H. Everest		120		4	124
Hugh Conder		120			120
W. C. Evans		120			120
C. E. St. J. Radcliffe		120			120
G. F. Cavalier		120			120
R. H. C. Westmacott		110			110
E. M. F. White		110		6	116
L. P. Walker		110			110
Oliver Goldsmith, Jnr.		100			100
S. B. Chamberlain		100		8	108
H. N. G. Watson		100			100
J. H. Dinsmore		100			100
			Carried forward		£3,628

ASSISTANTS ATTACHED TO THE ACCOUNTANT'S DEPARTMENT (cont.)

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
J.G.Hairns	Chief Cashier	3,000	Brought forward		3,628
H.A.A.Newman	Dpy.	100		16	116
R.V.N.Wiggins	Asst.	100		300	1,100
R.E.H.Allport		100			100
F.R.Hursey	Chf. Clerk	230	280	70	600
R.S.Murray		100	150	20	100
E.F.Stuart	2nd	230	190	50	450
J.W.Cornah	2nd	100			100
H.D.De Praine	2nd	205	155		360
A.F.Shawyer	1st C.	155	150		305
W.Williamson	"	190	150		340
G.E.Brown	"	150	130		280
J.A.Stark	2nd C.	140	95		235
A.M.Walker	"	140	95		235
J.Sturdy	3rd C.	155	50	15	230
F.P.White	"	145	50		200
W.C.Windle	"	150	60	2	192
					£ 4,144

CHIEF CASHIER'S OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
J.G.Nairne	Chief Cashier	3,000			3,000
E.M.Harvey	Dpy. "	1,500			1,500
Thomas Askwith	Asst. "	700		300	1,000
F.R.Rumsey	Chf. Clerk	250	280	70	600
H.W.Stuart	2nd "	230	170 ¹⁸⁰	50 ⁴⁰	450
<i>Vacancy</i> H.G.De Fraine	<i>Sub.</i> Snr. "	205	155		360
A.F.Shawyer	1st C. "	155	130 ¹⁴⁰		285 ²⁹⁵
M.Williamson	" "	190	130 ¹⁴⁰		320 ³³⁰
D.K.Brown	" "	155	130		285
J.A.Stark	2nd C. "	140	95		235
A.M.Walker	" "	140	95		235
J.Stordy	3rd C. "	155	60 ⁷⁰	13 ³	228
G.F.White	" "	145	60 ⁷⁰		205 ²¹⁵
R.G.Windle	" "	130	60	2	192
					8,925
					<u>88,895</u>

CASHIERS.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
W.A. Steel	Snr. Cashier	700			700
Frederick Johnson	2nd "	550			550
H.D. Robertson		500			500
Augustus Wheeler	3rd C. Clk.	500	150		500
B.D. Mackenzie	1st C. Clk.	500	150		500
W.F. Latter	2nd C. Clk.	500	105		500
Henry Hawkes		500	105		500
H.S. Graves		500	105		500
Anthony Berry	3rd C. Clk.	500	105		500
W.N. Hibbert		500	105		500
William Maclaine		500	105		500
Manning Broad	4th C. Clk.	500	105		500
W.C. Williams		500	105		500
H.C. MacCarthy		500			500
					<u>27,250</u>

CASHIERS' STORE OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
T. Zwinger	Principal	550		1,000	550
H. King	Dy. "	450		300	450
J. Hamilton	Snr. Clk.	250	155	10	405
R. G. Haskeu	1st. C. Clk.	250	150		400
F. G. White	2nd C. Clk.	245	95 ¹⁰⁵		340 ³⁵⁰
E. J. C. Wiseman	"	240	95 ¹⁰⁵		335 ³⁴⁵
H. S. Voigt	"	245	95		340
G. H. Dawson	3rd C. Clk.	215	60 ⁷⁰	25	310
J. Read	"	215	60 ⁷⁰	15	300
F. W. Dennis	"	240	60	20	320
H. W. G. Haslegrave	4th C. Clk.	210	25 ³⁵	75	320
H. W. Brent	"	170	25 ³⁵	40	235
					<u>£4,305</u>

DISCOUNT OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
H.W.Search	Principal	1,500		1,000	2,500
J.T.Child	Deputy "	700		300	1,000
J.B.M.Dalrymple Hay	Asst. "	550		10	560
R.Grahame ✓	Supt.	225	180 170	25 25	430
H.F.Field ✓	1st C.Clk.	205	130		335
E.N.Travers ✓	2nd "	160	100 95		260
<i>Vacancy</i>	<i>3rd "</i>				255
					<u>£ 5,080</u>
					<u>5,085</u>

BRANCH BANKS OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
Ernest Edey	Inspector of Branches and Principal	700		180	880
		1,500		1,000	2,500
H. Clegg	Dy. "	700	180	200	900
H. Everett	Asst. "	550		50	600
H. Grapes	Chief Clerk	250	240	110	600
W. Carter	2nd "	245	170 175	35 30	450
M. Ambler	Senior "	250	155 160	5	410
D. Lott, Jr.	" "	245	155 160	10	410
P. Newham	1st C. Clerk	230	130 140	20	380
G. Biscoe	" " "	220	130	30	380
E. Gifford	" " "	225	130	15	370
M. Mallinson	" " "	200	130	10	340
W. Morley	2nd " "	220	95 105	55 45	370
H. Lendon	" " "	250	95 105	15	360
F. Williams	" " "	180	95 105	25	300
H. Thornhill	" " "	205	95 105	10	310
G. Ager	" " "	170	95 100	5	270
G. Bryant	3rd " "	185	60 70	25	280
Symonds	" " "	190	60 70	20	280
M. Acres	" " "	150	60 70		220
L. Tull	" " "	140	60 65		205
Fradgley	" " "	135	60 65		200

10,135
£10,115

BULLION OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
^D N.B. Livesay	Principal	700		150	850
R.C. Miller	Dy. "	500		50	550
E.H. Poole ✓	Supt.	225	170 ¹⁸⁰	5	400 ⁴⁰⁵
C. Mossop ✓	1st C. Clerk	215	130	15	360
B.J. Watkin ✓	2nd C. "	190	95 ¹⁰⁵	15 ⁵	300
H.W. Townsend ✓	3rd C. "	195	60 ⁷⁰	55 ⁴⁵	310
J.H. Martin ✓	"	215	150	5	370
J. Goodier	2nd "	215	105	30	350
J.H. Perry	"	215	10	20	345
J. White ✓	"	225	95	30	350
J.T. Davis ✓	3rd "	250	70	30	350
J. Beach	"	250	70	30	350
J.R.S. Williams	"	215	60	55	330
J.M. Beach	"	210	35	75	320
J.M. Whiting	"	190	55	45	290
J.E. Dean	"				
J.W. Abbott	"	130	55	45	230
J.C. Stevenson ✓	Asst.	130		3	133
J. Quirk ✓	"	130		3	133
					<u>26,601</u>

SECURITIES OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
F.G.Allan	Principal	700		150	850
J.H.Absale	Dy. "	500		50	550
M.C.Wright	Supt.	250	180		430
R.W.Craigie	Snr. Clerk	245	165		410
H.C.Newte	1st C. Clk.	235	140		375
F.G.A.Haslegrave	"	220	140	30	390
W.R.Martin	"	215	130	5	350
L.Goodier	2nd "	215	105	30	350
S.E.Perry	"	215	105	20	340
H.White	"	225	95	30	350
W.T.Davis	3rd "	250	70	30	350
J.Roach	"	250	70	30	350
H.E.S.Williams	"	215	60	55	330
F.M.Beach	4th "	210	35	75	320
F.M.Whiting	"	190	35	45	270
V.R.Dean	"				
P.W.Abbott	"	220	35	65	320
R.C.Stevenson	Asst.	130		3	133
R.A.Quirk	"	130		3	133
					<u>£6,601</u>

IN-TELLERS' OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
E. H. Woollard	Principal	550			550
J. Ross	Dy. "	450			450
F. B. Kempe	✓ Snr. Clerk	190	155		345
A. E. Gimingham	✓ 1st C. Clk.	185	130		315
J. C. Houle	✓ 2nd "	195	95	5	295
E. Daniell	3rd "	160	70		230
R. R. Haydon	✓ "	180	60		240
H. S. Craven	4th "	150	35	10	195 165
W. E. Wordingham	✓ "	140	35		175
H. S. Boxer	✓ "	130	25		155
F. A. N. Pedder	✓ 3rd C. Clerk	130	25	40	155
	"	210	70	35	315
	"	180	70		250
	"	160	70		230
	"	155	70		225
	4th C. Clerk	150	35	14	199
	"	150	35	12	197
					25,776

ISSUE OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
J. E. Green	Principal	1,000			1,000
H. W. Tilly	Principal	550		50	600
C. H. Whitcher	Dy. "	450			450
H. Carne	Supernt.	250	180		430
W. Richter	Snr. Clerk	245	165	20	410
L. C. Brookes	"	240	165		405
J. R. Dawson	1st C. Clerk	230	140		370
W. R. P. Lawrence	"	250	130		380
W. J. Coope	2nd C. Clerk	230	105	5	340
A. C. Manwell	"	230	105	5	340
A. H. Chapman	"	210	105	15	330
F. T. Green	3rd C. Clerk	220	70	40	330
H. Astle	"	215	70	35	320
S. E. Southerden	"	180	70		250
R. F. D. Dampier-Child	"	160	70		230
E. C. T. Landon	"	155	70		225
S. A. Wilson	4th C. Clerk	150	35	14	199
R. C. Adams	"	130	25	12	167
					£5,776
		150	140		
		250	140		
		240	140		380
		135	130	5	270
		130	130	10	270
		130	130	10	270
		120	100	10	230
		120	100	5	225
		100	100	5	205
		100	100	5	205
		100	100	5	205
		100	100	5	205
		100	100	5	205
		100	100	5	205
		100	100	5	205
		100	100	5	205
		100	100	5	205

PRIVATE DRAWING OFFICE.

Name	Class	Salary			Total.
		Ordinary	Attaching to Office	Personal	
J.H.Green	Principal	1,000	Brought forward		1,000
A.Watkin	Dy. "nd	600	105	100	700
J.H.R.Larcombe	Dy. "	550	105	10	550
J.Waterfield		300	105		305
J.C.Tessier	Supt.	250	180		430
A.H.Henry	"	230	180	20	430
C.C.Hodgson	"	250	180		430
C.M.Butterworth	"	240	180		420
F.J.H.Callan	"	240	175		415
W.H.Arnold	Snr. Clerk	250	165		415
G.C.Fletcher	1st	250	150		400
C.H.Goodman	"	250	150		400
D.Ross	"	250	150		400
W.G.Hodges	"	250	140		390
H.Gouly	"	250	140		390
F.Richter	"	250	140		390
P.G.Stephens	"	250	140		390
F.W.Annoot	"	250	140		390
A.Adam	"	250	140		390
W.H.Brade	"	250	140		390
H.G.Butt	"	250	140		390
W.M.Fisher	"	240	140		380
G.K.Lyster	"	235	130	5	370
W.D.Berry	"	230	130	10	370
E.McCann	"	230	130	10	370
F.W.Freeman	"	230	130	10	370
<i>Vacancy</i> G.Topple	2nd	230	105	5	340
T.MacDonnell	"	225	105	10	340
J.M.Troughton	"	220	105	15	340
			Carried forward		£11,990

PRIVATE DRAWING OFFICE (Contd.)

Name	Class	Salary			Total.
		Ordinary	Attaching to Office	Personal	
			Brought forward		11,990
H.S.Stooke ✓	2nd	200	105	15	320
E.P.Mullins ✓	3rd "	220	105	15	340
C.A.Waterfield	"	200	105		305
G.Butler	"	200	105	5	310
F.E.Martin	"	190	100		290
A.F.Olivier ✓	"	200	100	14	300
M.Gruegon ✓	"	195	100	19	295
F.G.Allan, jun. ✓	"	190	95	19	285
C.Pridham ✓	3rd	250	70	40	360
J.S.Davis ✓	"	250	70	30	350
R.J.Dene ✓	"	250	70	10	330
H.A.Auld ✓	"	250	70	10	330
W.T.Elliott	"	225	70	25	320
W.D.Luson	"	215	70	35	320
F.D.Kemp	"	195	70	5	270
W.L.S.Painter	"	190	70		260
J.J.O.Ravn	"	190	70		260
J.F.Wetherall	"	185	70		255
F.W.Lawford	"	185	70		255
A.B.Bannister	"	180	70	10	260
A.J.Collum	"	165	70		235
D.M.Mackenzie	"	165	70		235
L.F.Sandeman	"	165	70		235
A.W.Horley	"	165	70		235
E.L.Eldred	"	160	70		230
F.Henderson	"	160	70		230
			Carried forward		£19,405

PRIVATE DRAWING OFFICE. (Cont.)

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
			Brought forward		19,405
E. Daniell	4th	130	30		165
F.A.R. Bell	3rd	155	70		225
W.D. Auld	"	155	70		225
J.E. Gerahty	"	155	70		225
F.F. Tarver	"	155	70		225
P.G. Forman	4th	155	35	14	204
J.H. Lakeman	"	150	35	19	204
R.H. Smith	"	150	35	19	204
D.S.O. Tucker	"	150	35	11	196
R.L. Williams	"	145	35		180
E.P. Hill	"	145	35		180
H.B. Cooley	"	145	35	16	196
H.S. La Mothe	"	145	35	16	196
J.D.M. Buchanan	"	145	35		180
H.M. Temple	"	140	35		175
B.E. Goulder	"	140	35		175
S.M. Henry	"	140	35		175
R.D. Macnamara	"	135	35		170
C.E. Deacon	"	135	35		170
F.M. Beale-Browne	"	135	35		170
G. Smith	"	135	35	5	175
F.G. Freemantle	"	135	35		170
G.L.A. Wells	"	135	35		170
T.N. McLean	"	135	35	5	175
C.P. Mahon	"	135	35		170
B.P. Gallop	"	135	35		170
J.R.H. Barrett	"	135	35	5	175
L.E. Allen	"	135	30		165
			Carried forward		£24,110

PRIVATE DRAWING OFFICE. (Cont.)

Name	Class	34379			Total
		Ordinary	Attaching to Office	Personal	
			Brought forward		24,110
J.E.Tilly	4th	135	30		165
J.R.Norbury	"	135	30		165
A.L.Sims	"	130			130
G.Rowe	"	135	30	2	167
C.R.Blackburne ✓	"	130	25		155
D.A.Neal	"	130	25		155
J.A.C.Osborne ✓	"	130	25	4	159
H.E.Hawkins ✓	"	130	25		155
F.W.Somers ✓	"	130	25		155
C.H.Rimington ✓	"	130	25		155
R.C.Stevenson ✓	"	130			130
H.H.Walters ✓	"	130	25		155
R.A.Quirk X					
H.C.Tebbutt ✓	"	130	25	2	157
F.G.O'Connell ✓	"	130	25	2	157
D.F.E.Green ✓	"	130	25		155
G.K.Fielding ✓	"	130	25		155
G.E.Truby ✓	Assistant	130		3	133
G.S.Smith ✓	"	130		3	133
H.H.Christian ✓	"				
W.N.L.Maitland ✓	"	130		19	149
J.Martin X	"	130		3	133
E.B.Graves ✓	"	130		11	141
C.R.W.Miles ✓	"	130		11	141
A.C.Turner ✓	"	120		19	139
R.P.West ✓	"	130			130
J.H.A.B.McNulty ✓	"	130		19	139
E.J.Broad ✓	"	130		3	133
			Carried forward		£27,681

PRIVATE DRAWING OFFICE. (Cont.)

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
			Brought forward		27,681
Duberly	Principal	700			800
H.C. Michell	Asst.	120			120
Phillips	Dy.	500			500
S.T.A. Bumpus	"	120		11	131
G.A.C. Sandberg	Supt.	1200	130	11	131
W.H.P. Ward	"	1300	170		130
G.B.O. Connor	1st C. Clk.	1200	150		120
C.B. Jarrett	"	1200	140		120
R.F.M. Buller	"	1200	140		120
F.A. Lewis	"	1200	140	19	139
C.G. Clarke	"	1200	140		120
L.B. Taylor	"	1200	140	3	123
N.R. Coomber	2nd "	1200	100	3	120
W. Hopkins	"	205	105	15	325
J. Leaf	"	305	105	5	515
J. Pusey	3rd "	250	70	20	340
R. Chalmers	"	250	70	30	350
W. Pascoe	"	190	70	30	290
W.B. Curtis	"	190	70	30	290
J. Brent	"	185	70	5	260
J.A. Wining	"	185	70	5	260
J. T. Alanson	"	170	70		240
J.A. Ivers	4th "	155	35	6	196
J.B. Sands	"	155	35		190
J.E. Craven	"				
J.M. Phillips	"	140	30		180
J. [unclear]	"	140	30		170
J.C.V. Pearson	"	140	30	5	185
J. [unclear]	"	140	30	5	185
J. [unclear]	"	140	30	30	240
J. [unclear]	"	140	30		185
			Carried forward		7011

PUBLIC DRAWING OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
C. Duberly	Principal	700		100	800
J. Phillips	Dy. Assistant	500		19	500
J. L. Reeve	Supt.	250	180		430
G. H. Wallace ✓	"	250	170		420
A. T. Spriggs ✓	1st C. Clk.	250	150	11	400
W. E. Tibbetts ✓	"	250	140	3	390
E. A. Auld ✓	"	250	140		390
S. Haskew ✓	"	250	140		390
H. S. Fletcher ✓	"	250	140		390
A. H. Ashmore	"	235	140		375
R. Robison ✓	2nd "	235	105	3	343
F. R. Hopkins	"	205	105	13	323
F. C. Leaf	"	205	105	3	313
I. Puzey ✓	3rd "	250	70	20	340
H. R. Chalmers ✓	"	250	70	30	350
G. W. Peacocke ✓	"	195	70	35	300
A. E. S. Curtis	"	190	70	20	280
E. G. Brent	"	185	70	5	260
F. A. Vining	"	185	70	5	260
F. T. Adamson	"	170	70		240
J. B. Ievers ✓	4th "	155	35	6	196
J. S. Sands ✓	"	155	35		190
H. S. Craven	"				
F. E. Knollys	"	145	35		180
R. Hope	"	140	35		175
M. C. H. Pearson	"	140	35	8	183
A. P. Bubb	"	140	35	8	183
C. B. Mayo ✓	"	190	35	20	245
E. B. Egles	"	135	30		165
	(Superannuated)				
			Carried forward		9011

PUBLIC DRAWING OFFICE (Contd.)

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
J. W. Rudyerd	Principal	700			700
			Brought forward		9,011
F. P. Purdie ✓	Asst. "	140		19	159
H. Andrews ✓	Supt. "	135	17 ⁵	6	141
W. E. C. Nunn ✓	"	155	170	26	181
H. G. Harradence ✓	"	130	170	11	141
A. E. A. Buller ✓	"	130	170	3	133
C. T. Paice ✓	1st	130	150		130
					<u>£9,896</u>
H. W. V. Goudge	"	250	150		400
J. P. Tilly X	"	250	150		400
W. Search	"	250	140		390
W. R. Adams	"	250	130		380
B. Self	"	240	130		370
T. Wesley ✓	"	225	130		355
H. W. Holland ✓	"	220	130		350
H. T. Drummond ✓	"	220	130		350
H. S. Barton ✓	"	215	130		345
A. Y. Wallace ✓	2nd	250	105		355
H. R. Pacey ✓	"	250	105		355
F. H. Suckling ✓	"	245	105		350
F. T. Rowland ✓	"	240	105	5	350
G. S. Hutchings	"	215	105	30	340
F. Campbell	"	215	105	20	340
W. S. G. Clarke	"	205	100	25	330
F. J. Plumer	"	205	95	10	310
A. B. Wiseman	3rd	205	70	15	290
A. B. Dyer	"	205	70	5	280
J. W. F. Dalton	"	205	70	15	290
G. G. G. Stewart	"	205	70	5	280
			Carried forward		10,504

BILL OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
H.W.Rudyerd	Principal	700	Brought forward		700
F.D.C.Baly	Dy. 3rd "	500	70	30	500
S.L.Teed	Supt.	250	170 ⁵	25	420 ⁵
H.E.Curtis ✓	"	250	170	5	420
W.A.Kirchner ✓	"	250	170		420
C.Thompson ✓	"	250	170		420
N.Morris	1st	250	150	10	400
H.W.W.Goudge	"	250	150		400
E.P.Tilly	"	250	150	25	400
F.Search	"	250	140		390
W.R.Adams	"	250	130	30	380
S.Self	"	240	130	10	370
H.Wesley ✓	"	235	130	4	365
H.W.Holland ✓	"	220	130	10	350
E.T.Drummond ✓	"	220	130		350
H.S.Burton ✓	"	215	130		345
A.K.Wallace ✓	2nd	250	105		355
H.E.Pizey ✓	"	250	105		355
F.H.Suckling ✓	"	245	105		350
P.T.Rowlatt ✓	"	240	105	5	350
C.S.Hutchings	"	215	105	20	340
E.Campbell	"	215	105	20	340
W.E.G.Clarke	"	205	100	25	330
F.J.Plumer	"	205	95 ¹⁰⁰	10 ⁵	310
A.R.Wiseman	3rd	205	70	15	290
A.H.Dyer	"	205	70	5	280
J.W.F.Dalton	"	205	70	15	290
C.G.G.Stewart	"	205	70	5	280
			Carried forward		10,500 ⁵

BILL OFFICE (Cont.)

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
			Brought forward		10,500 ⁵
R.A.Irby	3rd	200	70	30	300
C.R.Covey	"	195	70	25	290
F.E.Warren	"	195	70	5	270
W.Wood	"	185	70		255
C.H.Wharton	"	185	70		255
G.Dunn	"	180	70	10	260
H.A.D.Stephens	"	175	70	5	250
W.M.Crossley	"	200	65	25	290
W.G.Clutterbuck	"	170	60 ⁵		230 ⁵
E.N.Haig-Brown	4th	170	35	33	238
A.G.Allan	"	165	35	10	210
R.S.Williams	"	155	35	4	194
S.J.Ambler	"	155	35	12	202
E.D.F.Rowe	"	155	35		190
P.A.Stutchbury	"	155	35		190
W.R.Cotton	"	150	35	9	194
C.H.D.Taylor	"	150	35		185
A.H.Irby	"	150	35	9	194
J.A.McAnally	"	145	35		180
H.G.H.Gouly	"	145	35	6	186
E.A.Hall					
H.T.Dale	"	140	35		175
S.H.F.James	"	140	35		175
T.Tallemach	"	140	35		175
C.H.Baker	"	135	30		165
J.F.Tessier ✓	Asst.	135		11	146
E.Hope ✓	"	130		8	138
D.R.M.Wright ✓	"	130		8	138
			Carried forward		16,175 ⁵

BILL OFFICE (Cont.)

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
E. B. Gable	Principal	700	Brought forward		16,175
H. J. Levander	Dp. Asst.	130			130
A. R. Annoot	"	130			130
W. C. Mahnemann	Supt.	235	180		415
A. B. How	"	120		19	139
W. City	"	240	180		420
H. G. Fleck	"	130			130
Storr	1st	250	150	15	415
H. M. Moon	"	130			130
B. Elliott	"	230	140	15	385
L. M. Wilcockson	"	120			120
W. E. Lempriere	"	225	130	15	370
G. E. Tidy	"	120			120
W. Reid	"	230	120	15	365
					<u>£17,074</u>
J. Curtis	2nd	225	105	20	350
Luson	"	220	105	25	350
J. Mitchell	"	210	105	15	330
Gryon	"	205	95	30	330
W. C. Goodfellow	3rd	195	70	45	310
A. Gardner	"	195	70	15	280
Westrup	"	230	70	40	340
H. Hibbert	4th	195	35	60	290
W. Way	"	185	35	50	270
E. Gimmingham	"				
H. Punsey, Jar.	"	170	35	45	250
J. Baumbach	"	165	35	30	230
I. A. Crouch	"	140	25	15	180
D. Austin	Asst.	120		54	154
J. Rendle	"	120		18	138
B. Fordyce	"	120		18	138
					<u>£7,580</u>

* Including £15 for late hours

DIVIDEND PAY OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
E.E. Gaute	Principal	700			700
G.E. Woodroffe	Dp. "	500			500
B.W.C. Hahnemann	Supt.	235	180		415
G.W. City	"	240	180		420
H. Storr	1st	250	150	15	415
E.B. Gillett	"	230	140	15	385
H.H. Lempriere	"	225	130	15	370
A.E. Neeld	"	230	130	15	375
A.J. Curtis	2nd	225	105	20	350
L. Luson	"	220	105	25	350
A.J. Mitchell	"	210	105	15	330
H. Onyon	"	205	95	30	330
J.W.C. Goodfellow	3rd	195	70	45	310
E.A. Gardner	"	195	70	15	280
W. Westrup	"	230	70	40	340
H.E. Hibbert	4th	195	35	60	290
D.W. Way	"	185	35	50	270
A.E. Gimingham					
F.R. Rumsey, Jnr.	"	170	35	45	250
G.J. Baumbach	"	165	35	30	230
S.I.E. Crouch	"	140	35	15	190
W.D. Austin	Asst.	120		34	154
W.J. Rendle	"	120		18	138
J.D. Fordyce	"	120		18	138
					£7,530

* Including £15 for late hours

ASSISTANTS ATTACHED TO THE CASHIER'S DEPARTMENT.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
F.S. Baker ✓	Secretary	130		200	130
Guy Sherris ✓	Dy.	120		100	120
P.W. Chipperfield ✓	Asst.	120		200	120
R.D.G. Dick ✓	Chief Clerk	110	280	70	110
R.A. Brace Hall ✓		110	80	140	110
Gordon Ames ✓		110	80	65	110
W.J.C. Gibson ✓	Register	110	110	60	110
H.C. Mills		105	80	55	£810
R.C.B. Dale		100	80	12	
W.E. Linderdale		100	80	20	
A.M. Barrett		100	80	4	
					£6,416

CLERKS UNATTACHED.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
A.C.Spink		150		14	164
S.L.L.Laird		100			100
J.D.Mackenzie		100			100
V.A.B.Smith		100			100
C.V.Porter		120			120
W.C.P.Drake		100 110			100 110
P.L.O.De C [^] ateret		100 110			100 110
L.R.Walsh		100 110			100 110
E.Gladstone		110			110
S.M.Gray		110			110
C.J.D.Clarke		110			110
L.Lefeaux		100			100
C.E.E.Riley		100		16	116
A.D.Mackenzie		100			100
J.Harrison		100			100
R.S.Saumarez		100			100
F.S.Laskey		100			100
W.D.R.Edwards		100			100
C.A.Cullinan		100		16	116
A.W.Gow		100		8	100 108
H.W.P.Danter		100			100
F.C.H.Gilbert		100			100
C.E.Tavener		100			100
R.L.Manby		100			100
A.H.P.Errington		100			100
J.B.G.Wallace		100			100
R.P.Sanders		100			100
L.A.Holmes		100			100
J.W.Bush		100			100
		Carried forward			2,754
		Carried forward			89,776

CLERKS UNATTACHED (Cont.)

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
			Brought forward		2,754 2,776
G.L.Purton		100			100
G.P.Baily		100			100
W.G.R.Hill		100			100
H.V.Noble		100			100
G.H.Bradley		100			100
A.S.Reid		100			100
J.Cairns		100			100
D.H.Allport		100			100
R.D.Cheveley, junr.		100			100
L.H.Askwith		100			100
G.L.Pearse		100			100
E.L.Gann		100			100
R.E.Houlding		100			100
W.C.L.Webb		100			100
J.P.Greig		100			100
E.M.Stapley		100			100
F.J.Willis		100			100
H.W.Crowther		100			100
B.C.Wix		100			100
R.A.Lepingwell		100			100
A.H.de Steiger		100			100
H.Marston		100			100
A.B.H.Saunders		100			100
M.E.Bryans		100			100
A.G.A.Bennett		100			100
P.T.Wawn		100			100
H.D.Hallett		100			100
			Carried forward		5,454 5,476

CLERKS UNATTACHED (Cont.)

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
			Brought forward		5,454 5,476
L.D. Long	Principal	700			100
R. Freeman	By.	100		150	100
M. Sturdy	Superintendent	100	180	70	100
T.W. Bidwell	Assistant	100			100
Halliburton		100			100
R. Taylor		100			100
P. Tibbetts		100			100
R. Bosworth		100			100
L.A. Smyth		100			100
E. Smart		100		100	100
O. Pearce		100			100
W. Bloomer		100			100
E.G. Watson		100			100
F. Newman		100			100
Marshall		100			100
Thorne	Commissioner	100			100
J. King	Assistant	100	200	110	100
A. Essex		100			100
N.C. Smith		100			100
G. Wise		60			60
P.A. Hervey		100			100
E. Lloyd		60			60
Clement		100			100
					7,674 27,696

PRINTING & STOREKEEPER'S OFFICE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
A. N. Birch, K.C.M.G.	Agent	2,000		200	2,200
W. J. Coe	Principal	700		500	1,200
G. A. Gifford	Dy. "	500		150	650
Alfred McPherson	Superintendent	250	180	70	500
A. C. Gifford	Assistant	140	60	50	200
B. Train	Superintendent	250	170		420
M. K. Nutt	"	250	170		420
D. Daltry	Snr. Clerk	250	165		415
J. Fletcher	"	250	155		405
J. Johnstone	2nd C. O. <u>CLERK OF WORKS.</u>	250	150		400
A. F. Nicholl	"	250	160		410
John Watson	"	250		100	350
G. Bell	"	245	150		395
G. S. Deane	"	240	140		380
G. Shillcock	"	225	130	5	360
Field	"	220	130	10	360
E. F. L. Carter	"	220	130		350
J. P. Green	"			5	50
<u>CONTROLLER OF STOCK & CASH OFFICES.</u>					
P. E. Blaiklock	Controller	800	130		930
A. W. T. Berkley	Assistant	200	200	110	510
A. F. Finnes	"	210	100	10	320
R. Cross	"	210	100	15	325
W. McMahon	"	205	100		305
H. Derrant	"	200	100		300
G. Palin	"	200	95		295
J. E. Hart-Smith	"	195	95		290
J. W. Ryan	"	190	95		285
G. W. W. Ryan	"	190	95		285
G. W. W. Ryan	3rd C. O.	185	70	5	260
L. W. W.	"	185	70	5	260
Carried forward					215,200

WESTERN BRANCH.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
Sir A.N.Birch, K.C.M.G.	Agent	2,000	Brought over	300	2,300
T.E.Boscawen	Sub-Agent	900	70		900
W.C.G.Forman	Chief Clerk	600	65	15	600
E.T.Wise ✓	Dy. " "	450	60	30	480
G.B.Train ✓	Superintendent	250	170		420
W.H.K.Nutt ✓	" "	250	170		420
H.Dealtry ✓	Snr. Clerk	250	165		415
W.J.Fletcher ✓	" "	250	155		405
G.J.Johnstone	1st C.Clk.	250	150		400
J.A.H.Nicholl	"	250	150		400
H.C.Bell	"	245	150		395
W.C.S.Deane	"	240	140		380
J.Shillcock ✓	"	235	130	5	370
F.Field ✓	"	230	130	10	370
F.E.T.L.Cator ✓	"	225	130		355
F.de P.Green ✓	"	215	130	5	350
R.E.Eeles ✓	"	215	130	10	345
E.V.Garreau ✓	2nd C.Clk.	250	105	15	370
A.A.F.Fiennes	"	210	105	10	325
E.H.Cross	"	210	105	15	330
L.W.McMahon	"	205	105		310
C.H.Durrant	"	200	100		300
V.C.Palin ✓	"	200	95		295
G.M.C.Hart-Smith ✓	"	195	95		290
F.Shaw ✓	"	195	95		290
W.B.C.K.Ryan ✓	"	190	95		285
H.B.Howe ✓	"	190	95		285
F.C.Blyth	3rd C.Clk.	175	70	5	250
K.M.Wood	"	185	70	5	260
				Carried forward	£12,895

WESTERN BRANCH (Contd.)

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
C.W. Baynes, Part.	Agent				
			Brought forward		12,895
B. Verrinder	3rd C. Clk.	185	70		255
B. King	"	180	65	15	260
H. Wheeler	"	170	60	10	240
S. Morgan	"	145	60		205
A. Johnson	"	140	60		200
<i>Vacancy</i>					
G. Tytheridge	4th C. Clk.	155	35		190
C. Gardner	"	145	35		180
S.O. Grapes	"	135	35		170
R. Eddie	"	130	35	10	165
V. Chapman	"	140	35		175
B. Argall	"	185	35	45	265
W. Blackman	"	130	30		160
<i>Vacancy</i>					
<i>Assistants</i>					
<u>Messengers.</u>					
J. Honey		91	5	10	106
James Shaw		95	5		100
Henry White		93	5		98
E. Cannon		85	5		90
					£15,754

LAW COURTS BRANCH.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
Sir C.W. Baynes, Bart.,	Agent	1,500		200	1,700
W.M. Macdonald	Sub-Agent	700		150 <i>(In lieu of House)</i>	850
J. Rardonastle	Sub-Agent	800			800
A.E. Lovering	Chief Clerk	500			500
E.R. Conder	Snr. "	250	165		415
J. Groom	1st C. "	250	150		400
G.H. Knight	"	250	150		400
F.R.C. Chambers	1st C. "	235	140		375
H.H. Potter	"	235	140		375
T. Mosse	2nd "	200	105	5	310
E.S. Bower	"	195	105	10	310
G.V. Robinson	"	190	105		295
P.O. Woollard	3rd "	185	70	15	270
H.W.R. Tupper	"	175	70		245
E.C. Hastings	"	160	70		230
A. Geere	4th "	165	35	25	225
H.R. Broad	"	155	30		185
H.J. Hodson	"	150	35		185
M. Page	"	150	35		185
E.J. Rogers	Assistant	150		33	183
E. Stocks	"	145		22	167
<i>Vacancy</i>	"				
<u>Messengers</u>					
J. Stewart		88	15		103
M. Wells		87	15		102
					£8,010
					£8,010

MANCHESTER.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
F.A. Agnew	Agent	2,000		500	2,500
F.W. Peel	Agent	1,800			1,800
M.J. Hardcastle	Sub-Agent	800			800
Woodthorpe	Chief Clerk	600			600
E. Lodington	Chief Clerk	600			600
C.S. Lakeman	Superintendent	225	170	35	430
A.H. Loftington	Snr. Clerk	225	155	15	395
F.G. Glennie	1st C.Clk.	225	130	40	395
H.W.G. Elliott	1st "	240	130	30	400
F.B. Withers	"	210	130	30	370
W.H.M. Godden	2nd C.Clk.	250	105	40	395
W.T. Timbrell	"	225	105	30	360
E.W.B. Davies	"	185	195	25	305
T.F.W. Sewell	"	185	95	25	305
A.T. Boulton	3rd C.Clk.	200	170	75	345
H.D. Anderson	3rd "	205	160	70	335
R.B. Johnston	"	185	160	30	275
G.H. Simpson	4th C.Clk.	180	135	55	270
R. Steel	"	165	35	40	240
E.S. Booty	"	180	35	45	260
F.J. Mason	3rd "	150	35	31	216
G.F. Young	"	145	35	20	200
H.H. Fraser	"	145	30	17	192
E.A. Hall	Assistant	140	70	52	192
S.L.L. Laird	"	135	70	33	168
W.H. Christian	"	130	70	52	152
		225	70	35	330
		185	65	40	290
<u>Messengers.</u>					
Frank Shooter		89	15	75	104
W.T. Weeks		84	15	65	99
George Bynoth		83	15		98
					Carried forward 415,500
					£9,701

LIVERPOOL.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
T.F.A. Agnew	Agent	2,000	Brought forward	300	2,300
John Lea	Sub-Agent	900	35	60	900
V. Smith		500	35	65	500
W. Woodthorpe	Chief Clerk	600			600
F.C.E. Perkins	Dy. " "	450	35	65	450
J.L. Zwinger	Supt.	250	170		420
S.H. Lodington	Senior	250	165	10	425
W.A. Young	"	250	160		410
A. Hamilton	1st C. "	250	150		400
E.W. Davies	"	250	150	15	415
R.W. Lovelock	"	250	150		400
R.G. Winter	"	235	130	30	395
H. Woodruff	"	240	130	30	400
T.P. Swindells	Assistant	220	130	35	385
L.M. Coles	"	220	130	35	385
E.H. Wood	2nd "	250	105	45	400
P.A. Hale	"	250	105	45	400
N.R. Smythe	"	250	105	30	385
C.A. Wallworth	"	210	95	40	345
K.E. Symes	"	200	95	25	320
A.B.H. Jackson	3rd "	185	70	55	310
H.G. Wallen	"	200	70	50	320
E.T. Cope	"	185	70	65	320
G.W. Davis	"	190	70	45	305
F.C. McKay	"	195	70	25	290
O. Stainforth	"	230	70	50	350
H. Bartram	"	225	70	55	350
A.P. Aubusson	"	185	65	40	290
A.C.W. Buck	4th "	180	35	75	290
E.C. Moy	"	190	35	65	290

Carried forward £13,250

LIVERPOOL (Contd.)

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
			Brought forward		£13,250
S. Scollick	4th C. Clerk	195	35	60	290
A. V. Smith	Sub " gent	200	35	65	300
F. L. Tarrant	" Chief Clerk	180	35	55	270
C. H. Berry	" 1st C. "	155	35	18	208
A. R. Gillanders	"	155	35	42	232
E. Lodington, Jnr.	" 2nd "	150	35	39	224
R. A. Murray	"	145	35	20	200
H. A. Little	"	145	35	20	200
A. J. Draper	" 3rd "	145	30	17	192
H. J. C. Phillips	"	140	25	19	184
W. R. Sivell) <i>temporary</i>	" 4th "	155	35	9	199
B. P. Gallop	Assistant	135		33	168
A. L. Sims	"	135		49	184
J. D. Mackenzie	"	130		38	168
<i>2 vacancies</i>	Assistant	140		36	176
Messengers	"	135		33	168
S. T. Denney		88	15	10	113
George Girton		98	15		113
G. A. Blake		98	15		113
Richard Burditt		98	15		113
					£16,608

25 Personal. 220 Adjustment.

BIRMINGHAM.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
E.A.N. Smith	Agent	1,750			1,750
G. Dashwood	Sub-Agent	500			500
E. Sims	Chief Clerk	450		30	480
H. Humphreys	1st C. "	250	150	15 *	415
H. Dixon	"	250	150	15	415
H. Christian	2nd "	250	105	35	390
D.M.C.G. Junor	"	245	105	35	385
C. Butt	"	225	100	60	385
P.H. Smith	3rd "	205	70	65	340
A.H. Hawkes	"	195	70	55	320
C.G. Purton	4th "	200	35	65	300
H.L. Hawkes	"	185	35	60	280
W.F. Hastings	"	165	35	50	250
G.R. Gough	"	140	35	9	184
H.W.C. Williams	Assistant	140		36	176
J.M. Beale-Browne	"	135		33	168
Messengers					
D.H. Redgrave		98	15		113
Frederick Burditt		98	15		113
<hr/> <hr/>					£6,964

* £5 Personal. £10 Adjustment.

BRISTOL.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
M.A. Shee	Agent	1,000		300	1,300
F.D.C. Strettell	Sub-Agent	600		150 <i>[In lieu of House]</i>	750
W.C. Woollard, jun.,	Chief Clerk	450			450
C.H. Lavington	1st C.	250	150		400
A.H. Carpenter	"	230	130	30	390
E. Noaks	2nd "	215	105	65	385
A. Gregory	3rd "	220	70	80	370
E. Musgrove	"	195	60	25	280*
R.H. Fitzjames	4th "	165	35	32	232
F.E. May	"	150	35	15	200
E.A. Lockyer	Assistant	140		36	176
S.J. Williams	"	160	60	20	240
C.R.S. Cox	4th "	150	25	39	214
<u>Messengers</u>	"	140	35	1	176
R.H. Furzey	"	94	15	8	109
Herbert Lockwood	"	91	15		106
					£5,148
<u>Messengers</u>					
J.J. Westbore		98	15		113
F.J. Bunce		82	15		97

*An additional £15 at present in abeyance see Governor's Order 1st Dec 1902

LEEDS.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
J.H.Brand	Agent	1,400		100	1,400
E.W.Lidderdale	Sub-Agent	600			600
R.H.Little	Chief Clerk	550		30	550
W.E.Leffler	Snr.Clerk	245	165	50	410
R.F.Lee	1st C.Clk.	250	130	35	415
H.Baily	4th "	250	130	5	385
J.J.Froome	2nd "	200	105	50	355
B.Phillips	"	185	105		290
C.A.Hunt	"	155	95		250
A.E.Gore	3rd "	215	70	75	360
A.E.Bradley	"	175	70	40	285
S.J.Williams	"	160	60	20	240
C.R.S.Coxe	4th "	150	35	39	224
W.G.Gossage	"	140	35	1	176
M.Miles	"	135	25	8	168
<i>2 Assistants</i>					
<u>Messengers</u>					
J.J.Westbeare		98	15		113
W.J.Bunce		88	15		103
					£6,324

PLYMOUTH.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
W.T.Langford	Agent	800		100	900
H.K.N.Thurston	Sub-Agent	500			500
C.Barrington	Chief Clk.	400		30	430
O.Goldsmith	2nd C.Clk.	240	105	50	395
A.B.F.Prynne	3rd "	210	70	85	365
C.H.W.Buxton	4th "	205	35	85	325
W.Ager	Assistant	195		115	310
J.Hopkins	2nd C.Clk.	235	105	55	£3,225
E.Gibson	"	195	95	45	
Phillips	"	190	95	50	385
C.Purton	3rd C.Clk.	190	70	55	315
B.Oliver	"	180	60	50	290
R.Flowers	"	170	60	20	250
P.Blunt	"	150	60		210
M.Caldwell	4th C.Clk.	150	36	31	216
A.B.Coulson	"	190	35	45	270
F.Lloyd	"	140	30	38	208
E.Mertens	"	130	25	21	176
R.Dean	Assistant	195		77	272

W.Tappin		80	15		105
R.F.Savill		85	15		100

£3,225					

NEWCASTLE-UPON-TYNE.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
J.D. Nisal	Agent	1,000			1,000
A. Erskine	Agent	1,500		150	1,500
H. Gair	Sub-Agent	600			600
W. Relton	Chief Clerk	500	150		500
A.A. Piper	Snr. Clerk - vacant pro tem.		150		150
F. Cumberlege	1st C.Clk.	250	150	30	400
E. Richter	2nd "	250	140	5	395
H.V.V. Bradley	"	250	130	15	395
J. Hopkins	2nd C.Clk.	225	105	55	385
E. Gibson	"	195	95	45	335
Phillips	"	190	95	50	335
C. Purton	3rd C.Clk.	190	70	55	315
B. Oliver	"	180	60	50	290
R. Flowers	"	170	60	20	250
F. Blunt	"	150	60		210
M. Caldwell	4th C.Clk.	150	35	31	216
A.B. Coulson	"	190	35	45	270
E. Lloyd	"	140	30	38	208
I.L. Mertens	"	130	25	21	176
W.R. Dean	Assistant	195		77	272
	"				
	"				
<u>Messengers.</u>					
W. Tappin		88	15		103
B.F. Savill		85	15		100
					£7,255

HULL.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
J.D. Nicol	Agent	1,000			1,000
B. Molyneux	Agent	800			800
G.T. Charleton	Sub-Agent	600		150	750
J. de B. Fenwick	Sub-Agent	600			600
J. Stephens	Chief Clerk	450			450
J. Key	Chief Clerk	400		30	430
W.H. Gossage	1st C. Clerk	250	150		400
Richardson	2nd C. Clerk	250	20	55	400
G.A.L. Pyper	"	215	130	25	370
J. Anderson	3rd "	245	50	55	350
A.J. Murray	2nd "	250	105	30	385
J. Mary	4th "	200	25	77	292
A.J. Wilson	3rd "	215	60	80	355
J.H. Scott	"	170	60	45	275
S.G.B. Beaumont	4th "	140	25	11	176
L.A. Gash	"	135	25		160
V.A.B. Smith	Assistant	120		56	176
					22,899
<u>Messengers</u>					
Alfred Boyd		89	15		104
J.W. Duffield		79	15		94
					24,695

PORTSMOUTH.

Name	Class	Salary			Total
		Ordinary	Attaching to Office	Personal	
W. B. Molyneux	Agent Auditor	800		100	800
M. E. de B. Fenwick	Sub-Agent	500		100	500
A. Puzey	Chief Clerk	400	130	30	430
A. Richardson	2nd C. Clerk	250	95	55	400
E. Henderson	3rd "	245	60	55	360
H. R. Sharp	4th "	200	25	77	302
<i>Assistant</i>					£2,870
<u>Messenger</u>					
Frank Foot		92	15		107
					£2,899

AUDIT DEPARTMENT.

Name	Age	Service	Class	Salary			Total
				Ordinary	Attaching to Office	Personal	
R. Graham			Joint Auditor	500		100	600
C. Paget	1885	51	" "	500		100	600
F. F. Somers	1879	55	1st Clerk	245	130	85	460
R. H. Prideaux	1881	47	2nd "	190	80	40	310
H. F. A. Willis			3rd "	185	70	45	300
Jan. 1889	28	49	Robert [Name]		37/8	3/10	£2,270
Feb. 1888	34	51	George McKenna		36/7	3/10	
Oct. 1890	36	53	William John [Name]		31/6	3/10	
Jan. 1898	30	50	Alfred [Name]		34/1	3/10	
			<u>Data Porters</u>				
Oct. 1888	38	53	Harold Walker (Head Data Porter)		50/4	15/6	
			Emily Walker (Housekeeper)		11/7		
Nov. 1885	32	51	William Hamner (Data Porter)		32/4	3/9	
Feb. 1887	37	55	[Name]		37/6	7/9	
May 1891	33	50	David Arthur [Name]		33/2	3/9	
June 1893	35	52	Robert Thomas [Name]		34/10	3/11	
			<u>Classifications</u>				
Nov. 1895	34	57	Alfred [Name]		37/6	3/9	
Dec. 1886	37	44	Robert [Name]		36/3	3/10	
Jan. 1888	39	45	Arthur [Name]		35/3	3/10	
			<u>Classifications</u>				
Nov. 1877	33	54	Henry [Name]		37/6	3/9	
Apr. 1882	37	48	Emily [Name]		33/3	3/10	
May 1883	35	46	Thomas John [Name]		35/6	3/10	

DOOR-KEEPERS, MESSENGERS, PORTERS AND STREET-KEEPERS.

Elected	Age at Election	Present Age	Names	Appointed to Office	Wages per week			Total Wage per week
					Ordinary	Attaching to office	Personal	
<u>Door-Keepers</u>								
9 Mar. 1883	28	51	George Tolmie 1st	26 Feb 1891	s d 65/5		s d 9/3	£ s d 3:14: 8
1 Dec. 1879	29	55	John Diver 2nd	29 Mar 1883	57/8			2:17: 8
6 Apr. 1882	23	47	Robert Potter 3rd Gibbs	21 June 1906	46/2			2: 6: 2
<u>Parlour Messengers</u>								
1 Jan. 1885	28	49	Robert Cann	7 May 1896	37/8		s d 3/10	2: 1: 6
3 Dec. 1888	34	51	George McKenzie	23 Sept 1897	36/7		3/10	2: -: 5
2 Oct. 1899	26	32	William John Strong	21 Dec. 1899	31/2		3/10	1:15: -
0 Jan. 1898	30	38	Alfred Francis	21 June 1906	33/1		3/10	1:16:11
<u>Gate Porters</u>								
8 Oct. 1888	38	56	Maurice Walters (Head Gate Porter)	26 May 1891	50/-		15/5	3: 5: 5
			Emily Walters (Housekeeper)	do.	11/7			11: 7
0 Nov. 1865	21	61	William Hanney (2nd Gate Porter)	8 Nov 1900	42/4		5/9	2: 8: 1
9 Feb. 1871	27	63	Thomas Gare	9 July 1891	37/8	7/9		2: 5: 5
1 May 1891	23	38	David Arthur Clarke	15 Dec. 1898	33/1	5/9		1:18:10
4 June 1896	32	42	Samuel Thomas Denney	24 May 1906	33/10	3/10	1/11	1:19: 7
<u>Street-Keepers</u>								
8 Nov. 1875	26	57	Alfred Pearson	17 Feb. 1881	37/8	3/10		2: 1: 6
7 June 1889	27	44	Ernest Edward Adams	10 Dec. 1896	35/5	3/10		1:19: 3
9 Apr. 1883	22	45	Arthur Arnold	10 Mar 1898	36/3	3/10		2: -: 1
<u>Messengers to the Chief Accountant</u>								
9 Apr. 1877	25	54	Henry Hewett	29 Mar 1883	37/8	4/7	5/5	2: 7: 8
5 Apr. 1882	22	46	Henry Dicken	12 Mar 1890	36/3	3/10	5/5	2: 5: 6
1 May 1893	33	46	Thomas John Walter	1 Mar 1906	35/-	3/10		1:18:10

DOOR-KEEPERS, MESSENGERS, PORTERS AND STREET-KEEPERS, Cont.

Elected	Age at Election	Present age	Names	Appointed to Office	Wages per week			Total Wage per week
					Ordinary	Attaching to Office	Personal	
<u>Messengers to the Chief Cashier</u>								
					s d	s d	s d	£ s d
3 Feb. 1881	32	58	Henry Mortimore	9 Apr. 1891	37/8	4/7	6/3	2: 8: 6
8 Jan. 1891	27	43	John Evans	11 Mar 1897	35/-	3/10		1:18:10
<u>Messengers to the Secretary</u>								
15 Jan. 1885	34	56	Lawrence William Baker	29 Oct. 1891	37/8	10/-		2: 7: 8
17 Mar. 1887	25	44	Thomas Moore Johnson	7 May 1896	35/4	9/3		2: 4: 7
<u>Messenger to the Discount Office</u>								
28 Jan. 1892	33	48	William Gwillam	5 Mar 1903	36/3	3/10		2: -: 1
<u>Messenger to the Branch Banks Office</u>								
3 Oct. 1878	33	61	Joseph Ellis	17 May 1882	37/8	3/10	5/5	2: 6: 11
<u>Messenger to Stock Office Library</u>								
31 Mar. 1881	30	56	Edwin Henry Rodgers	14 Mar 1901	37/8	7/6	2/9	2: 8: 1
<u>Messengers to the Cashiers Store Office</u>								
5 Dec. 1872	29	62	John Robert Evans	12 Feb 1877	37/8	3/10	5/5	2: 6: 11
8 Nov. 1883	28	50	James SurrIDGE	13 Mar 1890	37/8	9/3		2: 6: 11
<u>Porters to the Treasury</u>								
1 Sept. 1887	26	45	William John Draper	8 June 1893	35/3	9/3		2: 5: 6
21 May 1891	34	49	George Guyatt	17 Mar 1898	36/3	3/1		1:19: 4
<u>Porters to the Securities Office</u>								
9 Jan. 1890	25	41	William Harrison Eke	21 Dec. 1899	34/3	3/10		1:18: 1
7 Mar. 1889	26	43	Joseph Lawrence	29 May 1902	35/-	3/1		1:18: 1
<u>Porter to the Intellers Office</u>								
21 May 1891	27	42	John Thomas Church	3 Jan 1906	35/-	3/1		1:18: 1

DOOR-KEEPERS, MESSENGERS, PORTERS AND STREET-KEEPERS, Cont.

Elected	Age at Election	Present Age	Names	Appointed to Office	Wages per week			Total Wages per week
					Ordinary	attaching to office	Personal	
<u>Porters to Issue Office</u>								
5 Nov. 1883	25	48	Robert Sim	13 Nov 1897	s d 37/8	s d 9/3		£ s d 2: 6: 11
8 Mar. 1895	35	46	Thomas Tovey	11 Dec 1902	34/3	3/1		1: 17: 4
8 June 1896	29	39	Percy William Lucas	3 Jan 1906	33/9	3/1		1: 16: 10
<u>Porter to the Printing & Storekeeper's Office</u>								
8 May 1885	24	45	John Netherclift	8 Jan 1903	36/3	8/6	s d 2/8	2: 7: 5
<u>Bullion Porters</u>								
7 Apr. 1876	29	59	James Lanham (Senior)	23 Mar 1882	37/8	11/7		2: 9: 3
5 June 1876	28	58	Richard Foreman (2nd)	2 Aug 1882	37/8	7/9		2: 5: 5
0 Nov. 1884	29	51	Arthur Fred ^k .Wallace (3rd)	14 May 1891	37/8	5/9		2: 3: 5
6 Aug. 1888	27	44	William Simonds	do.	35/5	3/10		1: 19: 3
7 May 1886	28	48	Wm. Chas. Hy. Crocker	29 Oct 1891	37/8	3/10		2: 1: 6
7 Feb. 1887	29	49	Frederick John Elliott	19 Mar 1896	37/8	3/10		2: 1: 6
5 Mar. 1888	30	48	Charles Newnham	2 June 1896	37/8			1: 17: 8
8 Feb. 1894	29	41	Edward Albert Gilbert	12 Mar 1902	34/3			1: 14: 3
<u>House Porters & Watchmen</u>								
3 Sept. 1877	26	55	John William Strudwick		37/8		9/3	2: 6: 11
4 July 1879	24	51	William Theed		37/8		8/1	2: 5: 9
9 Sept. 1881	29	54	Edwin Collins		37/8	5/5		2: 3: 1
2 Mar. 1882	28	52	James John Burrow		37/8		5/9	2: 3: 5
3 Apr. 1885	32	53	John Henry Collins		37/8	5/5		2: 3: 1
7 Mar. 1889	27	44	James Charles Smith		35/5			1: 15: 5
9 Jan. 1890	31	47	Joseph Gilbert		36/3			1: 16: 3
4 Sept. 1890	33	48	Joseph Thomas Avery		36/3			1: 16: 3
8 Dec. 1892	28	41	Albert William Smith		34/3			1: 14: 3
8 Feb. 1894	25	37	George William Mander		32/8			1: 13: 8
7 June 1894	29	41	James Johnston Wheatley		34/3			1: 14: 3

DOOR-KEEPERS, MESSENGERS, PORTERS AND STREET-KEEPERS, Cont.

Elected	Age at Election	Present Age	Names	Appointed to Office	Wages per week			Total Wages per week
					Ordinary	Attaching to Office	Personal	
<u>House Porters & Watchmen (Cont.)</u>								
7 June 1894	26	38	Thomas Rolfe		s d 33/1			£ s d 1:13: 1
23 Aug. 1894	30	42	Lewis Henry Field Fortescue		35/-		s d 2/8	1:17: 8
4 June 1896	33	43	George Andrews Clark		33/10			1:13:10
4 Feb. 1897	26	35	Ephraim Bird		31/11			1:11:11
3 Apr. 1898	32	40	Charles Mills		33/1			1:13: 1
8 Apr. 1898	28	36	Joseph Palmer Carr		32/6			1:12: 6
9 Dec. 1898	28	36	David Carpenter		32/8			1:12: 8
1 Dec. 1899	27	33	William James Capelin		31/6			1:11: 6
1 Jan. 1900	33	39	William Chapman		32/6			1:12: 6
1 Jan. 1900	32	38	John Lewis		32/6			1:12: 6
2 Mar. 1900	27	33	Charles Robert Albert Barnes		31/3			1:11: 3
6 Dec. 1900	26	31	Ernest Edward Wood		30/9			1:10: 9
4 Mar. 1901	25	30	Albert Pizzey		30/-			1:10: -
23 May 1901	27	32	William Joseph Brown		30/9			1:10: 9
2 Nov. 1901	29	34	Frederick Canelle		31/6			1:11: 6
30 Jan. 1902	28	32	Charles George Sargent		30/9			1:10: 9
6 Mar. 1902	34	38	Hollands Thomas Carpenter		31/6			1:11: 6
1 May 1902	30	34	Percy George Roberts Ward		31/6			1:11: 6
12 June 1902	26	30	James Alexander Gibson		30/-			1:10: -
4 Dec. 1902	26	29	John Mason		30/-			1:10: -
2 Apr. 1903	25	28	Frederick Charles Cooper		30/-			1:10: -
10 Mar. 1904	29	31	George William Lawrance		30/5			1:10: 5
2 June 1904	27	29	Charles Jesse Rose		30/-			1:10: -
1 Dec. 1904	27	28	Percy William Walton Mayer		30/-			1:10: -
12 Jan. 1905	29	30	Samuel Barnetson		30/-			1:10: -
22 June 1905	32	33	Herbert Joseph Miller		30/5			1:10: 5
21 Sept. 1905	30	30	John Harry Watson		30/5			1:10: 5
26 Apr. 1906	25	25	Alfred William Marlow		30/-			1:10: -
24 May 1906	29	29	Walter Leighton Lord		30/-			1:10: -

DOOR-KEEPERS, MESSENGERS, PORTERS AND STREET-KEEPERS, Cont.

Elected	Age at Election	Present age	Names	Appointed to Office	Wages per week			Total Wages per week		
					Ordinary.	Attaching to Office	Personal.	£	s	d
<u>Western Branch</u>										
16 Apr. 1891	28	43	Henry Joseph Honey	2 July 1891	s d 35/-	s d 1/11	s d 3/10	£	s	d
25 July 1889	34	50	James Shaw	26 Nov 1891	36/7	1/11		1:18:	6	
8 Sept. 1891	30	45	Henry White	5 Sept 1895	36/3	1/11		1:18:	2	
6 Apr. 1899	33	40	Francis Edward Cannon	30 Nov 1899	32/8	1/11		1:14:	7	
<u>Law Courts</u>										
19 Mar. 1896	34	45	George Isaac Stewart	7 Jan 1897	33/10	5/9		1:19:	7	
9 Jan. 1896	29	39	Francis Marshall Wells	11 Jan 1906	33/9	5/9		1:19:	6	
<u>Manchester</u>										
19 Dec. 1895	32	42	Frank Shooter	9 Jan 1896	34/3	5/9		2: -:	-	
29 Apr. 1897	27	36	Walter Thomas Weeks	17 June 1897	32/6	5/9		1:18:	3	
18 June 1896	25	35	George Bynoth	22 Dec 1902	31/11	5/9		1:17:	8	
<u>Liverpool</u>										
22 Dec. 1870	27	63	George Girton	9 Feb 1871	37/8	5/9		2: 3:	5	
22 Dec. 1870	23	58	George Arthur Blake	7 Nov 1872	37/8	5/9		2: 3:	5	
<u>Birmingham</u>										
26 Oct. 1871	25	59	David Halford Redgrave	14 May 1874	37/8	5/9		2: 3:	5	
15 Apr. 1880	29	55	Frederick Burditt	26 Jan 1882	37/8	5/9		2: 3:	5	
<u>Bristol</u>										
13 Mar. 1890	30	46	Richard Henry Furzey	9 Aug 1894	36/3	5/9		2: 2:	-	
8 June 1893	30	43	Herbert Lockwood	10 Feb 1896	35/-	5/9		2: -:	9	
<u>Leeds</u>										
23 Jan. 1879	30	57	John James Westbeare	26 Aug 1880	37/8	5/9		2: 3:	5	
2 Apr. 1896	34	44	William John Bunce	6 May 1897	33/10	5/9		1:19:	7	

DOOR-KEEPERS, MESSENGERS, PORTERS AND STREET-KEEPERS, Cont.

Elected	Age at election	Present age	Names.	Appointed to Office.	Wages per week.			Total Wages per week
					Ordinary.	Attaching to Office	Personal.	
<u>Plymouth</u>								
7 Nov. 1901	32	37	Charles Edward Phillips	24 May 1906	s d 31/11	s d 5/9		£ s d 1:17: 8
<u>Newcastle</u>								
7 Oct. 1895	29	39	George Walter Tappin	17 Sept 1896	33/10	5/9		1:19: 7
4 Aug. 1898	29	37	Samuel Benjamin French Savill	30 Mar 1899	32/8	5/9		1:18: 5
<u>Hull</u>								
0 June 1892	27	41	Alfred Boyd	13 Jan 1896	34/3	5/9		2: - : -
3 May 1901	26	31	John William Duffield	25 Feb 1904	30/5	5/9		1:16: 2
<u>Portsmouth</u>								
4 Sept. 1890	28	44	Frank Foot	22 Mar 1900	35/5	5/9		2: 1: 2

CLASSIFICATION OF THE STAFF, &c.

AMENDED AND APPROVED BY THE
MEMBERS OF THE BOARD OF DIRECTORS

1906

REPORT
OF
THE COMMITTEE
ON THE
CLASSIFICATION OF THE STAFF, &c.,

DATED THE 17TH APRIL, 1906,

AS AMENDED AND APPROVED BY THE
COURT OF THE 6TH DECEMBER,

1906.

THE COMMITTEE APPOINTED BY THE COURT OF THE
6TH NOVEMBER, 1902, TO CONSIDER THE QUESTION
OF THE CLASSIFICATION OF THE STAFF, AND THE
DISADVANTAGE AT WHICH THE BRANCH CLERKS
ARE PLACED IN APPLYING FOR VACANT POSTS AT THE
HEAD OFFICE,

REPORT TO THE COURT—

That they have had under their most careful consideration the matters referred to them by the Court, and also the petition of the 1st and 2nd Class Clerks in the Accountant's Department which was handed by the Governor to this Committee, upon its formation, for inclusion with the other matters referred to them.

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The examination into the merits of the petition brought forward by the Chief Accountant involved the preparation of most careful and complete statistics of his Department and that of the Chief Cashier; and occupied a very considerable time in the earlier sittings of the Committee. In the result the Committee are of opinion that, looking at their salary and hours of work during their service as a whole, the Clerks in the Accountant's Department have no ground for grievance; while as regards their representation that their average maximum salaries, and consequently their pensions, were lower than those of the Cashier's Department, the scheme which this Committee are now bringing forward places these Clerks in so improved a position in these respects that it should more than satisfy the hopes of the petitioners.

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The consideration of a uniform scheme of Classification is, it will be conceded, a wide question, including, as it does, an examination into the history and growth of the present complex system. The conditions of entrance into the service: the period of probation: the method of subsequent permanent appointment of a Clerk: the principles upon which not only the Clerks themselves, but also the Offices of the House have been hitherto classified: the unavoidable difference in the hours of work in the various Offices and Departments: and the entire present system of Branch service: have all been exhaustively considered by the Committee before they have attempted to design a classification and scale of salary which might equitably be substituted for the existing conditions, and at the same time be received favourably by the Staff. The careful and comprehensive review which the Committee have made of all these matters induces them to submit in their Report various further recommendations on many points which, though not directly coming under the head of classification, are closely connected with it as parts of the general scheme of service and administration. One of these suggestions, viz.: the establishment of a Standing Committee to consider Appointments and Promotions of the Staff, was brought forward in July last, and a Committee, as proposed, was then created by the Court.

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The Committee in the early part of their enquiry considered the comparative advantages of a scale in a single column, or, as at present, in two columns, termed respectively "ordinary" and "additional" salary—the one representing length of service, and the other, quality of service. They have decided in favour of maintaining the "double column" scale, but they are agreed that the present ratio of the two columns is disproportionate, and can be advantageously altered by diminishing the automatically increasing amount allotted to simple seniority, and considerably increasing that portion which represents a Clerk's efficiency, or "Class." 5

At present, the maximum salary reached by a Clerk in the 1st Class (including the Counter Clerks) varies from £378 to £390 according to his Department, of which £300 represents length of service, and the balance, £78 to £90, his "Class." The Committee suggest that the maximum for Clerks at the head of the 1st Class might very fairly be raised to £400—an amount which they find on enquiry is now paid by some of the leading London Banks to Clerks of similar standing—and might be apportioned as to £250 for seniority, and as to £150 for "Class." As regards the initial salary, the Committee are of opinion that it should be one upon which a Clerk should be able to maintain himself, and they are led to believe that this amount should not be placed lower than £100. At the same time, they think that the increase of salary in the first few years of a Clerk's service under the present system is unduly rapid, and that a considerable sum might fairly be saved to the Bank during this period, and be applied during the period of greater efficiency. 10 15 20

As regards entrance, the present age limits for Directors' nominees are from 18 to 25 years. It has been proved that the large majority of Clerks—say 89 per cent.—enter the service before they are 22 years of age, and that those who enter later have not, as a rule, by greater experience been able to overcome the disadvantage of the later start. The Committee have come to the conclusion that the interests of the Bank will be best served by reducing the maximum age for entrance; and they recommend that, in future, candidates must be 18 years of age and under 22 years of age or, by permission in exceptional cases, under 23 years of age; and that these age limits should also apply to the sons of Clerks and Pensioners entering the service. 25 30

With regard to a Clerk's probation, the Committee think that, in addition to the present system of a stringent two years' period, it would be well that after this a Clerk should have it clearly before him for some years that his position is still a probationary one; and they have embodied this idea in the proposals they bring forward. 35

They suggest that, in future, no Clerk should be attached to a Department or sent to a Branch until he has completed his first two years' probation and his reports have been approved. After this, instead of his being at once definitely appointed to a particular Office, the Committee think it better that he should be simply attached as an "Assistant" to one or other of the Departments, or to a Branch, as vacancies occur; and that he might be allowed his choice of a Department or of the Branch service as far as the needs of the Bank permit. They propose that he should then be movable within his Department during the next three years and be 40 45

reported upon half-yearly; and that only then, *i.e.*, after five years' service, if found satisfactory, should he be eligible for appointment to a particular Office or Branch, in the 4th or Junior Class, when his "additional" salary would commence. This system will not, of course, prevent earlier selection for appointment in the case of Assistants who are considered by the Head of their Department or Agent to be specially promising men; and, on the other hand, should these five years' Reports show that a Clerk, though qualified for the 4th Class, is unlikely ever to secure further promotion, at any rate beyond the 3rd Class, the Committee think that it should be pointed out to him at once that in the circumstances his maximum salary can, in all probability, never exceed the pay of these classes (say £285 as a 4th Class Clerk, or £320 as a 3rd Class, according to the scale now proposed). He would then be able, at a sufficiently early age, to reconsider his prospects, and the advisability of leaving the Bank's service.

The foregoing plan embodies an idea on which the Committee lay great stress. They consider that the entrance by a Clerk into each Class, and especially into the 1st Class, should be felt by him to be a matter of great importance and not merely his right by rotation or seniority. By increasing not only the additional salary attaching to the Classes generally, but also by accentuating the difference in salary between one Class and the next above it, the Committee feel that they are increasing the responsibility of those entrusted with the selections for promotion, and also ensuring that the Clerks shall realise that by efficiency alone can they obtain further advancement.

There appears nothing in the system of the Branches in London differentiating them appreciably from the Head Office; but in the case of the Country Branches the Committee are met by the fact that the scale of "Class" pay at these Branches is considerably higher than that at the Head Office, this having been the most striking factor in that inequality of classification which attracted the notice of the Risk Money Committee. Though every Clerk, on entering the service, engages most definitely to go to a Branch if required to do so, the Court have hitherto preferred to attract volunteers for Branch service by increased pay rather than to select them for the duty. The Committee are of opinion that there is no sufficient reason for the continuance of this practice, and recommend that the salary of Clerks at the Country Branches be on the same basis as that of the other clerks in the Bank service. They consider that an experience of the work of a Branch is a valuable part of a young Clerk's training, and that if he be offered the option of returning to the Head Office after a term of years without loss of seniority, or of remaining at the Branch, the system will prove advantageous alike to the Clerk and to the Bank. In connection with this question the Committee are of opinion that the Chief Clerks of all the Branches should be placed on a level with Principals of Offices at the Head Office of correspondingly responsible positions; and they have given effect to this view in their salary proposals.

The Committee have gone fully into the question of the payments now made for overtime and other special work. Some of this work, such as the issue and inscription of loans, occurs at uncertain periods, and necessitates very late hours; moreover, the Bank receive special remuneration in respect of it. For this and other similar work—occasional in character and requiring performance

in the shortest possible time—such as the opening of new Stock Ledgers, or a re-taxing of Dividends following on a change in the rate of Income Tax, the Committee consider additional payment, as made at present, equitable and proper.

The envelopes for posting the Dividend Warrants are at present written and checked within a period of about 10 days at the end of each quarter, after the usual office hours, at a cost to the Bank of £2 per 1,000. The Committee, after discussion of various alternatives, recommend that the addresses, &c., on these envelopes be printed in future. They gather from the Principal of the Printing Office that the expense of printing these envelopes will be less than the present cost of writing them.

The Committee consider that the remaining work which has hitherto been specially paid for is part of the Clerks' ordinary duties, and should therefore be performed without extra remuneration. The only payment under this head which in their opinion may be treated exceptionally is the allowance of £15 now given to the Clerks in the Dividend Pay Office, and the Committee propose that the present Staff of the Office should be permitted to retain this extra allowance on the conditions* on which it was granted.

They also consider that the existing systems of "Extra Duty Clerks" and "Special Duty Clerks" should be abolished, and they think it important that the whole Staff of the Bank should clearly understand that they are liable to be called upon to assist in any of the work of any Office in their Department.

With this prefatory introduction the Committee beg to make the following recommendations, viz. :—

A. Classification.

1. That a uniform classification, and scale of salary, be adopted for the Staff throughout the Bank, including both the Head Office and the Branches. The classification, however, will not extend to the Secretary's Office nor to the Audit Department, which are offices of a special nature; nor to the Printing and Storekeeper's Office, for the same reason. The Committee recommend that the Clerks in the Audit Department should be eligible for Cashierships.

2. That a Clerk's salary according to this scale shall cover all those duties which he may be ordinarily called upon to perform; and that all extra payments for such duties be abolished.

3. That the *present* Staff of the Dividend Pay Office be allowed, exceptionally, to retain their extra salary of £15 a year, on the conditions* on which it was granted at the time of the abolition of Risk Money.

4. That the existing systems of Extra Duty Clerks and Special Duty Clerks be abolished.

5. That all special titles for Clerks, wherever possible, be abolished.

* See Report of Risk Money Committee, approved by the Court of the 6th November, 1902.

Classification (continued).

6. That all Candidates for admission to the service, both Directors' nominees and the sons of Clerks and Pensioners, be 18 years of age, and under 22 years of age; except in the case of University graduates, or in other special circumstances, when the leave of the Court may be asked, provided the candidate be under 23 years of age. Candidates must be unmarried. 5

7. That all Clerks, when elected, shall be on probation for 5 years. For the first two years a Clerk shall remain on the Unattached list, but when vacancies exist on the Staff of the Head Office for "Assistants" and there are no Clerks of two years' approved service to fill them, Clerks of less than two years' service may be assigned to the Accountant's and Cashier's Departments respectively until such time as they can be appointed Assistants. The whole staff of Unattached Clerks shall be reported on at the following dates, viz.:—1st February, 1st May, 1st August, and 1st November in each year, but a Principal need not report on an Unattached Clerk until he has worked in his office for a month, unless his work has been unsatisfactory, or the Controller considers it advisable to ask for a Report. All these Reports shall be submitted to the Chief Cashier and Chief Accountant for their comments, and be then handed to the Secretary, to be brought by him before the Committee for the Examination of Clerks in May and November, or oftener if necessary. Clerks whose Reports are not satisfactory shall not be continued in the service. 10
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8. That Clerks who have passed their first two years' service satisfactorily be then attached to one or other of the Departments or to a Branch, as the needs of the service may require, and be designated Assistants. They shall not be appointed to a particular office, but be transferable within their Department. They shall continue Assistants for three years unless previously promoted for merit, and Reports upon them shall continue to be made on change of office and half-yearly. If the Reports on any Assistant are unsatisfactory he shall not be continued in the service. 25
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9. That, if the Reports made at the end of five years upon a Clerk prove sufficiently satisfactory, he shall then be qualified for promotion to the permanent Staff. At the same time, should they show that he is unlikely to secure continuous promotion in due course, he shall be informed to that effect. 35

10. That the Classed Staff, both at the Head Office and Branches, be divided into four classes, with Senior Clerks and Superintendents. Appointment to each Class and promotion within a Class to depend on efficiency. Reports on all these Clerks to be made annually. 40

Classification (*continued*).

11. That these Reports upon the Assistants and the permanent Staff be made by the various Principals to the Head of their Department, and by the Agents to the Principal of the Branch Banks Office, for submission to the Committee for Appointments and Promotions of the Staff.

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12. That in future no Clerk who has failed to obtain promotion in the ordinary course and to reach at least the First Class, be eligible for a Cashiership; and that in making appointments to Cashierships, while due regard should be given to seniority, merit and the interests of the Service be also carefully considered. The case of any member of the existing Staff, who has failed through exceptional circumstances to obtain promotion to the First Class, and is therefore ineligible for a Cashiership, to be specially considered.

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B. Branch Service.

1. That the "additional" salary of Clerks at the Country Branches be the same in future as that of the corresponding classes at the Head Office.

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2. That Assistants or Unattached Clerks of at least two years' approved service be seconded from the Head Office—by selection, if necessary—to fill vacancies among the Assistants at the Branches. Such Assistants to remain in the Branch Service until their turn comes for promotion to the "classed" Staff either at the Head Office or at the Branches. Their applications for 4th class vacancies at the Branches to have prior consideration to those of applicants from the Head Office.

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3. That, if no suitable Clerk or Assistant apply for a vacancy in the "classed" Staff at the Branches, such vacancy shall be filled by seconding a clerk of corresponding position from the Head Office.

4. That as soon as a clerk has completed his first five years' service in the "classed" Staff at the Branches, he shall have an option of continuing in the Branch service, or of returning to the Head Office, without loss of seniority, as soon as a suitable vacancy occurs; but he shall not be entitled to resume his seniority in the Accountant's Department unless he has previously served at least 18 months on the Staff of that Department. (This recommendation to apply to all Clerks appointed to the Classed Staff of the Branches subsequent to the 1st March, 1901.)

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5. That the appointment of a Clerk in the Branch Service shall not debar him at any time from applying for vacancies in the better offices at the Head Office.

C. Salary.

1. That the salary scale be a double-column scale, the first column representing a Clerk's "ordinary" salary according to length of service, and the second column his "additional" salary according to his class or position.

2. That the "ordinary" salaries of all Clerks entering the Bank be £100 a year, irrespective of age, for the first two years of their service and until they are approved as eligible for Assistantships. 5

3. That this "ordinary" salary be then raised by £10 a year to £130, and subsequently by £5 a year to £250; thus rising in the 29th year of service to a maximum of £250, instead of to £280 in the 23rd year (approximately) as in the existing scale. The "Long Service Pay" of £20 to be abolished. 10

4. That an Assistant receive no "additional" salary, he being still a probationary Clerk, and his "ordinary" salary being in the opinion of the Committee sufficient. 15

5. That the "additional" salary attaching to the Classes be as follows:—

4th Class	£25 on entry, rising to	£35.	
3rd	„	£60	„ „ £70.
2nd	„	£95	„ „ £105. 20
1st	„	£130	„ „ £150.

The rises in the 4th, 3rd, and 2nd Classes to be granted at the rate of £5 a year, and in the 1st Class by £10 at intervals of not less than 3 years. These rises to be granted only to Clerks whose annual Reports are satisfactory. 25

(Thus, a Clerk who rises uninterruptedly to the top of the 1st Class would, at about the present rate of promotion, reach a maximum salary of £250 + £150 = £400, after 28 years' service, or at the age of 47 or 48.) 30

All annual rises to take place, as at present, on the 1st March under the following Regulations, viz.:—

That those Clerks receiving the increase to £110 in the "ordinary" salary subsequent to the 1st September shall not be entitled to any further "annual" rise in the following March; and, 35

That a Clerk shall not be entitled to a rise in his "additional" salary "within the Class," unless he entered the Class on or before the previous 1st June: the three years in the 1st Class to be calculated on the same basis.

Salary (*continued*).

6. That no Clerk be recommended for promotion to the 2nd Class unless he be deemed eligible for promotion to the 1st Class in the ordinary course.

7. That the "additional" salaries of the two higher grades of Clerks, viz., the Senior Clerks and Superintendents, commence at £155 and £170 respectively, rising by increments of £5 a year to £165 and £180. The maximum salary for a Senior Clerk will thus be £415, and for a Superintendent £430. 5

8. That the "additional" salary of the Chief Clerks in the Chief Cashier's, Chief Accountant's, and Branch Banks, Offices be £230, rising by £10 annually to £280. The Clerk next to the Chief Clerk in each of these Offices to be styled Second Clerk; his "additional" salary to be that of a Superintendent. 10

9. That the Chief Clerks at all the Branches be ranked as Principals and paid, not according to the scale, but by salary in one sum, in the same manner as Principals at the Head Office, except that at certain of the Branches as proposed below the amount attaching to the post shall have a minimum and maximum limit, viz.: 15

Western Branch	£ 600 per annum (as at present).	
Law Courts	£ 500 per annum.	20
Liverpool	£ 600 to £ 700 „	
Manchester	£ 550 to £ 650 „	
Leeds	£ 500 to £ 550 „	
Newcastle }		
Birmingham }	£ 450 „	
Bristol		
Hull		
Portsmouth }	£ 400 „	25
Plymouth }		

At the Western and Liverpool Branches, the Clerk next to the Chief Clerk to be styled Deputy Chief Clerk, and to receive a salary of £450.

Any further increase to be by "personal additional" salary, following the custom in force in the case of Principals at the Head Office. 30

The Committee also recommend that the Second Deputy Principal of the Branch Banks Office and the Assistant to the Principal of the Discount Office be styled Assistant Principal, and receive a salary, attaching to the post, of £550 a year.

The Committee understand that the scheme of classification and scale of salary proposed are in principle acceptable to the Court, and they have accordingly, with the assistance of the Chief Cashier, the Chief Accountant, and the Principal of the Branch Banks Office, made out a new classification scheme for the entire Staff on the lines indicated. In certain offices, *e.g.*, the Chief Cashier's, Chief Accountant's, Branch Banks and Discount, Offices, the Clerks have not hitherto been divided into classes, but are ranked by individual seniority, with special additional salaries attaching to each office and to certain posts. After careful consideration the Committee have included them in the general scheme, with, they think, undoubted advantage in many ways.

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A schedule shewing the numbers in the classes in the various offices of each Department and at the Branches, as at present and as under the re-classification proposed by this Committee, is appended.

The Committee recommend that the proposed classification and scale of salary be adopted at once and applied to the Staff, and that any member of the present fixed Staff who, under the new scale, shall during the next ten years be receiving less salary than he would have received under the old scale, shall receive a "personal adjustment" salary equal to the difference, but that a Clerk shall not at any time receive compensation in respect of any alleged loss of promotion, nor shall he be entitled to any benefit from the old scale in respect of promotion above the 1st Class. They recommend that in this future theoretical calculation of salary on the old scale, Clerks may be allowed to rank for "Long Service" pay until the 1st May, 1908. This will benefit a few men who may reasonably have expected to receive this pay in the near future, and who will not be benefited by the changed scale. The present Unattached Clerks shall only be entitled to compensation in connection with the old scale so far as their present salaries are concerned.

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In considering the question of promotion in the higher classes, and the position of those Clerks who from various causes may not receive full promotion in due course, the Committee have referred to the existing Regulations governing retirement and pension, and they are struck by the fact that, although permission is given to the Clerk to tender his resignation, with expectation of pension, at any time within five years of the age limit of 65, no provision exists, or has at any rate been directly intimated to the Staff, that the Bank may exercise a corresponding power of compulsory retirement. As experience has shown such procedure to be desirable in several instances, they recommend that an addition to these regulations be made, and brought to the notice of the Staff, that any person who at the age of 50 has not proved himself eligible for promotion from the 3rd Class, or at 55 from the 2nd Class, or who at 60 years of age in the opinion of the Court is unfitted for further service, may then or later be required to retire on such pension, not exceeding the scale, as may be deemed equitable.

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D. Pensions.

They further recommend that from the present date henceforward all pensions granted according to the scale be calculated on the average annual amount of salary received by a Clerk during his last three years of service. (This recommendation not to apply, however, to Clerks pensioned upon the salaries they were enjoying on or before the 1st March, 1906. 5

The Committee also recommend that a slight modification—consequent, in part, upon their scheme—be made in the list of those entitled to the maximum annual leave of 30 days; and that the scale henceforward be as follows:—

To Clerks of under 15 years' completed service	21 working days.	10
" over " " " " " " " " " " " " " "	27 "	
To Principals, Deputy Principals, Assistant Principals, Cashiers, Superintendents, Senior Clerks, and those ranking as such	30 "	

W. MIDDLETON CAMPBELL,

Deputy Governor,

CHAIRMAN.

BANK OF ENGLAND,
17th April, 1906.

*SCHEDULE SHOWING THE EXISTING CLASSIFICATION, AND THAT
RECOMMENDED BY THE COMMITTEE.*

ACCOUNTANT'S DEPARTMENT.

PRESENT SYSTEM.	PROPOSED RE-CLASSIFICATION.	PRESENT SYSTEM.	PROPOSED RE-CLASSIFICATION.
<i>Chief Accountant's Office.</i>		<i>Dividend Office.</i>	
1 Chief Clerk.	1 Chief Clerk.	1 Superintendent.	3 Superintendents.
1 First Clerk.	1 Second Clerk.	4 Senior Clerks.	1 Senior Clerk.
9 Clerks.	2 Senior Clerks.	8 1st Class Clerks.	10 1st Class Clerks.
3 Assistants (at £60).	3 1st Class Clerks.	8 2nd Class Clerks.	10 2nd Class Clerks.
	4 2nd Class Clerks.	7 3rd Class Clerks.	12 3rd Class Clerks.
	3 3rd Class Clerks.	8 4th Class Clerks.	14 4th Class Clerks.
14	14	15	50
<i>Accountant's Bank Note Office.</i>		<i>India Office.</i>	
1 Superintendent.	2 Superintendents.	1 Senior Clerk.	1 Superintendent.
2 Senior Clerks.	1 Senior Clerk.	1 1st Class Clerk.	2 1st Class Clerks.
2 1st Class Clerks.	3 1st Class Clerks.	2 2nd Class Clerks.	2 2nd Class Clerks.
7 2nd Class Clerks.	7 2nd Class Clerks.	3 3rd Class Clerks.	2 3rd Class Clerks.
11 3rd Class Clerks.	9 3rd Class Clerks.	7	7
4 4th Class Clerks.	11 4th Class Clerks.		
5 5th Class Clerks.			
4 Assistants	(2 Assistants.)		
36	35		
<i>Bank Stock Office.</i>		<i>Register Office.</i>	
	2 Superintendents.		1 Superintendent.
1 Senior Clerk.	1 Senior Clerk.	1 Senior Clerk.	1 Senior Clerk.
5 1st Class Clerks.	4 1st Class Clerks.	2 1st Class Clerks.	2 1st Class Clerks.
6 2nd Class Clerks.	5 2nd Class Clerks.	3 2nd Class Clerks.	2 2nd Class Clerks.
4 3rd Class Clerks.	7 3rd Class Clerks.	3 3rd Class Clerks.	3 3rd Class Clerks.
3 4th Class Clerks.	7 4th Class Clerks.	9	9
7 5th Class Clerks.			
8 Assistants.	(9 Assistants.)		
34	35		
<i>Consols Office.</i>		<i>Power of Attorney Office.</i>	
	2 Superintendents.		1 Superintendent.
1 Senior Clerk.	1 Senior Clerk.	1 Senior Clerk.	1 Senior Clerk.
7 1st Class Clerks.	6 1st Class Clerks.	4 1st Class Clerks.	4 1st Class Clerks.
6 2nd Class Clerks.	7 2nd Class Clerks.	6 2nd Class Clerks.	5 2nd Class Clerks.
7 3rd Class Clerks.	10 3rd Class Clerks.	5 3rd Class Clerks.	6 3rd Class Clerks.
10 4th Class Clerks.	17 4th Class Clerks.	2 4th Class Clerks.	2 4th Class Clerks.
11 5th Class Clerks.			(2 Assistants.)
11 Assistants.	(10 Assistants.)	18	21
53	53		
<i>Colonial and Corporation Stocks Office.</i>		<i>Dividend Accounts Office.</i>	
	2 Superintendents.		1 Superintendent.
1 Senior Clerk.	1 Senior Clerk.	1 Senior Clerk.	1 Senior Clerk.
5 1st Class Clerks.	4 1st Class Clerks.	3 1st Class Clerks.	3 1st Class Clerks.
5 2nd Class Clerks.	5 2nd Class Clerks.	2 2nd Class Clerks.	2 2nd Class Clerks.
6 3rd Class Clerks.	9 3rd Class Clerks.	2 3rd Class Clerks.	4 3rd Class Clerks.
4 4th Class Clerks.	10 4th Class Clerks.	3 4th Class Clerks.	5 4th Class Clerks.
11 5th Class Clerks.		2 5th Class Clerks.	
6 Assistants.	(7 Assistants.)	3 Assistants.	
38	38	16	16

SCHEDULE SHOWING THE EXISTING CLASSIFICATION, AND THAT
RECOMMENDED BY THE COMMITTEE.

CASHIER'S DEPARTMENT.

PRESENT SYSTEM.	PROPOSED RE-CLASSIFICATION.	PRESENT SYSTEM.	PROPOSED RE-CLASSIFICATION.
<i>Chief Cashier's Office.</i>		<i>In-Tellers' Office.</i>	
1 Chief Clerk.	1 Chief Clerk.	1 1st Class Clerk.	1 Senior Clerk.
1 First Clerk.	1 Second Clerk.	1 2nd Class Clerk.	1 1st Class Clerk.
7 Clerks.	2 Senior Clerks.	3 3rd Class Clerks.	1 2nd Class Clerk.
3 Assistants (at £60)	3 1st Class Clerks.	4 4th Class Clerks.	2 3rd Class Clerks.
	4 2nd Class Clerks.	2 5th Class Clerks.	4 4th Class Clerks.
	3 3rd Class Clerks.		(2 Assistants.)
12	14	11	11
<i>Cashier's Store Office.</i>		<i>Issue Office.</i>	
1 Senior Clerk.	1 Senior Clerk.	1 Superintendent.	1 Superintendent.
1 1st Class Clerk.	1 1st Class Clerk.	2 Senior Clerks.	2 Senior Clerks.
6 Clerks.	3 2nd Class Clerks.	2 1st Class Clerks.	2 1st Class Clerks.
1 Supernumerary.	3 3rd Class Clerks.	3 2nd Class Clerks.	3 2nd Class Clerks.
1 4th Class Clerk.	2 4th Class Clerks.	5 3rd Class Clerks.	5 3rd Class Clerks.
		2 4th Class Clerks.	2 4th Class Clerks.
10	10	15	15
<i>Discount Office.</i>		<i>Private Drawing Office.</i>	
1 Senior Clerk.	1 Superintendent.	5 Superintendents.	5 Superintendents.
2 Clerks.	1 1st Class Clerk.	1 Senior Clerk.	1 Senior Clerk.
1 Assistant (at £60)	1 2nd Class Clerk.	17 Counter Clerks.	
	1 3rd Class Clerk.	6 1st Class Clerks.	17 1st Class Clerks.
		10 2nd Class Clerks.	11 2nd Class Clerks.
		24 3rd Class Clerks.	24 3rd Class Clerks.
		24 4th Class Clerks.	35 4th Class Clerks.
		12 5th Class Clerks.	
4	4	19	(25 Assistants.)
<i>Branch Banks Office.</i>		<i>Public Drawing Office.</i>	
1 Chief Clerk.	1 Chief Clerk.	1 Superintendent.	2 Superintendents.
1 Senior Clerk.	1 Second Clerk.	1 Senior Clerk.	
1 Second Clerk.	2 Senior Clerks.	6 Counter Clerks.	
13 Clerks.	4 1st Class Clerks.	2 1st Class Clerks.	6 1st Class Clerks.
2 Assistants (at £60)	5 2nd Class Clerks.	5 2nd Class Clerks.	3 2nd Class Clerks.
	5 3rd Class Clerks.	6 3rd Class Clerks.	7 3rd Class Clerks.
		6 4th Class Clerks.	7 4th Class Clerks.
		4 5th Class Clerks.	
		2 Assistants.	(8 Assistants.)
18	18	33	33
<i>Bullion Office.</i>		<i>Bill Office.</i>	
1 First Clerk.	1 Superintendent.	1 Superintendent.	4 Superintendents.
2 Clerks.	1 1st Class Clerk.	3 Senior Clerks.	
1 Assistant (at £60)	1 2nd Class Clerk.	10 1st Class Clerks.	10 1st Class Clerks.
	1 3rd Class Clerk.	8 2nd Class Clerks.	8 2nd Class Clerks.
		13 3rd Class Clerks.	13 3rd Class Clerks.
		18 4th Class Clerks.	15 4th Class Clerks.
		7 Assistants.	(10 Assistants.)
4	4	60	60
<i>Securities Office.</i>		<i>Dividend Pay Office.</i>	
1 Superintendent.	1 Superintendent.	2 Superintendents.	2 Superintendents.
1 Senior Clerk.	1 Senior Clerk.	4 1st Class Clerks.	4 1st Class Clerks.
2 1st Class Clerks.	3 1st Class Clerks.	3 2nd Class Clerks.	4 2nd Class Clerks.
4 2nd Class Clerks.	3 2nd Class Clerks.	4 3rd Class Clerks.	3 3rd Class Clerks.
3 3rd Class Clerks.	3 3rd Class Clerks.	5 4th Class Clerks.	5 4th Class Clerks.
4 4th Class Clerks.	4 4th Class Clerks.	3 Assistants.	(3 Assistants.)
2 5th Class Clerks.	(2 Assistants.)		
17	17	21	21

SCHEDULE SHOWING THE EXISTING CLASSIFICATION, AND THAT
RECOMMENDED BY THE COMMITTEE.

BRANCHES.

PRESENT SYSTEM.	PROPOSED RE-CLASSIFICATION.	PRESENT SYSTEM.	PROPOSED RE-CLASSIFICATION.
<i>Western Branch.</i>		<i>Bristol Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.	1 Chief Clerk.	1 Chief Clerk.
1 Security Clerk (Second Clerk)	1 Deputy Chief Clerk.	1 1st Class Clerk.	2 1st Class Clerks
4 Senior Clerks.	2 Superintendents.	2 2nd Class Clerks.	1 2nd Class Clerk
9 1st Class Clerks.	2 Senior Clerks.	1 3rd Class Clerk.	2 3rd Class Clerks.
9 2nd Class Clerks.	9 1st Class Clerks.	3 4th Class Clerks.	2 4th Class Clerks.
9 3rd Class Clerks.	10 2nd Class Clerks.	1 Assistant.	(1 Assistant.)
12 4th Class Clerks.	8 3rd Class Clerks.	9	9
	8 4th Class Clerks.		
	(4 Assistants.)		
45	45		
<i>Law Courts Branch.</i>		<i>Leeds Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.	1 Chief Clerk.	1 Chief Clerk.
2 Senior Clerks.	1 Senior Clerk.	1 Senior Clerk.	1 Senior Clerk.
3 1st Class Clerks.	4 1st Class Clerks.	1 1st Class Clerk.	2 1st Class Clerks.
3 2nd Class Clerks.	3 2nd Class Clerks.	3 2nd Class Clerks.	3 2nd Class Clerks.
3 3rd Class Clerks.	3 3rd Class Clerks.	2 3rd Class Clerks.	3 3rd Class Clerks.
7 4th Class Clerks.	4 4th Class Clerks.	4 4th Class Clerks.	3 4th Class Clerks.
	(3 Assistants.)	3 Assistants.	(2 Assistants.)
19	19	15	15
<i>Manchester Branch.</i>		<i>Plymouth Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.	1 Chief Clerk.	1 Chief Clerk.
1 1st Senior Clerk.	1 Superintendent.	1 1st Class Clerk.	1 2nd Class Clerk.
1 2nd Senior Clerk.	1 Senior Clerk.	1 2nd Class Clerk.	1 3rd Class Clerk.
2 1st Class Clerks.	3 1st Class Clerks.	1 3rd Class Clerk.	1 4th Class Clerk.
3 2nd Class Clerks.	4 2nd Class Clerks.	1 4th Class Clerk.	(1 Assistant.)
3 3rd Class Clerks.	3 3rd Class Clerks.	5	5
8 4th Class Clerks.	6 4th Class Clerks.		
3 Assistants.	(3 Assistants.)		
22	22		
<i>Liverpool Branch.</i>		<i>Newcastle Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.	1 Chief Clerk.	1 Chief Clerk.
4 Senior Clerks.	1 Deputy Chief Clerk.	1 Senior Clerk.	1 Senior Clerk.
5 1st Class Clerks.	1 Superintendent.	2 1st Class Clerks.	2 1st Class Clerks.
5 2nd Class Clerks.	2 Senior Clerks.	2 2nd Class Clerks.	3 2nd Class Clerks.
11 3rd Class Clerks.	7 1st Class Clerks.	3 3rd Class Clerks.	4 3rd Class Clerks.
11 4th Class Clerks.	5 2nd Class Clerks.	6 4th Class Clerks.	4 4th Class Clerks.
5 Assistants.	8 3rd Class Clerks.	3 Assistants.	(3 Assistants.)
	12 4th Class Clerks.	18	18
	(5 Assistants.)		
42	42		
<i>Birmingham Branch.</i>		<i>Hull Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.	1 Chief Clerk.	1 Chief Clerk.
1 Senior Clerk.	1 Deputy Chief Clerk.	1 1st Class Clerk.	2 1st Class Clerks.
1 1st Class Clerk.	1 Superintendent.	1 2nd Class Clerk.	1 2nd Class Clerk.
3 2nd Class Clerks.	2 Senior Clerks.	1 3rd Class Clerk.	2 3rd Class Clerks.
3 3rd Class Clerks.	7 1st Class Clerks.	2 4th Class Clerks.	2 4th Class Clerks.
4 4th Class Clerks.	5 2nd Class Clerks.	3 Assistants.	(1 Assistant.)
1 Assistant.	8 3rd Class Clerks.	9	9
	12 4th Class Clerks.		
	(2 Assistants.)		
14	14		
<i>Portsmouth Branch.</i>		<i>Portsmouth Branch.</i>	
1 Chief Clerk.	1 Chief Clerk.	1 Chief Clerk.	1 Chief Clerk.
1 Senior Clerk.	1 Deputy Chief Clerk.	1 1st Class Clerk.	1 2nd Class Clerk.
1 1st Class Clerk.	1 Superintendent.	1 3rd Class Clerk.	1 3rd Class Clerk.
3 2nd Class Clerks.	2 Senior Clerks.	1 4th Class Clerk.	1 4th Class Clerk.
3 3rd Class Clerks.	7 1st Class Clerks.	1 Assistant.	(1 Assistant.)
4 4th Class Clerks.	5 2nd Class Clerks.	5	5
1 Assistant.	8 3rd Class Clerks.		
	12 4th Class Clerks.		
	(2 Assistants.)		
14	14		

SUMMARY.

PROPOSED CLASSIFICATION,

Showing the numbers in each Class in the separate Departments.

DEPARTMENT.	Chief Clerks.	Deputy Chief Clerks.	Second Clerks.	Super-intendents.	Senior Clerks.	1st Class Clerks.	2nd Class Clerks.	3rd Class Clerks.	4th Class Clerks.	Assistants.	TOTAL.
*CHIEF ACCOUNTANT'S	1	-	1	15	10	41	49	65	66	30	278
†CHIEF CASHIER'S	2	-	2	17	10	53	47	70	74	50	325
†BRANCHES	11	2	-	4	8	33	35	37	47	26	203
TOTAL	14	2	3	36	28	127	131	172	187	106	806

* In addition there is a Stock Office Librarian who ranks as a Senior Clerk.

† In addition there are 14 Cashierships open to Clerks in the Chief Cashier's Department and at the Branches.

17th April, 1906.

