

such an aggregate number of marks as may indicate in the judgment of the Civil Service Commissioners a competent amount of general proficiency.

5. Open Competitive Examinations for the purpose of testing the qualifications of Candidates in the above-mentioned subjects will be held by the Civil Service Commissioners from time to time as may be necessary, and a certain number, regulated by the probable demand from the Public Departments, of those who show sufficient proficiency will be placed upon the Registers kept by the Commissioners, and will be available for employment as their services are required. The competitions for the Irish service will, as a rule, be held at the same time as the competitions for service in Great Britain, and the list of successful candidates for Ireland will be separate from that of the successful candidates for service in Great Britain. Candidates can enter for both competitions, when they are held simultaneously, paying only one fee. If successful in both they will be entered on the Register for Great Britain only, or on that for Ireland only, or on both Registers according to their choice.

6. The fee payable for attending an examination will be 10s.

7. Boy Clerks placed on these Registers will be summoned for employment in any of the Public Departments as they are wanted. When not wanted, they will have no claim to employment. Refusing to serve when called upon, except for reasons satisfactory to the Civil Service Commissioners, they will be removed from the Registers. The order in which they may be employed, the Departments to which they may be assigned, and their retention generally on the Registers, will be determined by the Civil Service Commissioners; but they will be subject to the orders of the Departments in which they are serving during the time of their actual employment, and will be liable to dismissal from them by the authorities thereof, without notice, for inefficiency or misconduct.

Boy Clerks resigning, or procuring their own discharges from Departments, except for sufficient reasons proved to the satisfaction of the Civil Service Commissioners, will be removed from the Registers.

Their assignment for service will, as a general rule, be according to their order of merit in the examination; but exceptions to this general rule may be made when the engagement offered is very short, or for other sufficient reasons.

8*. These Boy Clerks will usually be engaged and paid by the week of 39 hours, viz. :—7 hours a day on Mondays, Tuesdays, Wednesdays, Thursdays, and Fridays, and 4 hours on Saturdays; and they will be paid 15s. per week during the first year of their service. After a year of approved service, an increase of pay to 16s. a week may be allowed; after a second year, an increase of pay to 17s. a week; after a third year, an increase to 18s.; after a fourth year, an increase to 19s.

In any case of absence without pay a Boy Clerk's increment shall be postponed one day for every day of such absence—absence without pay equally with the interval between two successive engagements not being reckoned as service for any purpose contemplated by the Regulations.

Boy Clerks may also be engaged and paid by the hour at the rate of 4½d. per hour during their first year of service; at the rate of 5d. per hour during the second; 5½d. during the third year of

service; and afterwards at the rate of 6d. per hour. Any who may be engaged by the week and who may be required to attend for more than 7½ hours on Monday, Tuesday, Wednesday, Thursday, or Friday, or more than 4½ hours on Saturday, will be paid at the hourly rate for such overtime attendance. But in no case must overtime attendance exceed 6 hours in any one week. They may also be paid by the piece at such rates as may be fixed by the Civil Service Commissioners, with the approval of the Lords Commissioners of the Treasury.

9. No service, however much it may happen to be prolonged, will confer any claim to superannuation or compensation allowance; and Boy Clerks will not be retained, as such, after they shall have reached the age of 20.

10. If a public holiday, on which the office is closed, fall within the period of a Boy Clerk's engagement, he may be paid in respect of it as for a working day. Boy Clerks may, with the consent of the Department in which they are serving, or if not at the time serving, with the consent of the Civil Service Commissioners, be allowed holidays, with pay at the rate for the official day in the proportion of one day for every 24 full days of actual and approved service previously rendered by them as Boy Clerks. But no Boy Clerk shall be allowed to take more than 12 days' leave under these conditions, between the 1st day of January and the 31st day of December, both days inclusive, in any one year, and in calculating the leave to be allowed in any given year, no service rendered before the 1st day of January of the preceding year shall be counted.

Holiday pay can only be allowed for holidays actually taken, not for days on which the Boy Clerk is drawing pay in respect of employment in any capacity in the Public Service.

11. Boy Clerks who may fall ill while serving in any Department, and whose illness may be attested by medical certificate to the satisfaction of the authorities of such Department, may be allowed sick-leave, receiving three-fourths of the rate of pay for the official day; provided that no Boy Clerk shall be paid for holidays and sick-leave, taken together, for more than 28 days within any one year, exclusive of public holidays.

12. Except in conformity with Regulations 10, 11, 14, and 15, Boy Clerks will only receive pay for the hours, or parts of hours, during which they actually attend.

13. No person who has been trained, either wholly or partially, at the public expense, for the occupation of a teacher in schools in connexion with the Board of Education in England, the Committee of Council on Education for Scotland, or the Commissioners of National Education, Ireland, is eligible for employment as a Boy Clerk until the consent of those Departments, given in conformity with rules sanctioned by the Lords of the Treasury, has been notified to the Civil Service Commissioners.

14. If any case of infectious disease should occur in the house where a Boy Clerk is living, he must immediately report the fact to the Officer under whom he is employed, and must, if required, at once discontinue his attendance. In cases of such enforced absence from his employment, it is in the discretion of the Head of the Department in which he has been serving to allow the Boy Clerk full pay at the usual rate for the period for which it is medically certified that his attendance at the office would be likely to be dangerous to his colleagues.

15. In any year in which an open Competition for situations as Assistant Clerk (Abstractor

* Clause 8 applies to all Boy Clerks registered on the result of competitions held later than 1st April, 1902.