

certificate, and assent, shall be published in the London Gazette, and shall take effect from and after the date of such publication.

Clause 12 of the said Order in Council of the twenty-first March one thousand eight hundred and ninety is hereby repealed.

13. Boy Clerks already serving shall not be retained as such in any department after completing their twentieth year. No Boy Clerks shall be in future appointed.

Boy Clerks now serving may, after one year of good service, certified in writing by the Heads of their Departments to the Civil Service Commissioners, compete among themselves, at any examination for Clerkships of the Second Division held under this Order, for so many Clerkships as shall not exceed one-fourth of the number of Boy Clerks competing among themselves at that examination. The number of Clerkships reserved for such Limited Competition shall be reckoned as part of the prescribed number referred to in Clause 6 of the present Order.

Separate lists shall be made out of the competitors successful in the Limited Competition, and assignments to Clerkships of the Second Division shall (subject to clause 7 of this Order) be made alternately from these lists and from the lists of competitors successful in the Open Competition so far as is possible consistently with the allowance of selection under clause 8 of the present Order.

14. Below the Second Division persons may be employed for copying routine work under direct supervision, or work inferior to that of Clerks of the Second Division, in accordance with regulations to be from time to time framed by the Civil Service Commissioners and approved by the Treasury, and at rates of pay from time to time prescribed by the Treasury.

15. A permanent Civil Servant of a rank below the Second Division may be appointed to that Division on the ground of special merit with a certificate from the Civil Service Commissioners under Clause VII. of the Order in Council of the fourth June one thousand eight hundred and seventy. But such certificate shall only be granted exceptionally after not less than six years' established service, upon a recommendation from the Head of the Department, and with the approval of the Treasury. Whenever such an appointment is made, the Treasury may, notwithstanding anything in clause 3 of the said Order in Council of the twenty-first March one thousand eight hundred and ninety, allow the person appointed to enter the scale of the division at such salary as they shall think fit, not being higher than that which he was receiving at the date of his said appointment; and he shall be allowed the same amount of annual holiday as though his previous established service had been in the Second Division. In the case of a person so appointed before the date of this Order, the Treasury may, if they think fit, increase the salary of which he is now in receipt to an amount not exceeding that of which he would have been in receipt if this Order had been in operation at the date of his appointment.

16. Clause 3 of the said Order in Council of the twenty-first March one thousand eight hundred and ninety shall be read, from and after the date of this Order, as if the words "not less than" were inserted after the words "for a daily attendance of," and before the words "seven hours."

17. Clause 5 of the said Order in Council of the twenty-first March one thousand eight hun-

dred and ninety shall be read as if the word "approved" were substituted for the words "in all respects satisfactory" in the first paragraph of the clause.

PART II.—GENERAL.

18. The provisions of clause 10 of the Order in Council of the fifteenth August one thousand eight hundred and ninety as to retirement on account of age shall, in future, apply to all persons in the established Civil Service of the State, but, in the case of persons to whom those provisions have not heretofore been applicable, they shall take effect after the expiration of one year from the date of this Order.

19. When a person has been selected for appointment to an office in any department of the Civil Service, and the state of business in that department makes it necessary that he should enter upon his duties before the issue to him of a certificate by the Civil Service Commissioners, the Treasury may, if they think proper, direct that his salary shall be payable from the date on which he commences the regular discharge of his duties, provided that they are satisfied that the delay in the issue of the certificate is owing to causes wholly beyond his control. If such a person is on a scale of salary, the first incremental period of such scale shall be reckoned from the date on which his salary became payable, provided that he shall in the meanwhile have obtained a certificate from the Civil Service Commissioners.

20. An annual increment of salary shall not be allowed to any person in the established Civil Service of the State without a certificate from the immediate superior of such person, countersigned by the Head of the Department, or such officer as he may designate for the purpose, to the effect that such person's conduct has during the year immediately preceding the date of such certificate been approved.

Provided that, if, at the date when the increment would in ordinary course become due, the Head of the Department is unable to give the certificate, he (the said Head) may withhold the same until the officer shall have completed a continuous period of twelve months' approved service; and the increment shall thereupon become payable from the date of such certificate. If the officer's conduct shall thereafter continue satisfactory, the Head of the Department may, after such interval as he shall consider sufficient, but subject to the approval of the Treasury, increase the salary to an amount not exceeding that at which it would have stood if no increment had been withheld. Every such increase shall be reported to the Comptroller and Auditor-General.

21. Paragraph 3 of the Order in Council of twenty-second March one thousand eight hundred and seventy-nine shall be read as if the words "or certificated by the said Commissioners under clause seven of the Order in Council of fourth June one thousand eight hundred and seventy" were inserted immediately before the words "as those Commissioners."

22. All appointments and promotions with respect to which certificates have been issued by the Civil Service Commissioners, and all assignments and transfers of Second Division Clerks, shall continue to be published by the Civil Service Commissioners in the number of the London Gazette first issued in each month,