

*Our
Financial
Burdens.*

On another page will be found a letter from the late General Secretary which sets out the expenditure of the £30,000, which Lord Goschen told us in 1896 would be the annual cost of the concessions which the Admiralty were giving us. Our correspondent shews in round figures how the money is allocated, and has submitted the details from which his figures are obtained: from these it is clear that the whole amount has been, not only expended, but exceeded, the results being worked out from the *Navy Lists* of 1896-97, shewing the payments made to officers of the different seniorities, with the distribution of the store allowance, etc., and shewing also the difference between the old and new rates, with the gain to the class.

We propose to enlarge somewhat on his statement and using his figures, endeavour to make it clear how much the *individual* officers, members of the Death Benefit Association, are benefitting in consequence of the "Appeal" concessions; we therefore commend to each members attention the table printed at the foot of this note from which it will be seen how very largely our income has been increased from this cause.

Members of the Association have during the past year received in the shape of extra pay, and for payment on account of store charge, no less a sum than £20,160 over and above what they would have received had the old rates still obtained; or at the average rate of £25 10s. Od. per head of the active membership.

It is unnecessary to enlarge this table by the addition of the technical allowance of 1s. 6d. per diem paid to Chief and other Gunners and signal Boatswains, as Mr. Capper's figures make it sufficiently plain that the current estimate is somewhere in the neighbourhood of £12,000 per annum, over and above the consid-

erable average gain set out above. But we do desire to emphasize this important fact, viz. : that the cost to any of our members of putting forward our claims under the "Appeal," the result of which has been so very satisfactory financially, has not exceeded the sum of five shillings subscribed to the "Progress Fund;" the whole actual cost did not exceed £750, spread over some six years, and mainly met from the ordinary subscriptions of the Death Benefit Association. This amount represents about what would be one years interest on the capital sum at 2½ per cent. rate, as obtaining the cost of the concessions.

In the old time Warrant Officers who were at home and not holding what were termed "Admiralty appointments," dropped a certain amount per diem; nor had they store money in the Reserve, where most of them were serving: now, however, not only do they *not* have to drop these amounts but they get half store money, viz. : either 3d. or 5d. per day when in charge of their own stores in a Reserve ship, and also 3d. per day for any set of stores other than their own in their charge. If calculation be fairly made, quite apart from the technical allowance of 1s. 6d. paid to certain classes before mentioned, it will be seen that our total gains are something more than shadows. We have taken the trouble to work out the gains of certain individual officers, most of whom were in a position to reap the largest possible benefit from these concessions. In one instance, an officer, who retired in 1899, had no less a sum than £301 added to his income during the period he drew the new rate, over and above what he would have received under the old.

DEATH BENEFIT MEMBERS' GAIN.

	Old daily rates	New daily rates.
There are 192 members of 5 yrs. seniority (and calculating 40 per cent on harbour pay)	£61 17 6	£67 4 0
Ditto over 10 years	£57 3 0	£62 8 0
Ditto over 15 years	£61 1 0	£70 4 0
80 Chiefs, those under 2 years counted as W.O. over 15 years in old rate, as they would not have been promoted	£36 15 3	£44 16 0
Daily Total ...	£216 16 9	£244 12 0
		216 16 9
Daily differences	£27 15 3
Daily differences Store Allowances		7 18 2
Total Daily difference ...		£35 13 5

STORE ALLOWANCES.

Daily gain at 6d., 80 Officers	£2 0 0
" " " 4d., 373 "	£4 11 0
" " " 2d., 163 "	£1 7 2
	£7 18 2

£35 13s. 5d. per day is £13,020 per annum, or at the average of £22 6s. 0d. per head of the 584 officers interested.

TECHNICAL ALLOWANCE.

There are 533 Chief and other Gunners and (S) Boatswains in the Association: of these 481 are in receipt of the 1s. 6d.—about £36 0s. 0d. daily, or £13,140 per annum.

These two amounts represent £26,160 as the annual gain of the Association on the 1896 concessions; by far the greater portion of the £33,000 which is the cost this year to the country.

Taking the Association membership of active officers at 1025, the general average per head would be £25 10s. 0d. This is a fallacious average as the Boatswains (other than S), and Carpenters under five years seniority do not participate in any way. Let every officer over five years seniority sit down and think out how much of these additional amounts are secured to him each day and then ask himself if he cannot spare 10s. of it during the year 1902, as a thankoffering to the society which was mainly instrumental in obtaining the concessions!

PAY AND ALLOWANCES.

	Old Rate.				New Rate.				Annual Gain.				
	Diem		Annually		Diem		Annually						
	s.	d.	£	s.	d.	s.	d.	£		s.	d.		
Officers over 5 years seniority not in Admiralty appointments	6	0	109	10	0	7	0	*127	15	0	18	5	0
Ditto in Admiralty appointments and in charge of Stores ...	7	3	132	6	3	7	8	139	18	4	7	12	1
Officers over 10 years not in Admiralty appointments ...	6	9	123	3	9	8	0	*146	0	0	22	16	3
Ditto in Admiralty appointments and in charge of Stores ...	8	3	150	11	3	8	10	*161	4	2	11	12	11
Officers over 15 years not in Admiralty appointments ...	7	3	132	6	3	9	0	*164	5	0	31	19	9
Ditto in Admiralty appointments and in charge of Stores ...	8	9	159	13	9	9	10	179	9	2	19	15	5
Chiefs ...	9	0	184	5	0	10s to	182	10 to	18	5	0		
Chiefs in charge of Stores	9	6	173	7	6	12s.	219	0	0	63	18	6	

NOTE.—Under the New Rate the sum of £4 11s. 3d. for Officers under 10 years seniority, and £7 12s. 1d. for Officers over that period of service, should be added to the annual increase, when these Officers are in charge of Stores in Reserve.

Nothing in the above table affects allowances other than those for Charge of Stores, no other allowances being revelant to the question of increases due to the concessions.

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“ EDUCATE AND ADVANCE.”

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OUR readers will find on another page a very excellent article from a young Warrant Officer on the subject of education ; which shows not only that he has given the matter long and serious thought, but that he can clearly and lucidly express his opinion in the English language. With such literary talent in the Warrant rank, those who have been doubtful as to Editors being easily obtained for this *Journal* in the future, may banish from their minds any such bogey, which we have over and over again tried to destroy. If tact, judgment and fighting force, be added to such literary talent as “Iota” and “Growler” have now displayed in these columns—and there are unmistakeable signs that it exists—then the coming generation will have the most capable men in their own ranks for work in the press ; and the continuance and steady betterment of this *Journal* as an instrument for increasing the efficiency and advancement of their class, and their own interests and the interests of the great service and country to which they belong is assured beyond all doubt, and for all time. Literary talent has not been, and is not wanting among the older officers, as their contributions from time to time have amply demonstrated. But their careers are drawing to a close and their interests will naturally wane and die as they pass on to the retired list. The future, however, belongs to the young men, and to them we must look for the energy and talent which will be required to advocate and work out their own plans and professional careers.

Side by side with this will be their duty to those who are dependent upon them, and their work and zealous care of an Institution which their predecessors have with much patience, time and trouble built up, in the Death Benefit Association for this purpose.

(1.)—THAT the *Journal* be managed by a committee composed as follows. Editor (as *Mr. Bacon's* chairman,) manager, *Journal* secretary and *proposals*. treasurer. This committee to control all the affairs of the *Journal* (except the censorship) subject to the approval of the Association, as expressed by a majority vote.

(2.)—The *Journal* secretary to be an active service officer ; to keep its accounts and conduct its correspondence, for which he shall be paid £5 per annum from the *Journal* funds.

(3.)—The *Journal* treasurer to be an active service officer. He may hold this office in conjunction with that of branch treasurer, but must be separately elected for *Journal* work.

(4.)—The *Journal* secretary and treasurer to be elected by the branch at which it is managed ; subject to the approval of the other branches.

(5.)—The auditors shall be active service officers, one to be elected for each branch. If considered advisable these officers may meet annually, at the managing branch for audit purposes ; but the branch may delegate the work to auditors at the managing branch.

(6.)—The censorship to remain as in Rule 20.

(7.)—In addition to the annual audit the manager and secretary shall present a quarterly statement of accounts to the branches ; this statement to be countersigned by the chairman and treasurer.

(8.)—That the *Journal* be considered as belonging to the honorary side of the Association.

(9.)—That all or any part of Rule 20 which may be considered to conflict with these resolutions, shall be in abeyance, until they are rescinded or embodied in the Rules.

*As others
see it.*

The Lords of the Admiralty have suddenly become desirous of improving Jack's education, and with that end in view have issued a circular letter to all commanding officers. In this letter "My Lords" say

that they are desirous of placing on a more satisfactory basis the schools in seagoing ships and those ships that do not carry schoolmasters. In this laudable object the co-operation of all commanding officers is requested, and will, no doubt, be readily given. A number of proposals for effecting an immediate improvement are set forth. Briefly these amount to suggestions that the chaplain, navigating, gunnery, torpedo, and other officers of the ship, should take an interest in Jack's school work, that men for the post of acting schoolmasters should be carefully elected, and that, as far as practical, the school should be so placed that the men would be encouraged to use it for a study. If this last suggestion were adopted, it would probably do more than anything else to bring school-going into favour with men on the lower deck, who would not fail to appreciate having a place to which they could retire for a quiet half-hour with their books. Hitherto we have not heard much about teaching Jack anything beyond the art of fighting. But as matters stand now-a-days a certain amount of book-learning is necessary to make a good man-of-warsman. The day of the illiterate sailor is passed. Intelligence as well as courage is now required in the men who man our fighting ships, and a fair opportunity ought to be given them of acquiring knowledge. But no man is likely to obtain much erudition under the school system at present in vogue in His Majesty's ships, the training fleet excepted.—*Southern Daily Mail.*

NOTES AND NEWS.

Cape Club Entertains.

ABOUT 40 members and honorary members of the Chief and Warrant Officers Club at the Uapa recently held a very pleasant "Social," to give a send off to Messrs. Otto, gunner: Oogger, carpenter; and the Warrant Officers of the *Discovery* who were departing for the Antarctic Regions. Messrs. Otto and Oogger being home comers from the *Dwarf* and *Monarch* respectively. The club room not being sufficiently large for the function it was held at the Phoenix banquet room; but it is hoped that the club room may shortly be enlarged, for which purpose the President, Secretary and Committee are working energetically with, we are pleased to know, the influential assistance of the flag-captain, for which latter we shall all feel very grateful. Mr. J. Mitchell, chief gunner ('I'), the genial and hard working President, was in the chair, assisted by Mr. J. F. M. Johnson in the vice-chair, and the evening appears to have been a rattling merry one. The spread was all that men could desire and was heartily attacked on front, flank and rear by all present. The toast of "The King" was a musical one, and like the other toasts heartily drunk with

ELECTRICITY AS A MOTIVE POWER IN WARSHIPS.

[CONTRIBUTED.]

MUCH has been written with respect to the advantage or otherwise of this important factor in warship design. There is, I believe, a consensus of opinion in favour of it, for cleanliness, coolness, flexibility, and economy; but doubts are expressed as to its reliability on general service and under gun fire. I have had an opportunity of inspecting one of the most complete electrical plants afloat; on a foreign battleship.

It consists of 5 50 K.W. dynamos, which supply current for lighting and for power to work the motors for turret training, gun elevating, ammunition supply, boat hoisting cranes, and a most elaborate system of ventilation.

The plant has been running for over two years continually without a hitch.

Every piece of mechanism was worked for my benefit, by my most courteous guide. I could not help being struck with the absolute confidence reposed in electric power, auxiliary gear being looked upon as a useless incumbrance.

Among other things during my short visit, I witnessed a ten-ton boat being hoisted in, the people concerned being, the boats crew, and one special rating, equivalent to our L.C.O.

To those acquainted with our boat-hoisting facilities the difference is apparent.

With regard to the behaviour of electrically driven machinery in action I can't do better than, quote my guide, "You require power transmitted to all parts of the ship, then you have the choice of steam pipes, hydraulic pipes, a rope, or an electric cable.

Now steam pipes however well you lagg them will radiate heat and they part with it where you least require it. Steam pipes or hydraulic pipes take up much more room than electric cables, therefore stand a greater chance of being damaged. A damaged steam pipe is a terrible matter to all in its vicinity. Compared to which the cutting of an electric wire is trifling. Repairs can be effected much more readily to electric cable than to steam or hydraulic pipes, while the most trifling defect in the latter system will render it inoperative.

So that short of the motor being hit by a heavy shell it has the advantage, and if so hit the steam driven machinery would be no better off."

One peculiar feature of their ship is the wiring, which is on the three wire principle, the motors being placed across the outers at 160 volts., with an adjustable resistance. Every motor was fitted with an automatic cut-off (blow out) which effectually cut any machines out of circuit when over loaded. The lamps were 80 volt. but the three wire system enabled the dynamos to run double the number, effecting an immense saving of copper in the mains.

Many foretold failure for this departure in design, but the work is done electrically by motors which call for no more special skill or care than ordinary steam driven plant. Motors that do not satisfy this condition are laboratory instruments and not commercial machines.

At the ripe age of 78 years, the father of Mr. John Frederick Masterman Johnson, Chief Gunner, viz. Mr. Frederick Masterman Johnson, late boatswain, R.N., has passed away and been buried at Longfleet, Dorset, and a Greenwich Hospital Pension for boatswains is placed at the disposal of the Admiralty. The late Mr. Johnson was not a member of the D.B. society.

Another Step Forward. ANOTHER step to the front has been taken at Chatham, which up till recently had lacked that most desirable of all commodities for the present day fleetmen, viz. : an Institution where a decent bed can be had and a decent meal obtained. Portsmouth and Devonport has been provided for to some extent, by the Sailors' Homes and Sailors' Rests. Now, at Chatham, there is a "Navy House," which starting at small things should develop rapidly if it is supported as it ought to be by officers and men. Subscriptions are at present wanted from the one, and support and patronage from the other. All Chatham ships abroad should now and again give a "show," (minstrel or dramatic) in favour of the "Navy House" at Chatham; for they may some day want to use it, and find there is no room for them. The place will be a distinct gain to the Port of Chatham, and is in the hands of capital guides and conductors. Men who have their hearts in the business, and liberal and progressive minds. It is a teetotal Institution at present, but we are told that that is by choice of the men, who have very rightly been allowed to decide this question. Perhaps it will not always remain so, when its development has been sufficient to demand the reconsideration of its charter. Anyhow, it is sufficient for the day that there is something to start on, and build against, and the workers who have succeeded thus far deserve the most sincere gratitude of all well-wishers of the B.B. More and more are our men turning to decent rather than dirty accommodation, and such places as the "Navy House" encourages them to cultivate self-respect and self-restraint. We have not room to give a full description; but it has 72 beds, a large lawn, Morris Tube rifle range, billiard and recreation room, and "wash and brush up" places, etc., etc. It has also that which is now recognised as a part of modern machinery for improvement, i.e., its own newspaper, *The Navy House Record*, a capital little bantling, which we hope will grow as rapidly as the Institution, and do the excellent work its first number promises it will try to accomplish. Good luck to the "Navy House" Club (for we are glad to know that is what it is, and not a "Rest" or "Home") at Chatham!

Work
of the
Mandy
Man.

THE *Partridge* is a small ship, but she is having a busy time on the South African Coast. After "piling" on a reef early in the year, she went to Mossel Bay and landed a small armed party under Mr. Hayward, gunner, to await an attack on that place by the Boers; but General French got in first

and cheated the sailors, who then returned to their ship and went, via Zaysna—where they landed for one night only—and Simons Town to communicate with the *Terpsichore* at Lambert's Bay with mails, etc., returning again to Simons Town hoping to have a little rest. But there is no rest in South Africa, and the *Partridge* had to dash off back to Saldanha Bay where they arrived just in time to send a few shrapnel shells over the hills after the enemy which could be seen herding cattle from the ship's tops. These were the first shots fired at the enemy from one of His Majesty's ships during the campaign, and the shells burst over them splendidly and dispersed them like chaff. But the shrapnell followed them up; the Captain directing from the mast head and the Gunner from the gun deck. The Boers afterwards acknowledged their miraculous escape to a local farmer, and said several of their bullocks were killed. The *Partridge* then landed a body of men and took charge of the town and have since held it, notwithstanding there have been many Boers in the vicinity. They also sent a message by runner to Darling to inform the military, who may be able to sandwich the Boers between themselves and the sailors and thus give them a bad mauling. The commando was between 400 and 500 strong, so of course the sailors are too few from this ship to go out and meet them. The *Partridge's* men are war-worn, but not too weary to continue to do all that is possible for the grand old flag and the grand old country. Well done, "Little 'Uns."

December, 1901.]

NAVAL WARRANT OFFICERS' JOURNAL.

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“EDUCATE AND ADVANCE.”

There are in "Iota's" letter of October's *Journal* two paragraphs which, in my opinion, contain the fundamental principles upon which our Progress Work should be based.

I allude to the following, which I consider well worth repeating:—

"Briefly then, the conclusion arrived at in those earlier days—and which has been confirmed by further experience—*i.e.*, that when Warrant Officers and candidates for that rank attain a higher standard of general education their prospects of receiving certain long-sought concessions will become very much better. Without that levelling-up which is here referred to as necessary all the external influences which can be brought to bear can not secure to us what we desire

"By laying too much stress on the desire for increase of pay and for improvement of status rather than on a genuine desire for fair opportunities of fitting ourselves for positions which would bring with them those other advantages as a necessary corollary, we place our cause on a lower basis than it ought to occupy, and rob our appeals of the force they would otherwise possess."

In certain brotherhoods aspirants to higher degrees have to submit to a kind of catechism, in the answers of which are embodied the moral laws which the candidate is expected henceforth to follow and obey. Where we a society of this kind the compilers of our ritual would have here ready to hand the very groundwork they required.

Accepting these as containing principles of such vital importance it behoves each and every one of us to answer the call "Iota" has made, and endeavour to throw further light upon the subject.

Many of us will feel interested in this; but will also be conscious of so many short comings that we shall feel a little shy in tackling a subject in which we (most of us) lack so much. But I think that if we allow it to be a case of waiting until we can swim before getting into the water, we shall never, no matter how keen we are, be bold enough to come forward and discuss the subject in the way we are invited. I trust, however, that having dived in, on coming to the surface I shall find quite a goodly number of companions, and that we shall drive Mr. Editor to his wits end to find space for us all.

We are, as a class, affected by this lack of education which exists amongst us—let us admit that. And to properly diagnose our case let us first look to the cause; then, if possible, find a cure and, what would be infinitely better, a means of prevention.

I am inclined to attribute our position to the following causes:—

1st.—I do not think we get anything like our fair share of the best educated boys our Board Schools produce.

2nd.—The few of these we do get have little chance of improving in a life with surroundings so calculated to lower instead of to raise the standard which they attained on leaving school.

3rd.—That those boys who join with the average education of a working lad, have little inducement, and few opportunities, held out to them to improve their education during their early days of life in our sea-going ships.

4th.—That by the time he becomes a Warrant Officer, and that may be only by the closest possible shave in passing the extremely low standard set by their Lordships, it is too late to ever hope to reach anything like the standard, which, in common justice to ourselves and our position in the service, we ought to determine to aim at.

Let us deal with these causes in detail. Take No. 1.—This is a statement which the Head Schoolmasters of our Training Ships might be asked to kindly correct or substantiate.

One might ask, what percentage of the whole do the boys which "Iota" speaks of as having left the training ships, after having gained honours in the advanced class at school?

And whether the greater number of these are not the productions of Greenwich School?

Occasionally one hears a rumour that such and such a boy is well up, and has a book full of problems in trigonometry, logarithms, plain and other sailings, etc., which he has worked and

solved : but the mere fact of this being pointed out marks it as an exceptional case, even as it would have ten or fifteen years ago. This never ought to be in these days ; in my opinion, at least 10 per cent of the boys who pass through the training ships ought to have reached this mark. But no one would dream of expecting our Naval Schoolmasters to produce such a result, with the material they get and the time they have in the handling it.

Our Board Schools, and improved systems of education, have been long enough with us to have made their influence felt amongst the men who are now coming along daily as candidates for Instructors and Warrant Officers ; yet I know from my own personal observation that quite 40 per cent. of the men who are otherwise recommended, either fail in their preliminary exam., or prefer not to attempt what they know would only end in failure.

This terrible school test extends to simple problems in weights and measures.

Now if we do not get our share of the best of our lads, why is it ? One can only conclude that there are few parents who have sons whom they consider sufficiently clever to rise to the top of whatever profession they may choose, who would dream of suggesting to them to join the Navy.

More especially is this the case with those of our own ranks who labour year after year with the knowledge that all further promotion is effectually barred, except that which care, a tough constitution, and some twenty odd years in one rank will qualify us for.

I say, more especially amongst ourselves, but, on reflection, I do not think this is so. I do not think the powers that be can realise how often the question is asked by parents in all parts of the country. What prospects are there for a boy joining the Navy? It was my experience this last summer, and your readers will say it is no uncommon one to have to undergo the interrogations of several gentlemen living in the Eastern counties, as to the openings our service has for boys of good character and clever abilities. One of these was the master of a good, though small, private school; he proudly told me that the failures from that school for the past forty years could be counted upon the fingers of his hands. By failures he meant lads who had been content to remain at the bottom of their profession. He pointed out to me the numerous cases of young fellows, scholars of his, now holding appointments as managers in the business departments of large firms, and at the head of the different departments in our big railways, and asked me whether the Navy offered openings such as these? As I happened to be one of his old boys I was of course anxious to justify myself in his eyes, I did not feel that I deserved being classed amongst one of the ten failures, but I confess I felt vexed to have to admit that the service that I felt so proud of, should be the only one where progress is barred at such a low rung of the professional ladder.

Causes 2, 3, and 4, are the outcome of Cause 1, and the utter indifference with which anything of an educational character has been treated by our commanding officers.

"Iota" very nicely points out that there is one class of lad upon whom the country and the Admiralty bestow every attention; but they are not the class from which we get our Warrant Officers.

I have dealt with what I think are the principal causes. What can we suggest as a remedy?

The remedy to Cause 1 we have already taken in hand in our endeavours to get opened (for a reasonable number of the best of our country's lads) an ultimate higher goal than that of a Chief Warrant Officer.

Let their Lordships once open up a chance for these boys, and let the parents be apprised of this fact, and depend upon it they will lose no time in educating their children to the standard required, and those who just miss the mark in reaching commissioned rank will find a place amongst us not at all to our detriment.

Causes 2. We can all individually, in a great measure, alleviate by singling out any lads we find above the average, and by encouraging them in every possible way to go on and persevere

and tell them that whilst gaining professional knowledge they must retain and endeavour to improve their education. Too often, alas, we lose these opportunities, and it is not an unknown thing, (and to our own shame be it recorded) for one of our class to taunt an unfortunate lad, because of his lack of professional ability, as being a good ink slinger or quill driver but, and consequently, utterly useless in the Navy. When with a little patience he could have been moulded into the very type of Warrant Officer we require.

With the 3rd Cause we can do little else but wait for time to bring about a higher standard of education all round.

The 4th and last Cause I have dealt with is very much in our hands. We are not only able to do something to cure, but also to prevent.

The cure, alas, can at the best be but a patchy one ; still there is no doubt, in my mind, that an excellent step is now being taken in Portsmouth by the committee, who are announcing their desire to start evening classes in their committee room.

The means of prevention was very clearly put forth in the columns of our *Journal* for September, 1897, by one "X." He

says, " Meanwhile every right-thinking Member of the Class who may be appointed to serve on a Board of Examination, should use every power he possesses to prevent the promotion of men unlikely to become useful and respectable officers; remembering that as the chain is measured by its weakest link, so, unfortunately, the class is estimated by its least reputable members."

Every effort on our part should be made to induce the Admiralty to raise the standard required in passing for the Warrant. Let the coming men know they cannot be either Gunner, Boatswain, Carpenter, or Artificer-Engineer, unless they pass a considerably higher standard than that which is now demanded of them, and they will strain every nerve to attain it.

It is with the future our hopes and aims should lay. Many of us are too old to change our own personal mode of life; but let us not be careless and indifferent to the changes which are being made around us everywhere, and of the necessity of vast improvement in our ranks, if we wish to see the future Warrant Officer holding the enviable position of being second to none in any branch of public life; in ability—both professionally and educationally.

GROWLER.

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