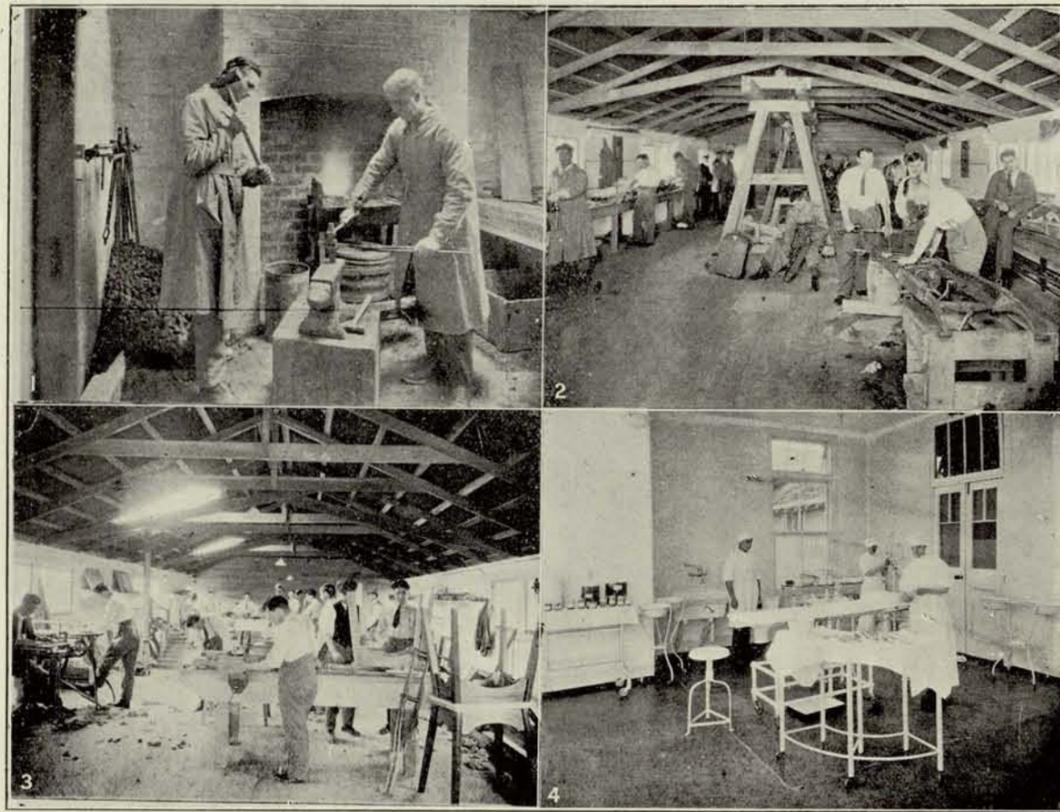


Engineering at Rotorua.

Motor Mechanics at Rotorua.



VIEWS AT TRENTHAM.

1. The Forge (everybody likes to hit things here). 2. The Engineering Workshop (the undergear of a motor-car is in the foreground).  
3. The Carpentering Shop. 4. The New Operating Theatre.

## Curative and Vocational Work.



### Training of Soldier Patients.

**B**Y the aid of the New Zealand Red Cross many of the institutions for soldier patients have well-equipped workshops, in which the men have curative and vocational exercises. The main purpose is curative, but the soldiers have good encouragement and facilities to prepare well for new occupations in civilian life. The instructors state that they are well pleased with the men's intelligent interest in the work and their eagerness to become skilled.

Soldiers who pass through New Zealand's military hospitals promise to be handy-men about a house. Many of them will be able to take a turn at darning, or mending children's clothes, or repairing boots, or making cushion-covers for the drawing-room, as well as building the fowl-house, or anything else that calls for carpentry and joinery. The patients are encouraged to specialize, but numbers have necessarily a remarkable variety of training, for the curative exercises require attendance in different shops. For example, one man at Trentham divides his working-time among tailoring, type-writing, and leather arts. He intends to do tailoring in civilian life, but meanwhile he has become a proficient at typing.

The thoroughness of the instruction in these hospital workshops can be gauged from one typical syllabus (architecture and wood-work, at Trentham). Here it is:—

*Building-construction.*—Materials of construction; theory of building trades; sanitation; estimating quantities; specifications; elementary mathematics.

*Architectural Drawing.*—Plane and solid geometry; instrumental drawing; use of scales; orthographic projection; delineation of shadows; perspective drawing; contract drawings; details; tracings; blue-prints; uses of colour washes; lettering and dimensioning.

*Theory of Carpentry.*—Description of building-timbers; levels; foundations; setting out work; frame and roof construction; uses of braces; ascertaining lengths and bevels both by direct measurement and from drawings; trimmings for doors, windows, stairs, &c.

*Theory of Joinery.*—Seasoning of timber; setting out work; uses of template and setting out rods for doors, windows, sashes, stairs, &c.; description of joints; veneering and circular work; description of stairs, setting out of pitch-boards, strings, newels, winders, balustrading headroom; uses of glue; description of woodworking-machines.

*Workshop Practice.*—The use and care of tools, saw-sharpening; the making of mortised and tenoned, dowelled, scarfed, mitred, screwed, dove-tailed, and glued joints; preparation of glue; the setting-out, cutting, truing, preparation, fitting, assembling, gluing, and finishing off of all descriptions of joinery-work, including useful articles of furniture; practice in splayed work, veneers, and wood-bending; construction of stairs, roofs, &c.; application of ironmongery.

Class or individual instruction is given according to requirements.

The other workshops at Trentham are for boot-repairing, weaving, tailoring (pressing, cleaning, and repairs), motor-engineering,

basket-work, leather-work, the making of surgical boots, splint-making, welding (with oxy-acetone equipment).

Similar workshops have been established at Auckland Annexe; Epsom; Devonport; King George V, Rotorua; Rotorua Sanatorium; Napier; Chalmers Military Orthopaedic Hospital, Christchurch; Hanmer; Cashmere Hills Consumptive Hospital; Timaru; Dunedin Hospital; Invercargill. Others are in course of erection.

In addition farms have been established at Hanmer and Waipukurau.

In the "Home Industries" section of exhibits at the recent Palmerston North Show visitors saw good cause to admire the skill of military hospital patients, for their handicraft had a surprising excellence. Some of the best work, too, was done by men who proved that the breaking of the body could not spoil their spirit, that indomitable will to win against heavy odds.

The exhibits were in the following classes: Wood-carving, chip and relief; wooden toys; cane baskets, heavy and fancy; raffia baskets; trays, cane and raffia; poker-work; leather bags, purses, and pocketbooks; embroidery; net-work; floor-mats; paper-work; enamel-work; ornamental lettering; boot-repair; weaving; wood joints; photography.

The Vocational Branch of the Defence Department, under the directorship of Mr.

W. H. Montgomery, has vocational officers for the four military districts, with an extensive organization, to meet the needs of men awaiting discharge from the New Zealand Expeditionary Force.

The range of instruction and training is shown in the following summary of classes:—

Occupational: Basket-work, raffia-work, leather-work, poker-work, embroidery, wood-work, gardening.

Educational: General education, history, economics, law, French, Latin, mathematics, physics, electricity and magnetism, chemistry, biology.

Vocational: Commercial courses, shorthand writing, typewriting, accountancy, drawing, architecture, building-construction, painting, sign and ticket writing, general engineering, electrical engineering, motor-engineering, engine-driving, metal-work, assaying, plumbing, blacksmithing, carpentry, cabinetmaking, splint-making, weaving, tailoring, boot-repairing, jewellery and enamelling, nautical instruction, photography, window-dressing, dentistry, wool-classing, general farming, agricultural farming, sheep-farming, dairy-farming, poultry-farming, bee-farming, horticultural farming.

The largest totals of attendance in August (Dominion figures) were in leather-work (179), motor-engineering (167), wool-classing (136), basket-work (123), carpentry (107), commercial courses (102), accountancy (88).



Splint-making at Rotorua Hospital.



Basket and Leather Work at Chalmers.

Trentham and other hospitals have also good equipment for these arts.

## Repatriation Policy.

□

### Helping Men to help Themselves.

THE Repatriation Department keeps an indexed register of all returned soldiers. At 20th October the total of individual cards was 74,118. Always the officers of the Department wish to do all in their power to help a man to re-establish himself in civilian life, either in his pre-war occupation or a new one in town or country. For this purpose the Department has a Dominion organization, continuously extending. The Department invites constructive helpful criticism.

A year after the signing of the Armistice with Germany the wounds of war are still raw. With the collapse of Germany a year ago people expected immediate miracles of reconstruction, an instantaneous co-operation of all classes in human good-will for the common weal. Alas! After the stress of war came the stress of industrial unrest and suspicion. Life continued to be much troubled, and in the varied vexation the mood of the public has been to "hit something," regardless of consequences. Happily, time is putting things in perspective, and "nervy" persons are recognizing that a vague and sweeping criticism of men in responsible positions is as unfair as it is useless or even mischievous.

The Repatriation Department has had its share of carping criticism, but gradually the record of achievement has answered the complaints, and the merit of the good work done is now generally admitted. At this point it is fitting to quote the experience of the British Ministry of Pensions, as stated by the Chief Inspector, Major Herbert Evans, thus:—

Admittedly there have been failures; but to those who know the obstacles with which the Ministry has been confronted the wonder is that any progress has been made at all. Few modern

enterprises have started under greater difficulties. Brought into existence at a time when, owing to the abnormal growth of work and the creation of fresh functions, the already depleted staffs of other Government Departments were able to render little help, the infant Ministry found itself severely handicapped in so preliminary an essential as the supply of the necessary personnel.

#### THE SPIRIT OF SERVICE.

Similar difficulties confronted the Repatriation Department here, as in other countries; but by a steady, cheerful, persistent tackling of the tasks very efficient machinery has been built up. Any impartial observer who takes the trouble to look into the working of this machinery cannot fail to notice that the purpose and the power are good. The officers are eager to do everything practicable to carry out the letter and spirit of the promises to soldiers. Therefore it is only reasonable to expect that persons who feel that they have a grievance will at least give proper heed to facts before they publish their complaints. Anybody with any experience of administrative work, particularly in a public position, knows how disheartening it is to have a persistence of nagging criticism despite the efforts made to assure a satisfactory treatment of every case.

One miracle expected by some critics from the Repatriation Department is a comprehensive "reconstruction" policy. This demand does not make allowance for the fact that such a policy would necessitate a complete overhaul of many basic principles of statesmanship. It would involve questions of immigration, tariff, the relation of the primary to the secondary industries, the relation of labour to capital in the field of national effort. A "reconstruction" of that magnitude has been complicated by the reversion to party politics at the time when the baffling problems of peace call for a co-operation of the best minds of the community for the national welfare.

#### PRACTICAL PROGRESS.

In the difficult circumstances the Repatriation Department has striven to make the best possible use of existing facilities for the right reabsorption of soldiers in civilian life. The administration is linked up with technical schools and University colleges, with

State and private offices and workshops, and with State and private farms. The Department has looked far and wide for existing ways and means of assuring success, and new avenues of employment are also being opened up as opportunity offers. Thus the policy is distinctly practical, with constructive imagination for the future.

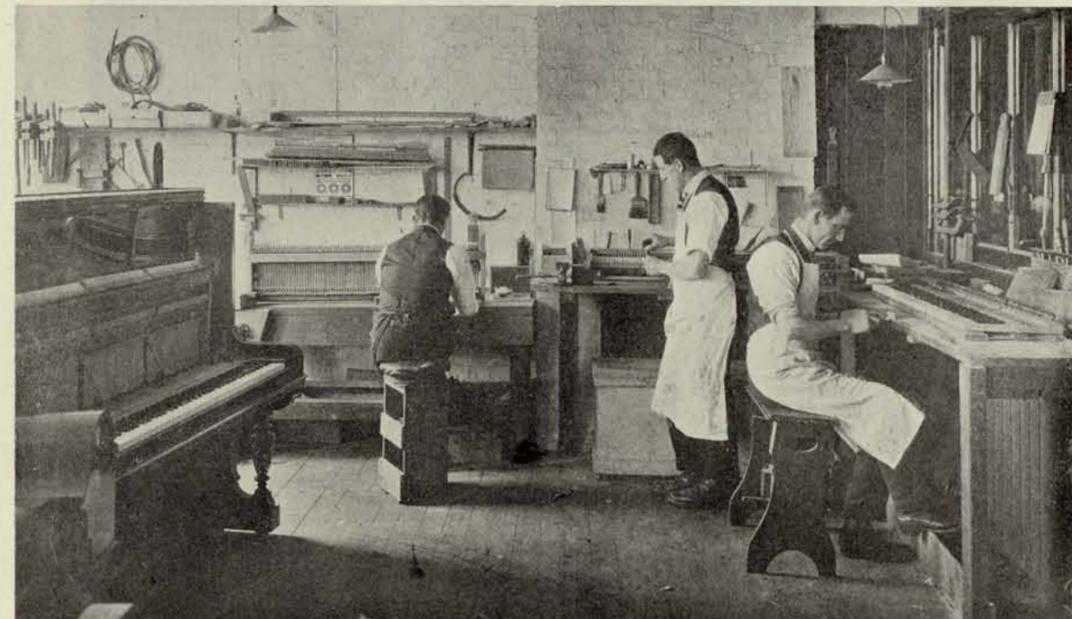
"Help the men to help themselves" is the working axiom. In the provision for education and training and for beginning in business the Department gives encouragement and assistance in accordance with the suitability of a man for a particular occupation and the prospect of profitable work in that occupation. Always the policy is against the casual drifting into "blind alleys" or "dead ends," where the spirit can sag so sadly. In equipping a man for civilian life the Department strives for value to the community as well as to the individual. The basis of the policy, briefly, is the kind of occupation that will be least likely to be burdensome to the public. The importance of skill, steady skill, is always stressed.



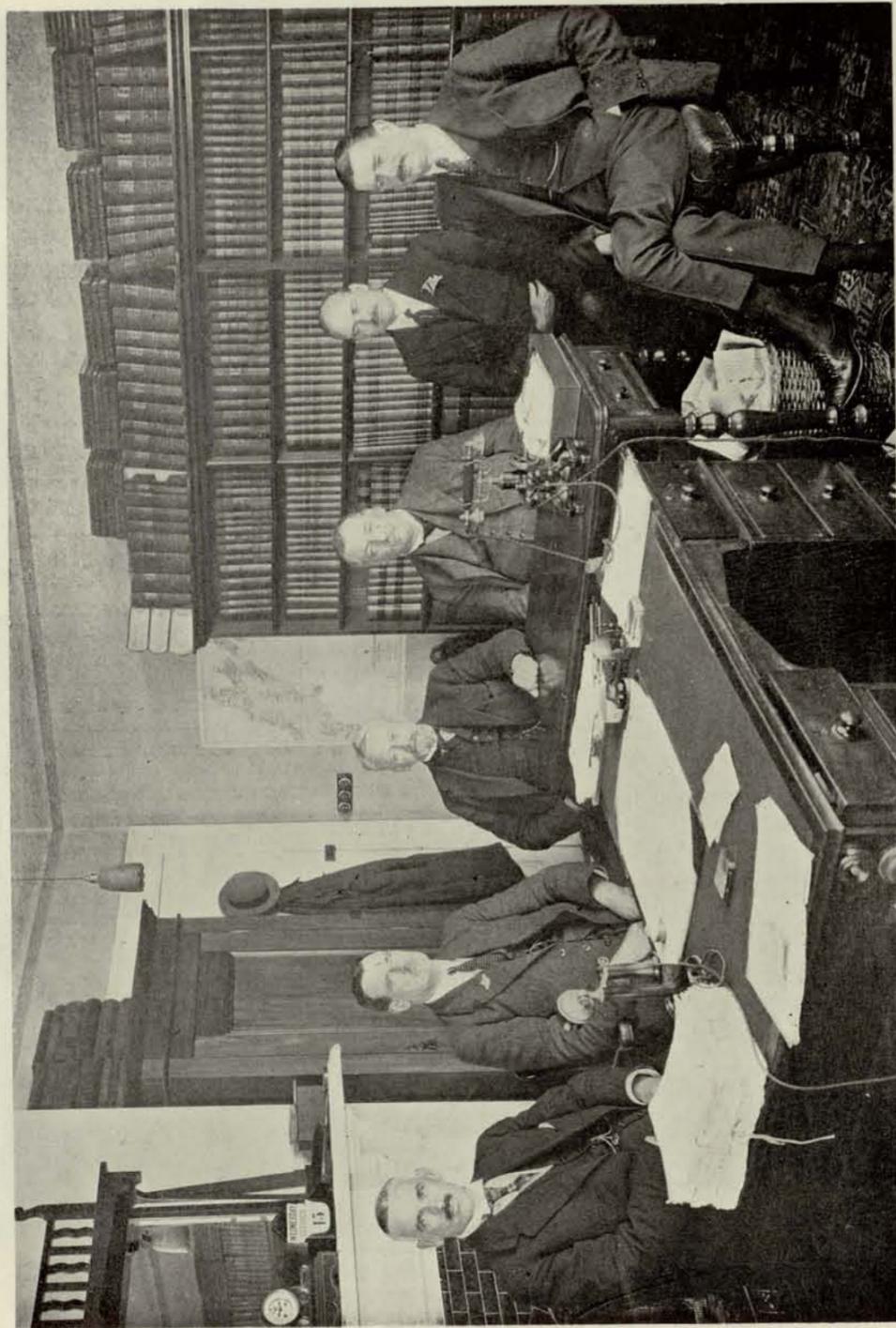
Instruction in Beekeeping.  
(A class at Auckland Military Hospital.)



Returned Soldiers at Ruakura State Farm.  
(A group of men who are learning well various kinds of light farming.)



Returned Soldiers (Subsidized Trainees) working at the Bristol Piano Company's  
Repairing-shop at Christchurch.



Left to right—Mr. J. R. Samson (Director), Hon. J. B. Hine, Hon. D. H. Guthrie, Hon. W. H. Herries (Chairman), Mr. J. D. Gray (Secretary), Hon. J. G. Coates.

REPATRIATION BOARD AND CHIEF EXECUTIVE OFFICERS.

## Dominion Organization.

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### Satisfactory Decentralization.

THERE are no red-tape entanglements in the repatriation field. Good elasticity of administration is provided in the system of organization, which has a Board of four Ministers of the Crown at the centre, District Boards in the four principal cities, and Committees in a large number of other towns. Naturally the authorities have to aim at uniformity of policy in the treatment of soldiers, but local Boards and Committees are not hampered by rigidity of regulations. They have adequate discretionary power, according to circumstances. This system of decentralization is working well.

Many a yard of print has been written about methods of organization for repatriation. Many critics favoured the appointment of one Minister as supreme head of the new Department, but the supporters of the Board system have now a very strong argument on their side. Canada, which began with one Minister as chief, found this experiment unsatisfactory after a thorough try-out during two years. Therefore Canada has followed New Zealand's example by the establishment of a Repatriation Committee composed of six Ministers.

New Zealand's Department of Repatriation is a natural evolution from the Discharged Soldiers' Information Department which did much helpful pioneering under the Hon. A. L. Herdman. The present Ministerial Board comprises the Hon. W. H. Herries (Chairman), the Hon. D. H. Guthrie, the Hon. J. G. Coates, and the Hon. J. B. Hine. The Hon. W. D. S. MacDonald and the Hon. J. A. Hanan were members of the first Board, appointed during the term of the National Government. When these two Ministers resigned their portfolios their places on the Board were filled by two returned soldiers, Messrs. Coates and Hine.

The chief executive officer is Mr. J. R. Samson, as Director of Repatriation. His organizing and administrative ability and

tireless energy assured efficiency in the original Discharged Soldiers' Information Department, and this vigorous management has continued with the extension of the Department's operations. The Secretary of the Board is Mr. J. D. Gray, another capable administrator and organizer. His ability in this respect was well proved when he was general secretary of the Recruiting Board, which had contact with a very large number of people.

In the composition of the District Boards and Committees precautions have been taken to assure a representative personnel of useful men. The right of nomination of suitable members was given to the Returned Soldiers' Association, the National Efficiency Board, and labour, industrial, commercial, and patriotic bodies. Departmental offices have been established and staffed with discharged soldiers under the control of District Repatriation Officers at Auckland, Wellington, Christchurch, and Dunedin.

Repatriation Committees on a similar basis have been formed in the chief provincial towns, with offices and paid staffs in the following towns: Hamilton, Rotorua, Gisborne, Napier, Hastings, New Plymouth, Wanganui, Palmerston North, Masterton, Nelson, Blenheim, Greymouth, Timaru, Oamaru, Invercargill.

In addition honorary committees have been set up in many towns throughout the Dominion. At 20th October, the total of these committees was sixty-one, distributed thus:—

*Auckland.*—Cambridge, Dargaville, Kaitaia, Opotiki, Paeroa, Taumarunui, Taunanga, Te Aroha, Te Awamutu, Thames, Waihi, Whangarei, Ohura, Morrinsville, Coromandel, Helensville, Otorohanga, Pukekohe, Whakatane, Kawakawa, Matakoho, Rawene, Te Kuiti.

*Wellington.*—Dannevirke, Eltham, Hawera, Levin, Marton, Motueka, Ohakune, Pahiatua, Patea, Stratford, Taihape, Waipukurau, Woodville, Feilding, Waipawa, Wairoa, Bull's, Hunterville, Waitara, Opunake, Takapuna, Tokomaru Bay, Picton.

*Christchurch.*—Ashburton, Fairlie, Hokitika, Kaikoura, Reefton, Rangiora, Temuka, Waimata, Westport, Geraldine.

*Dunedin.*—Clyde, Gore, Roxburgh, Balclutha, Lawrence.

#### THE RESULTS.

The results of this system were shown in a report, tabled in Parliament, which re-



Group of Returned Soldiers at Training Farm, Tauherenikau.

viewed the operations of the Repatriation Department to 20th August. Here is the summary signed by the four Ministers (two Reform and two Liberal) of the original Board (Messrs. Herries, MacDonald, Hanan, and Guthrie):—

Briefly reviewing the report, it will be seen from the figures that the unemployment question is well in hand; a great measure of success is attending the Department's educational and vocational re-training schemes, and large numbers of soldiers are availing themselves of the liberal financial assistance provided for them, and are meeting their obligations promptly. The Department is honestly doing its best in the interests of the discharged soldiers—there is no "camouflage"—and each applicant for assistance is sympathetically dealt with.

Bearing in mind the fact that the invalided men are already to a great extent repatriated, or are being trained and are well on the way towards that goal, and that the majority of those now returning are fit men, the Department believes it is justified in taking an optimistic view of the future, and confidently anticipates that the very satisfactory conditions at present prevailing will continue until the whole of our boys have been resettled in the Dominion that they have so worthily represented at the front.

We have acknowledged the great work that has been accomplished by the patriotic workers on the various Boards and Committees, and would thank also the members of the staff in the different branches for their loyal support and hearty co-operation.

## General Employment.

□

### A Very Effective Agency.

THE majority of returned soldiers feel that they have no need to train themselves for new occupations. They prefer to return to pre-war positions, or to take other employment which does not require a term of special training. Of course, many can place themselves without Government assistance. For those who desire help in obtaining suitable work the Repatriation Department's organization has been proved satisfactory. Up to 20th October, 1919, the Department had placed 11,208 men.

The Department's officers and numerous Committees keep contact with all kinds of employers in town and country. In addition many reminders are given constantly to employers that if they have a position the Department has a man. Anybody who uses a telephone directory or receives letters through the post cannot miss these striking slogans. Usually the employers have shown the right spirit, of which the need in these difficult days has been indicated by Major Evans, in the *British War Pensions Gazette*, thus:—

In the overcrowded labour-market of pre-war days "Get on or go under," "The weaker go to the wall," "The survival of the fittest" were the mottoes which governed the working-world. It is up to all whom fortune has allowed to remain in safe civil life to see that the men who fought for them are not, on their return, subjected to such a test. Especially must we protect those who have suffered impairment. These men have passed through the horrors of an inferno such as even Dante could never have dreamed—but not, alas! unscathed—and the least return we can make is to ensure them preferential treatment for the rest of their lives. This does not mean that we should treat them as pampered paupers—they would greatly resent that.

To emphasize the need of a complete fulfilment of obligations by employers to returned soldiers the Auckland Repatriation Board issues an Honour Certificate to those who do their duty thoroughly, and the document gives a right to fly a Flag of Honour (a blue

pennant bearing the word "Honour" in red letters on a white centre).

Up to 20th October the Department had placed 11,208 soldiers in employment. At this date there were only 307 names on the "Employment Wanted" Register, and this number included some newly registered and some in temporary work. The details of the placings are:—

Group.	Auckland.	Wellington.	Canterbury.	Otago.	Total.
Wood, furniture, timber, &c. . .	171	231	154	114	670
Engineers, metal-workers . . .	211	336	155	147	849
Food, tobacco, &c. . .	104	164	94	57	419
Clothing, boots, &c. . .	95	146	100	81	422
Books, printing, &c. . .	62	70	63	36	231
Other manufacturing . . .	118	72	101	47	338
Building . . .	96	97	122	46	361
Mining, quarrying, &c. . .	47	84	117	48	296
Rail and tram services . . .	73	158	108	61	400
Other land transport . . .	88	167	122	51	428
Shipping, wharf labour, &c. . .	53	78	86	36	253
Pastoral agriculture, &c. . .	316	610	283	180	1,389
Domestic hotels, &c. . .	97	299	111	66	483
General labour and miscellaneous . . .	525	1112	567	366	2,570
Clerical . . .	179	343	199	136	857
Government . . .	249	574	214	214	1,251
Totals . . .	2,484	4,451	2,587	1,686	11,208

#### UNEMPLOYMENT SUSTENANCE.

Unemployment sustenance (inclusive of pension) is paid on the following basis: Soldier, £2 2s. a week; wife, 10s. a week;