This article was downloaded by: [Carnegie Mellon University]

On: 20 January 2015, At: 01:40

Publisher: Routledge

Informa Ltd Registered in England and Wales Registered

Number: 1072954 Registered office: Mortimer House,
37-41 Mortimer Street, London W1T 3JH, UK

Royal United Services Institution. Journal

Publication details, including
instructions for authors and
subscription information:

[http://www.tandfonline.com/
loi/rusi19](http://www.tandfonline.com/loi/rusi19)

Non-Commissioned Officers in Continental Armies

John Ross

Published online: 11 Sep 2009.

To cite this article: John Ross (1878) Non-Commissioned Officers in Continental Armies, Royal United Services Institution. Journal, 22:94, 221-260, DOI: [10.1080/03071847809416345](https://doi.org/10.1080/03071847809416345)

To link to this article: [http://
dx.doi.org/10.1080/03071847809416345](http://dx.doi.org/10.1080/03071847809416345)

PLEASE SCROLL DOWN FOR ARTICLE

Taylor & Francis makes every effort to ensure the accuracy of all the information (the "Content") contained in the publications on our platform. However, Taylor & Francis, our agents, and our licensors make no representations or warranties whatsoever as to the accuracy, completeness, or suitability for any purpose of the Content. Any opinions

and views expressed in this publication are the opinions and views of the authors, and are not the views of or endorsed by Taylor & Francis. The accuracy of the Content should not be relied upon and should be independently verified with primary sources of information. Taylor and Francis shall not be liable for any losses, actions, claims, proceedings, demands, costs, expenses, damages, and other liabilities whatsoever or howsoever caused arising directly or indirectly in connection with, in relation to or arising out of the use of the Content.

This article may be used for research, teaching, and private study purposes. Any substantial or systematic reproduction, redistribution, reselling, loan, sub-licensing, systematic supply, or distribution in any form to anyone is expressly forbidden. Terms & Conditions of access and use can be found at <http://www.tandfonline.com/page/terms-and-conditions>

NON-COMMISSIONED OFFICERS IN CONTINENTAL ARMIES.

By JOHN ROSS of Bladensburg, Coldstream Guard

THE question of obtaining a good class of non-commissioned officers is one which is occupying the serious attention of most nations. Men for service in the ranks are obtained easily so as a rule are Officers, but the grade connecting the two Governments can indeed afford to be very careful in selecting Officers; and considering how much of the success in war is upon them, too much attention can hardly be given to those on whom commissions are bestowed are in every way fitted for their position. Ambition, the desire to embrace a manly career of enterprise and popular in society, make many wish to become Officers, but not so non-commissioned officers. Their little attached to it to make it attractive; it is subordinated to the honourable discharge of its duties is rewarded, rather by the satisfaction than by any more substantial recompense. Long service, perhaps spent in night work, in bad climate campaigns, a man often finds himself impoverished, broken and unable to take his place among those neighbours who have themselves to walk in civil life.

The presence of a good subordinate class of officials is necessary for all armies, but it is so now more than ever. Modern armies are not what they used to be; now they are regulated by an extended and national war organization, through which batches of recruits have to pass, and where a continuous drill converts the peasant into a soldier. Tactics also in the last few years have imposed new responsibilities upon the non-commissioned officer; there is a greater necessity for industry and intelligence than formerly, and in the late Franco-German war there were even cases in which sergeants were temporarily promoted to the rank of Officers. To fulfil these new duties, the good old type of soldier abroad in the Prussian corporal of Frederick the Great is dying out rapidly; and there is a great difficulty in inducing the middle classes of society to embrace a military career, or, at all events, to devote some time beyond the obligatory service of the country. The increase of manufacturing and commercial enterprise is the principal cause which keeps the ranks of non-commissioned officers from being as well supplied as they should be.

can get high wages and live in affluent circumstances in a country where they should they then put up with the chequered life of a soldier? In the Rhenish and Westphalian provinces it was found more difficult to retain the services of men quartered there, than in the East of the German Empire, and for the same reason; high wages can be found in the former, but not so readily in the latter. The universal service now adopted abroad has also, in a great measure, increased the difficulty. That plan gives powerful armaments to the reserves; soldiers exclusively so by profession are discarded; the whole male population is trained to arms, and every man is liable to tax in personal service before he is permitted to devote himself to any profession or occupation in life. The short training is intended to mould the masses into soldiers, but not so to form good soldiers; also they are too young and inexperienced to do in the regiments, to attend to the needs of the war constantly arrive. In former days when *long* service was the rule, those who entered the Army knew that a large portion of their life would be spent under the colours; the smartest of them naturally seek to gain the top of their profession, and the highest pay and best pensions. But not so in compulsion of *short* periods; there they will get it over as soon as possible, and turning themselves in their civil pursuits, try and forget all about their military life.

If the Government could enlarge its expenses and create a larger labour market, there can be no doubt that it could obtain the services of the best men of the country for non-commissioned officers. But it must be remembered that every nation is oppressed by its own arms; already well nigh insupportable, owing to its bloated armaments, it could spend anything more, and thus each seeks to solve the problem by other means than that of inflicting an additional and oppressive burden upon the people; economy, very rigid economy, is the only way in which they can act.

One of the chief means of obtaining the necessary quality of men for non-commissioned officers in modern armies, is the system of special schools or corps of instruction. Germany and Italy have seen, have adopted this plan very largely. The best method is naturally in which to train young men who hope for promotion to the ranks. It is there that they learn to appreciate the duties of the men, and are taught to respect the traditions of their country and the customs of the service; it is there that their characters are moulded to their superiors, and the degree of advancement they are entitled to; and it is there they gain instruction, experience, and habits which are all so absolutely necessary. But as there is no such thing as this, in modern armies—if the men will not re-engage in obligatory service—a more rapid mode of training has been devised by these schools. There are, however, some drawbacks to the system. The men who issue from instruction as sergeants are younger often and perhaps inferior in attainments to those to whom they are placed over. They will always form a distinct class in the Army, and have little in common with

file, of whose prejudices they must necessarily be ignorant will, it is true, be a leaven of older and re-engaged sergeants give their tone to their juniors, and prevent them from abusing power which they have got so easily; but this will not compensate the disadvantages of the system. It must be remembered that schools for training non-commissioned officers are very costly to the State, and especially so when, as in Germany, it is found necessary to establish a preparatory school. Thus the country pays for the training of men who are to fill quite subordinate posts, during which they are maintained at the public expense, although they perform military service.

The best means of securing good non-commissioned officers is to induce them to re-engage. This is mainly done by giving them a bounty on pay during their re-engaged service, and a bounty on pension at the end of a certain time, together with the prospect of a situation in civil service of the country. It has been found that to ensure a comfortable future to a man is the best means of inducing him to re-engage on after his first term of service; and a question arises of importance, whether it is advisable to do this by granting places in the telegraphs, post, and other offices. Old soldiers with discipline, order, and regularity, are very likely to discharge their duties very well, but it is evident if they are the only class in the community who are to get these posts, a very important portion of the national wealth is unduly burdened. Although they may be educated they may not suit the place, and if they get it rather than merit, they have not the same reason to try and improve themselves for their employers. The numerous decrees also issued to secure positions for old soldiers, lead to the belief, indeed, that if an competition were to be allowed, and the best men only chosen, non-commissioned officers would not by any means always get the best positions. On the other hand, the inducement held out by the hope of civil service is not considered sufficient to keep men in the ranks at an obligatory service. According to reports from France, a large number of old non-commissioned officers proposed for civil positions to prove conclusively the mistake in thinking that this measure will keep them under the colours. There are also some in France where as will be seen this system is most relied upon, who think that it is unwise, and unduly taxes the civil administration of the country, and they believe that a sum of money should be given to them.

But how is this money to be raised? In Italy a special fund is set apart for the payment of these bounties, and the principle appears to have great advantages. It is based on this:—military service is obligatory to all, but some do not serve, either they cannot or are weak or other causes, or they enter the ranks as one-year men; these then are taxed, and can be made to pay a fine. The money so acquired is devoted to the non-commissioned officers' fund. In Italy, it will be seen, the fines paid by one-year men are applicable to this purpose; also in Austria money is raised, as will appear, from the interest derived from funds, obtained from those who did not serve the State in personal service; but

else is the principle even in force at present. In France proposals to that effect have been made, but the desire to year volunteers and the fear that exemptions may again by money, will probably prevent them from being even. Some such system was in force in Bavaria for a short time late war; old non-commissioned officers received a *bezugsgeld* (£66 13s. 4d.), which was paid out of a fund the fines (called *wehrgeld*) of those incapable of serving, varied from 3 to 100 gulden (5s. to £8 6s. 6d.). This was in 1871, the Germans considering that in some way it was the thin edge of the wedge, and end in monetary pay substitutes.

There are a number of men who, from physical infirmities, are unable to serve at all; there are also those, reliable and able to serve, get off on account of the conscription strong enough without them; and it would seem but fair that they should pay in purse that which they cannot pay in person, of course, are afflicted by nature to such an extent, burdens on their families; but there are others who, from weakness or even tardy growth, cannot bear the fatigue of a campaign but who can easily earn a livelihood. The former should not be taxed; but the latter by paying no fine, get off at free, and benefit immensely by their contemporaries being taxed because they have the field to themselves and get a third of them. These should be made to pay the *wehrgeld*. It is objected that for the country to pay annually a sum of money is not levied at the time by Parliamentary vote, is a principle foreign to our ideas; doubtless it is so, and so ought it to be in all constitutional nations. But, is not universal conscription and service, the very essence of a tax raised without the sanction of Parliament? If most have to pay their dues to the State by giving up the fruit of their labour and the value of their property, should the remainder come off scot free, and shield the State from loss behind a constitutional principle already broken? As we have said, other reasons have abolished the *wehrgeld* might be got over; of course, care should be taken not to let able-bodied men to get off their term of service by payment, and a system of checks could be arranged for this purpose of substitutes for military duty for a sum of money is foreign to the Prussian organization; one-year volunteers are another form of it. This institution is doubtless a necessity; its presence shows that the military laws of even Germany bend to circumstances; and it may be, that a judicious modification of the *wehrgeld* system could form a fund which is so important as a reward of non-commissioned officers, who have served a number of years in the Army. If the *wehrgeld* were levied throughout the German Empire, it would be the means of procuring three to four million *thalers* (£450,000) annually, and this would be ample to supply all necessities.

The *Bulletin de la Réunion des Officiers* has published

remarks from the *Allgemeine Militaire Zeitung*, advocating a tax in the German Empire, for the benefit of the non-commissioned officers. This is a species of poll-tax to be raised on all y reaching the age of twenty. The following is the calculation it were imposed:—at twenty marks (£1) per head, and with contributors, a yearly sum of about 10,500,000 marks are. The German Army has about 43,000 non-commissioned officers; a third of this number re-engage and receive 300 marks p as extra pay, a little less than 5,000,000 marks are spent. mainder is then in hand for the relief of those widows or orph have lost their relations in war time.

An important part of the question under consideration to be examined—promotion from the ranks. France has adopted this system, being probably impelled thereto by her notions. The *corps* of Officers in that country is recruited, students at military colleges, and, secondly, from non-commissioned officers. The latter formed about one-third of the whole, attained the lowest grade in their new sphere before the age As a rule they were good and efficient non-commissioned or thoroughly unfit in education or in general attainments to fo body of Officers, for without early training they could n efficient commanders. These promotions then split up th Officers into two distinct classes, and destroyed that union ar which is so essential. Added to this, however, those who the ranks, being unfit for promotion to the higher grades—sergeants would make efficient Generals or even Colonels—w over by their younger and more intelligent companions military colleges, and all the best positions in the Army we these latter. The others then found themselves neglected, seded by juniors, who, apparently, were on the same footin selves. Nor was this all, for so great an influx of men be the lower and middle classes of society, into the body militated against the social position of the whole *corps*; commissions unpopular to those who from birth, antee education would make the best, the most intelligent, and m leaders of the Army. Such was the organization which k so signally in 1870, and such it remains still, with the that the self-sacrificing efforts of every one in France will remedy any defect in this system. An attempt has now be educate those non-commissioned officers destined for prom this plan has been adopted in Italy, where no sergeant car to the “*epaulettes*,” without going through the school sel the purpose; this is also the case for the infantry, in France adopt this plan, in order to obtain a reward for non-co officers, is a mistake, it being open to precisely the same already related. Again, men who have passed years in position will often regard their elevation not so much as point to future work and advancement, but as the end of tion; their new duties will then be discharged rather with i than with zeal. In fact, promotion from the ranks sa

welfare of the *corps* of Officers, in the hope of benefiting non-commissioned officers—a system which is altogether s

On examination, however, it will be found that neith plan benefit that class which it is meant to reward. Their not fixed but transitory and unstable. The general desire commission, and those that fail in their object—all cannot have missed their vocation in life, and are consequently and weary of their profession; there will then be a large disappointed non-commissioned officers, certainly no advantage service. Some in France consider that either too many commissions are given; it is not the prize of the special nor the lot of all sergeants; they compare this state of that in the French Navy, where promotion from the ranks Petty officers of the fleet are said to be far better men attended than their equals in the sister service; they have a position in life, in which an honourable career is to be found do not crave after an ambition which most cannot reach which discourages and incapacitates them from further fact, "*l'homme préfère être le premier dans une bicoque qu Rome.*"

At best, a commission is but a doubtful reward to a up to a different state of society, and the Germans, with us have instituted quite a different state of things. The promoting non-commissioned officers for the sake of inducing a class of men to serve as such, is considered entirely a *corps* of Officers must not be injured; its rôle is all-important to carry it out we must have a carefully-trained and a class of men, able to direct with judgment and to lead. It is, of course, understood that there can be no objection an advantage, when men show themselves competent to rise from a subordinate position to one of trust and honour; a door can never be irrevocably shut which separates one Army from another. But men should never be so elevated are worthy of it; and to be worthy of it, more, far more than the mere humdrum of respectable service. The Officer should be a high privilege and a position demanding exalted characteristics; this rank cannot be within the proportion of those that enlist; and to affirm that it is to allow a commission to be the reward of every respectable clever non-commissioned officer, is the same thing as to a solicitor's clerk, who can copy legibly and behave decently obtain the highest position in the legal profession. Life of different orders, and each have their duties; a man may perhaps be eminently fitted to another above him, but another thing to ignore these orders in the world, and to they do not exist; it degrades the highest honours of a brings no satisfaction to the men themselves thus unduly

In turning now to the regulations in force in some of the Powers of Europe, it will be seen how each has endeavoured to procure good non-commissioned officers for its Army.

England the supply of these has not yet become a serious one. But taking into consideration the troubles of other nations as the commercial peculiarities of this country, it is highly probable that if ever we should attempt to convert our people for armed masses, a great difficulty would be the question of procuring non-commissioned officers.

Germany.

Non-commissioned officers in Germany are obtained from the following sources:

1. From *gefreite* (answering to our lance corporals) are men of good character, who know their duty, who can read and reckon, and who have re-engaged (*capitulaten*). These, being practically trained, are taught in the regimental schools during the winter months, three to five times a-week, arithmetic, grammar, elementary geography, and history. An Officer superintends this instruction; the students also do not get off any until they have undergone the course. In the artillery the non-commissioned officers are principally drawn from this class, and especially from volunteers. Candidates, after a year's service, and after a written examination, are appointed *obergefreite* (bombardier). After battery are afterwards sent to the school of the regiment to undergo a course of instruction, which lasts from 1st October to 1st April, and which includes artillery, mathematics, interior writing, and veterinary science. On terminating this course, the *obergefreite* receives a certificate, which qualifies him for the grade of corporal, and after another year's service, a written examination, he is appointed as such, as a *volontier*. To rise higher, he must undergo a stiffer examination.

2. From men of good conduct who have not yet completed their obligatory term in the ranks, and who do not wish to re-engage. Compulsory service in Germany is very short; nominally the term often scarcely exceeds two years and a-half, and in the case of the smartest men who obtain the King's leave (*Königs Urlaub*) have passed their drills satisfactorily, it is not more than two years. The number of these latter is about twenty per company and a *volontier* is consequently not easy for the military authorities to obtain. Where privates are promoted, who do not re-engage, are only resorted to where men are likely to be of use, and where others are available, which is sometimes the case in some quarters in uncomfortable places. Out of 29,159 *volontiers* of the German Army in 1875, 2,414 belonged to the *volontier* class.

3. From non-commissioned officers' schools.

Germany was the first to found schools for the education of non-commissioned officers. They grew out of an institution founded from philanthropic motives in Potsdam in 1824, for the bringing up of orphans of soldiers to a military career. After leaving the school, the boys were sent to the Instructional battalions.

attached as a special division; and three years later they army, with the rank of corporal. The General in command of the Guard Corps had superior control over this school, and taught therein were made to embrace everything necessary for a good non-commissioned officer; in fact, the boys were not allowed to serve in that capacity; all attempts made to elevate the school into a Cadet College for Officers were checked, and finally by a Cabinet Order dated March, 1839. This school having proved of public advantage was increased; in 1831 it was doubled, it became three companies strong, and in 1858, four companies, one battalion. In 1860 a new school was erected at Jüterbog from that of Potsdam; and in 1864, additions were made to each. In 1867 a third school was founded at Biebrich, later a fourth at Weissenfels; again, in 1871, the Emperor was given to a fifth at Ettlingen, which had already existed in the Baden Army; and lastly, in 1873, a sixth was established at Zwickau in Saxony. These have, therefore, now become national institutions, and in 1872 an Officer, with the rank of General, was appointed to inspect and control them. The school is under the command of a Field Officer, or a Captain of standing, and they muster some 500 students each, together of Officers and non-commissioned officers. In order to improve the class of the latter, to instil proper ideas of military discipline in the minds of the students, advantages are given to them in the increased chances of promotion.

Candidates for admission must be over 17 (14 in Saxony) and under 20; they must have a certificate of good character, and pass a simple examination in reading, writing, and arithmetic (the first four elementary rules). On admittance, they must sign an agreement, by which they engage to remain in the school the legal time (3 years), and besides a term of years, equal to the period they spend in the school. This period varies from three to five years, according to the capability of the pupil, and his military service. Thus the State ensures that each man will remain efficient in the ranks as a non-commissioned officer five or six years; latterly, it appears it has been reduced to three. The instruction given is practical rather than theoretical, making the aspirant able to teach all that is necessary, and to set an example of military smartness—writing, reading, elementary history and geography, German, writing simple reports, sketching, and singing, are also taught. Good boys receive four weeks' holidays per year, their journeys home being paid for them.

When fit to pass out of these schools the students are placed in regiments, their distribution being so arranged that those who have sent non-commissioned officers to the staff of the school receive, if possible, three from the school in place of each as instructors; otherwise the ordinary vacancies are filled by any one for a particular regiment being taken into consideration as much as possible; thirty of the best go annually to the

NON-COMMISSIONED OFFICERS ON THE CONTINENT

specially recommended they are made corporals six months after leaving the school; at the end of their term of instruction the ranks all receive the bounty given to re-engaged men.

Last year another step has been taken in the education of non-commissioned officers of the German Army. It has been found that the schools have not altogether succeeded; the Government has therefore issued orders for individual reports on each man obtained from them, and it appears to be that while they are considered satisfactory attainments, their moral characters are very bad. In fact that the class of men required has not yet been got hold of—nothing but lads, whose parents are glad to get rid of them, and thus, while the schools are full of them, the right stamp of men do not apply for. It is very probable that this has prevented a greater development of these schools from being carried out. Another attempt is now being made to rectify these defects. It is found that the classes place their sons in business at about 15, and that the result is thus lost (the earliest age of admittance in the non-commissioned officers' schools being 17). A preparatory non-commissioned officers' school has therefore just been opened at Weilburg for the purpose of feeding the others, and the class of boys to be so obtained with the really good stuff already procured—sons of old non-commissioned officers—will, it is hoped, produce the elements required for the Army.

Candidates for this preparatory school must be under sixteen; they must have an irreproachable conduct, be in good health, know how to write legibly, read print, and understand four elementary rules of arithmetic. They must procure the consent of their father or guardian to the step they are taking, and must engage in writing to enter the non-commissioned officers' school on completion of the preparatory course, by which they are to be promoted to the ranks four years, *i.e.*, two years for every one in the school. The boys are not soldiers nor under the military discipline when they enter the non-commissioned officers' school, but they get out of their engagement by paying their expenses, which amount to 465 marks (about £23) per year. The course lasts twelve years, and the Government pays for everything, feeding, clothing, and education; anything of a technically military nature is not done, but all which tends to invigorate the body, gymnastics, fencing, &c., is specially attended to. Pupils from this school may remain another two years at the higher school, or less if they are physically and in education; they then enter the ranks as corporals.

There were many applications for admittance into this school at Weilburg, and many had to be refused, and it is probable that others like it will be established; this year four boys are admitted, next year it is hoped that the full complement of 250 can be lodged.

These arrangements only secure the services of a man for a time (four years) with the colours, which is not enough; and the recruits would be too young and inexperienced, and little likely to

benefit to the service. An old and steady element is ther
lutely required. The Germans, as all other nations, have co
set a high value upon re-engagements, and have tried to i
to remain on in the service. These re-engagements are m
year at a time, with the consent of the Captain of the
squadron, or battery. By this means a man can leave if he w
so, without being tied to serve for a number of years, while,
conduct not be considered satisfactory, the Commanding C
get rid of him easily. The fear of this will keep a man wh
re-engaged attentive to his duties, because unless he serve
number of years, he will not have a right to the advantages
regulations hold out, and which induced him to embrace
career. These rewards are principally given by appointme
posts, rather than by pensions or bounties; in fact, the Ger
to make the rank of a non-commissioned officer the necessar
stone to employment in the different civil appointments of t

As far back as 1867 it was decreed that non-commission
after twelve years' service, might obtain civil posts (if f
the following order: (1) those invalided, preference bein
those who are wounded or decorated, (2) those "half-inv
fit for garrison duty only, and (3) those who have rett
health and strength. As long as there are military can
these situations, civilians were to be debarred from compet

In 1873 new advantages were conferred on non-com
officers:—

(1.) Their pay was increased, in some instances 30 and
cent.

(2.) Two new ranks were created, that of *vice-feldwebel*,
sergeant-major, one per company, and usually given to an c
as a reward after fifteen years' service. It has no responsi
the pay is 3 thalers (9s.) a month higher than that of serg
other is a new pay-clerk per battalion, a post of trust whic
man to rise to Paymaster (*Zahlmeister*).

(3.) Their allowances and barrack comforts were incr
geants' messes started, and certain other privileges and co
were extended to them, amongst others the obligation on
the soldier to address them by the title *Herr* (Sir).

Next year other regulations were issued (April, 1874)
pensions were conferred; which were divided into five clas

		Sergeant-major.	Sergeant.	C
1st class per month		14 thalers ..	12 thalers ..	1
2nd " "		11 " ..	9 " ..	..
3rd " "		9 " ..	7 " ..	..
4th " "		7 " ..	5 " ..	..
5th " "		5 " ..	4 " ..	..

Non-commissioned officers are entitled (if not invalided) to
pension after 36 years' service, 2nd class after 30 years'
class after 24 years' service, and 4th class after 18 years' s
above are not paid if the pensioner ceases to be a German

if he receives a civil post worth a certain sum. It is considered that a sergeant-major should at least have a salary of 350 thalers (£52), and a sergeant or corporal 250 thalers (about £37); if the situation does not amount to this, the difference is paid him, out of the pension he would have got, had he not been in the army. Moreover, pensions are given according to the rank held by the man who has possessed it for twelve years; otherwise (unless for wounds, &c., received in the country's service) according to the rank immediately inferior to it.

Invalid non-commissioned officers are divided into those that are disabled so from natural causes, and those that are injured on service. For the former, the following are the pensions to be obtained:—

(1.) A 1st class pension after 25 years' service, if unable to work without the assistance of strangers.

(2.) A 2nd class pension after 20 years' service, if unable to earn a livelihood.

(3.) A 3rd class pension after 15 years' service, if nearly unable to earn a livelihood.

(4.) A 4th class pension after 12 years' service, if partially unable to earn a livelihood.

(5.) And a 5th class pension after 8 years' service, if at least partially unable to earn a livelihood.

If the latter, then the following:—

(1.) A 1st class pension is given for any service, long as the man is unable to live without the assistance of a stranger.

(2.) A 2nd class pension when incapable of earning a livelihood.

(3.) A 3rd class pension when nearly incapable.

(4.) A 4th class pension when partially incapable.

(5.) A 5th class pension when able to gain a living.

In all these cases certificates to obtain civil posts are given to the man who has a sufficiently good character, and in many cases certain additions are made for good service.

These additions are given:—

(1.) If entirely invalided in war, 2 thalers per month.

(2.) For each mutilation, loss of a limb, or other serious injury, 6 thalers per month. The total not to exceed 12 thalers (which is, however, considered as extra, 6 thalers for each eye blinded).

(3.) When completely invalided after 18 years' service.

(4.) To those unable to make any use of their certificates to obtain employments in civil life, owing to injuries received in war, 3 thalers monthly, in lieu of such certificate.

It may be remarked that the Germans also give facilities to marry, provided they place 100 thalers in the Savings Bank, for which they obtain interest. Quarters are given to them, if possible to do so, and a certain sum of money is put by, for the support of their sons. Also a pension to the widow and orphans of soldiers who die in war, or who die afterwards from their wounds.

The employments offered to non-commissioned officers of different qualifications, were at first confined to the State railways, post offices, and everything under the Government; but it

ment does not seem to have answered its purpose sufficiently to offer a substantial inducement to men to remain their twelve years in the Army. It is calculated that there were some 34,000 places for soldiers, but that they were not all filled; the pay attached to them was a small and insufficient reward, and thus it was that the number of re-engagements diminished every year. The statistics of 1874 had the effect of only slightly increasing the number of those who meant to serve for their twelve years, but it was only by 15 per cent. the quantity of those who remained on for the 12th year. Now this was not exactly what the Government desired, as civil posts and not pensions or bounties are the inducements it lays out for its non-commissioned officers. Accordingly a project was brought in March, 1877, before the Federal Council, by the Emperor of the Empire, by which employment in private railways should be given to soldiers having the necessary certificates, and who were at least thirty-five years old, and healthy in body and mind, in preference to others. The project continues, that these military candidates should not be subjected to severer tests than others in considering them for employment, and if they have to give up their duties through incapacity or infirmity, they shall be entitled to the pension which the railway company gives. Also that no bye-laws or regulations shall be enacted anything unfavourable to military *employés*; and that in getting one of these situations, an old non-commissioned officer may exchange his certificate for a 5th class pension according to the military rank he held on quitting the army, unless he is entitled to that pension, or to a higher one for other reasons. It is hoped by this means to get a sufficient number of berths for the requirements of the German Army. It is estimated that 127 non-commissioned officers per corps leave with a certificate every year; adding 60 for the police (they have certificates after nine years) and excluding Bavaria, this makes a total of 2,510, or 3,000 most, requiring situations. By the project of March, 1877, 18 posts are said to be thrown open to the Army, out of which

1,884	yield a yearly salary of 1,500 marks and upwards
2,473	“ “ “ from 1,200 to 1,500 marks
6,172	“ “ “ from 900 to 1,200 “
and 18,700	“ “ “ of 900 marks.

Probably a large number are not very valuable, but all conscription societies are obliged to advertise in the *Militair-Wochenblatt* the vacancies they have, so as to allow non-commissioned officers to see what is in the market, and to apply for what they consider suitable.

Notwithstanding all that has been done, there has been no efficiency in old and really efficient non-commissioned officers; more legislation may be required. Will the Germans persevere in their industrial enterprise, and force a certain class of *employés* or will they raise a fund as fairly as they can from that part of the Empire which contributes least to their military establishment? Will they give bounties to their old servants? Within the last five

however, an improvement has been observed, and non-commissioned officers do not appear to be so difficult to keep, as was formerly; this is due almost entirely to the depression in which at present exists in North Germany. This fact will doubtless be of great importance to the Government for the present to withhold any further reinforcements.

Quite recently a new military grade has been created, *weibel-Lieutenant*, holding a subordinate position among the ranks of the Landwehr, and ranking between a Cadet and a Sergeant. These posts are to be filled by old non-commissioned officers in good circumstances and otherwise fit for the position. After being promoted to Second Lieutenant, and can join their regiments without being balloted for; they are exempt from the courts of honour, and of a commission (*Patent*) they receive a warrant (*Bestallung*) to the custom followed in the cases of the *Feldweibel* officers. Their duties are those of Officers, but their pay is not regulated by a Cabinet order by which they were created.

France.

France can hardly be said to have altogether recovered from the war of 1870-71, which upset all her military institutions, and she is reconstructing herself gradually, and laws regulating the non-commissioned officers are expected, but not yet passed. However, she is a rich country with a flourishing trade, and manufactures, and her difficulties with regard to the question of non-commissioned officers are all the greater. The rules at present in force do not fulfil their object, for the inducements offered are not sufficient. Formerly bounties were given to re-engaged men, and this answered well, but as they have been done away with, good non-commissioned officers are all the more difficult to be got. In 1873 there were 1,200,000 men in the French Army, exclusive of 82 depôts, 494 battalions; or about 1 man per battalion re-engaged for 5 years. In this case, the French Government is obliged to promote so many men as they have finished their first term of service, and thus the non-commissioned officers are too young and inexperienced. The law of July, 1874, to take effect the 1st January following, endeavours to rectify this state of things. It provided that the pay should be raised to the following:—A regimental sergeant-major, infantry, 3.25 francs per day; pay-sergeants, infantry, 2.50 francs; artillery, 2.60 francs; a sergeant, 1.10 francs, a corporal, 1.00 franc. Re-engaged non-commissioned officers to receive 30 centimes daily, and after 10 years' service an extra 10 centimes. After 15 years' service, or 35 years of age, a pension is reckoned according to a particular proportion, in such a manner that for each year of service and each campaign $\frac{1}{25}$ of the full pension of 25 years' service is given; provided that the sum of the pension and pay of a Government situation shall not exceed 1,200 francs. After 12 years' service, four of which must have been spent as non-commissioned officers, they may receive appointments in the army, service, post offices, telegraphs, railways, and public offices.

has not answered the expectations of the framers, and still not remain in the Army.

The education given to French non-commissioned officers improved, but it is not yet on an altogether satisfactory. These are trained merely in the regimental schools which in every regiment of infantry, cavalry, and artillery, but no time is not given to learn much. These schools are divided into three, viz., those of the 1st, 2nd, and 3rd degree. That of the 1st degree is quite elementary, it exists in every squadron, and battery under the captain; it confines itself to reading, writing, and arithmetic as far as the four rules; the students are unpaid, and the instruction is obligatory on all soldiers acquainted with these subjects. It lasts an hour a day at winter, two hours if possible. The schools of the 2nd degree embrace German, arithmetic, general ideas of geography, minor operations of war; these are instituted for corporals, and also for sergeants and one-year volunteers. The course lasts one year, but the instruction is only given twice a week, 1½ hours each time. Those of the 3rd degree teach French (reading and dictation), arithmetic, history, geography, elements of geometry, reading maps, field fortification. The attendance in the latter is voluntary, it is for non-commissioned officers and volunteers; no man can be recommended for the rank of Sub-Lieutenant from the ranks, unless he has passed the 3rd degree school, that he knows as much as he could learn there. In 1875, more improvement took place, and a school—"Ecole d'essai des *troupe*"—was established at Bambouillet, and an attempt made to found an institution for the purpose of training non-commissioned officers in the manner done in Germany and Italy. Boys on the strength of 600, are admitted; 30 of these must pay, but the remainder are free. Great opposition has been made against opening it to any but those of soldiers, and this is at present the rule. The military school has not proved a failure, and it is probable that it will be reckoned soon among the permanent institutions of the country, but that others will also be founded for the same purpose. The "*Ecole d'application de Cavalerie*," at Saumur, also trains non-commissioned officers, and some of the men to become officers in the cavalry, artillery, and train, the former as Officers, the latter as sergeants. The course of the first lasts a year, and at the final examination they are promoted to a commission on the first vacancies. The course of the second lasts 1½ years and comprises cavalry regulations, rough riding, veterinary medicine, military legislation, artillery, fortification, military art, tactics, and German; at the end of 6 months, on passing an examination, a student is made a corporal, at the end of another 6 months a third on the top of the list are promoted sergeants, the remainder leaving the school. The school at Saumur is also open to Officers who go through courses of instruction. Finally the schools through which sergeants can be promoted to co-

(1) that at Vincennes for the administrative branches of and (2) that at Bourges (*"Ecole de Sous-Officiers d'infanterie"*) (with very few exceptions) who wish to rise from the ranks through this school; the course lasts one year; the number is generally 400, but it must not exceed 450. This school affects the commissioned ranks of the French Army rather than others, is not yet considered by some to be on the best possible footing. There are too many students, and thus all do not get their commissions at once on leaving, but have to wait sometimes two or three years even when high up on the list. The educational standard is not high enough, and men who have not sufficient general knowledge are not allowed to pass. Candidates with greater qualifications in number may, perhaps, for the future, be the only ones admitted.

General Rochebouët, for a short time War Minister, has since December last, to take effect 1st January, 1878) placed the education of the French Army, comprising all relating to non-commissioned officers, &c., under a new *bureau*. The business office is now conducted by an infantry Officer, assisted by two Officers and clerks. Some new regulations for non-commissioned officers are expected; but the political events which took place in the country last year have required so much attention in another direction that nothing has hitherto been done. It appears, however, that General Garnier, who now commands the 8th Army Corps, a short time ago was under General Ducrot, has been employed by the Government to draw up a project to solve the non-commissioned officers' difficulty. A committee of twenty-two members was formed in the late French Chamber was formed to inquire into the matter, and a proposal was also made by a sub-committee and presented to General de Chanal. This latter includes the following points:

(1.) Restrictions to the one year volunteer system.

Public opinion in France has been very hostile to this system, and has been causing a certain portion of the community of their military service. It is considered to be liable to abuse, and to be another fault of the old state of things, which caused so much harm to the army. Moreover the one-year volunteers form the very class from which the best non-commissioned officers should come, and thus it is the duty of General de Chanal to diminish their number. He wishes to reserve those with university degrees still to perform this short service, and to leave those who get the advantage by an examination alone, should be numerous, and reduced to 2 per cent. only of the previous number. Thus, instead of 9,500 one-year volunteers, he wishes to have but 3,000, or 2,500 with a university degree, and 500 a university examination.

(2.) Voluntary service might commence at 17 years of age, if the candidate were physically fit.

(3.) The formation of non-commissioned officers' schools, in each regiment, or battalion separately administered.

This school should be organized as a company, but in case of war it is to be done away with. Men likely to make good non-commissioned officers are taken, and their promotion depends on their examination.

their aptitude and merit. Every year also the smartest attained the rank of sergeant-major may compete for admission to the Military College to become Officers. This rule is General de Chanal as being necessary, so that all the O Army shall be of *one* origin (that is from the ranks); but pointed out that he really only insists on two-thirds of the candidates coming from that source.

(4.) Civil posts.

The principle enunciated is that having served *the* term, nothing is to be expected from the State; but to gain the advantages of employment by the civil authorities extra service must be performed. Consequently the fact that all those who desire to get any place whatever in the State, must have served the country, by having been an apprentice having obtained a degree in the schools of medicine, agriculture or by having been a non-commissioned officer for four years, or having been a corporal or soldier three years beyond *the* term. There are some exceptions to this rule, probably those who could not serve in the Army.

(5.) High pay and annuities.

Every non-commissioned officer and soldier can re-engage for 5 years beyond his obligatory term under the color of so when he has served one year, and thereby he receives an extra daily pay of 10 centimes if a private, and 15 fr. above that rank. A second term of re-engagement is allowed with the consent of the Commanding Officer, in which case extra pay is doubled. Besides, men who are permitted to remain in the service five years after their compulsory term receive an annuity of 15 fr. the first year, increasing 10fr. each year, remaining four years of their re-engagement, if corporals and if above that rank 30 fr. first year, increasing 20 fr. each year, are procured from a capital which is granted by the State. This is not payable to the man until he leaves the Army. A third engagement is allowed, and the same advantages as in the first are given. Those who sell their reversion of these sums or if they are broken, and thereby lose all right to them. A third engagement is also allowed on application to the Minister of War, no extra pay or annuity. At the end of 15 years' service this plan a man would be entitled to a sum of 2,200 fr. if a non-commissioned officer to 4,400 fr. (£176).

(6.) Position of non-commissioned officers.

Facilities for marriage are given. Reduction to the rank of corporal may be effected by a Ministerial order, or by the General of Infantry of corporals.

M. Laisant, a Member of the Chamber of Deputies, forward, in November, 1876, a scheme which was referred to a Committee already mentioned, but there has been no discussion of it as yet; and accordingly he has again presented it to the present Chamber. He aims at giving non-commissioned officers to have proved their worth, and have remained in the service.

a certain real status held by a certificate bestowing upon permanent grade—*il recevra une commission en vertu de laquelle propriétaire du grade de Sous-Officier. Le grade conféré par de la République constitue l'état de Sous-Officier commission* position cannot be forfeited except on account of certain crime; another rank is created, "*premier sergent.*" Again, it is proposed that the pay should be the same in every branch of the Army, and should increase with the service of the soldier. This is rated as *Adjutants* (battalion sergeant-majors), up to 3 years' service per diem; after 3 years, 2 fr. 45 c.; after 6 years, 2 fr. 9 c.; after 9 years, 2 fr. 80 c.; after 12 years, 3 fr.; after 15 years, 3 fr. 20 c.; after 20 years, 3 fr. 60 c. The other ranks in proportion, comme suit: the following: (for men under 3 years' service) *sergent* 1 fr. 40 c., *premier sergent* 1 fr. 15 c., *sergeant* 1 fr., and nearly in the same manner as the pay of the *adjudant*. After 20 years' service a pension is obtainable, from 600 to 700 fr. yearly, according to the grade of the man; this pension is increased by 10 fr. for each year of service or campaign after the 20 years. All those who have attained permanent grade (*Sous-Officier commissionné*) have a pension, if they are invalided in the service of the country after 9 years' service (4 years for a non-commissioned officer) a soldier can retire into civil life; his application goes in, and he continues on duty until a vacancy occurs; he then tries the post for which he is being still kept on in the Army; should he be found fit for it, he consents to undertake it, he is struck off the list of the retired, and he returns to his duty. It is also contemplated by the new scheme to extend the list of posts for which old soldiers are available; this should embrace those on the lines of railway (belonging to military companies). Finally, there is a hope expressed that non-commissioned officers shall be made as comfortable as possible, more especially those who have their certificates of permanent grade; they should be allowed to marry, and a mess (*cercle*) should be established, besides their barracks, for their convenience and instruction. This project still comes under the promotion from the ranks; it confesses that the rank of Captain is the highest which, as a rule, a non-commissioned officer can attain; it is proposed that its pay be increased, as it is not sufficient to make young men care for the position it offers.

General Berthaut, late Minister of War, also presented a project to the Chambers in 1877; and this is the one which the Government has adopted. In this project the legal status of the non-commissioned officer is objected to, because, first, it is a mere ideal advantage, and not a material equivalent; and because, secondly, it might make non-commissioned officers somewhat too independent of their chiefs. At the same time it is conceded that in the Army Regulations a definite gratuity sort may be granted, but that this should not be done by striking the non-commissioned officers allowed to re-engage, have a sum paid to them by credit, rated at 600 francs for each of the first four years in which they serve as re-engaged men. A sixth of that money, or less, may be paid to them as a bounty when it becomes due; the remainder (or the whole, if the bounty is not claimed) is placed in the Funds, and yields

to them. The right to sell out is only given when service. In case of death with the regiment, the widow receives the full sum of money which should be in the (2,400 fr.) For wounds or disease contracted in the public man receives the same amount, and in case of promotion, or an appointment out of the Army, a proportional part. A proportional part only is also given to those who have otherwise than is mentioned above; those who are reduced have a right only to the money earned at the time they are fault, the permission however to sell out of the Fund granted on the completion of their four years' re-engagement.

Instead of the provisions as to extra pay and pension quoted from the law of the 10th July, 1874, non-commissioned according to General Berthaut's scheme, are to get an incentive centimes per diem after 9 years' service, and a pension at service, whose rate is reckoned for each year and for each at $\frac{1}{25}$ th of the full pension due after 25 years in the employments are also to be open to non-commissioned and is reckoned by General Berthaut that his project will give re-engaged soldiers per year. The Minister would, of the right to reduce this number according to the requirements of the country.

The French military world is naturally devoting much to this question (as well as to those plans for the reduction of the term of service from five to three years, and for the reduction of the one-year volunteers), and many are the opinions. Space would not, however, permit us to repeat these various. Suffice it to say, that most tend to the plan of giving a certain number of years' service, as the best means of securing re-engagement, as giving them the greatest possible facilities of work when they leave the Army, and as not interfering with the industry of the land. Few proposals, however, have been made as to a special fund for the payment of these bounties. In respect the tendency in France is not the same (as will be seen in Italy). According to the schemes already mentioned, it has been said about this; the money required, being raised in the budget. One scheme by a general Officer, advocating a re-engagement, may be perhaps touched upon in conclusion. He proposes that during the first term of service, non-commissioned soldiers belong to the 2nd class; afterwards (re-engagement) they belong to the 1st class; during this latter period they receive reductions in their uniform, and better barrack accommodation. At the end of this re-engagement (12 years' service) they receive an annuity for life of 300 francs. Should they desire to re-engage they may do so for another 5 years, and at the end of this service, receive an annuity of 500 francs for life. If promoted to Sub-Lieutenant during the second term of re-engagement they still retain the 300 francs pension. This money is taken from the fines payable by one-year volunteers.

Austria.

In the Austrian Army non-commissioned officers are obtained

(1.) By promotion from the rank and file. Intelligent and ducted men, those who are likely to be of use, are promoted when vacancies occur, provided they have served the minimum down by regulation. No man may be a corporal until he has the ranks six months as private, nor a sergeant (or sergeant) until he has served one year. For the training of privates, and future instruction of those already promoted, regimental schools have been established, and to these further reference will be made.

(2.) By direct appointment, on passing certain qualifying examinations, after having been a student at one of the military academies of the Empire. These institutions are mainly intended to educate sons of deserving but poor Officers, and in many cases the students are maintained free (or nearly free) of all expense to the parents of those whose military education is paid, must sign an obligation, to be ratified by the parents or guardians, by which they agree to serve a year above the legal term, for each year or part of a year at the school. Those who are semi-dependent on Government remain in the ranks half that extra time. Those that pay for their education have also to consent to one year's extra service, if they have been four years or more at the school. The whole period of service is, however, in no case to exceed 10 years.

There are three of these schools, viz.:—(1.) The Military School (*Militär Ober-Realschule*), a preparation to the Military Academy, of which more will be said further on. Students remain at this *Ober-Realschule* for three years, and in the final course they receive a certificate marked "excellent," "satisfactory." Those in the highest class are sent to the Technical Academy as vacancies occur; those in the next class become non-commissioned officers in the artillery; and the lowest are made 1st class gunners. There are 450 pupils in the course. The course includes German, French, Bohemian or Hungarian, physical sciences, geography, history, artillery, geometry, &c. (2.) The Military Academy (*Militär Akademie für Neustadt*) is a preparatory school—the Military College. The object is to furnish a certain number of Officers to the infantry, rifles, &c. there are 380 students; the course lasts four years, and the level of education is much higher than that already given. Those who pass are appointed Lieutenants, but those who fail enter the ranks as non-commissioned officers. (3.) The Military Technical Academy (*Militär Technische Akademie*) to which the best pupils of the *Realschule* are sent. The instruction given is about the same as in the Military Academy; there are 270 pupils, and the course lasts four years. Those that pass become Lieutenants, those that fail are appointed non-commissioned officers.

The term General is applied to that portion of the schools which are destined to educate non-commissioned officers. There are four classes; the 1st class is divided

sections, viz. :—(a,) instruction for the ordinary rank and for non-commissioned officers and those of the privates like promotion. The 2nd and 3rd classes include those that are on special duties, as pioneers, drivers, hospital orderlies, police sergeants. The 4th class is for one-year volunteers; this too is divided into two sections, viz. :—(a,) for those who qualify for non-commissioned officers; (b,) for those who wish to become officers.

The highest non-commissioned grade is Cadet, which is an aspirant to the rank of Officer. Men are appointed to this by the War Minister (all other non-commissioned officers are appointed by the Commanding Officer), but they must either go through the schools, or else present themselves at the final examination. The standard of education in these schools are made more exact in view to instruct an Officer than a non-commissioned officer. There is a great resemblance to the Younger schools in Russia.

The period of service in Austria is three years. Re-engagements are made after that term for one year at a time, and they are renewed with the consent of the Commanding Officer eight times until the man has 21 years' service. Re-engaged men receive pay, which, however, does not increase with increase of service. They are paid fortnightly, and amounts to 17 florins¹ for a sergeant, 14 florins for a sergeant, and 9 florins 40 kreutzers for a corporal a month. Service with the colours, after the legal term, counts towards that in the Reserve, and afterwards in the Landwehr. Bounties are also paid, and these amount to £6 after the first year, to £12 after two years, to £19 after three years, to £26 after four years, and to £126 after twelve years of re-engaged service. Good service badges are, moreover, worn on the arm denoting good service.

The money required to furnish this re-engaged pay was first introduced in 1849 by fines payable by volunteers. At that time a very small additional sum was given to the men who remained on in the Landwehr, but the amount was secured to them for life, and in case of death it was convertible into 30 florins. A little later the *remplacement* was introduced, and re-engaged men were paid higher pay, and the capital thus raised. At the end of their service they received a bounty which varied between 1,000 and 1,500 florins. In 1857 a management fund was created, which now forms the principal source whence the extra rewards are given to non-commissioned officers. Towards the end of the year 1857, however, the money so raised was used for other purposes, and did not benefit, as was in the case, the subordinate portion of the commanding *personnel* of the Army; in that year 23,000,000 florins were diverted to other expenses, principally for the manufacture of war materiel. In 1860 the first step was taken to settle the income derived from the *remplacement* fund; and by this means the money in hand was increased, until the introduction of universal service without bounty prevented it from receiving any more fines. The same military law obliged the Government also to reduce their re-engaged

¹ A florin is equal to 60 kreutzers, or to 1s. 8d. in English money.

the amounts stated above. The fund created by the *remplaca* of the past, bears a yearly interest now of 1,279,926 florins. 6,573 sergeant-majors, 11,361 sergeants, and 17,714 corporals re-engaged men, and received the extra pay which was attached to their position; in round numbers, the amount of money required for this was 1,900,000 florins, leaving a surplus of 620,000 florins obtained elsewhere from the State. It is by no means certain that the fund will remain untouched and available for its original purpose, as it has once before been appropriated, and a want in the Treasury (which is now said to be felt) might be conveniently satisfied by it. On the other hand, all military opinion is convinced of the necessity of giving an allowance to re-engaged non-commissioned officers. Austria has always adopted that system; if, therefore, the fund is done away with, something else will, in all probability, be established.

Pay in Austria is two-fold: *Löhnung* or actual wages, and *geld* or that in lieu of rations, and payable every five days in advance. This latter varies according to the market prices of provisions, and is optional whether the men take the allowance in money or in rations in kind. The *Löhnung* amounts to 15 kreutzers per month for a corporal, 20 kreutzers for a sergeant, and 35 kreutzers for a major or a cadet; these latter have an allowance, called *Dien*, of 8 florins per month, and this is payable whether they are married or not. The *Menage-geld* is not intended to cover bread, fuel, lights and tobacco, which are provided otherwise.

In barracks corporals and sergeants live with the men, but majors, cadets, and one-year volunteers, have generally separate quarters. Non-commissioned officers are free to take their meals with the men, or like. As to marriage, 4 per cent. of the effective are on the list of the regiment, and their families amenable to martial law. They have quarters or an allowance; also when sick in hospital, on duty in peace, or when away in the field, the family gets the same advantages:—(1) One ration of bread for the wife, and half for each child, per day; (2) The *menage-geld* which the husband receives; and (3) lodgings free. The remainder may get leave of absence from the Commanding Officer to marry, but they have no privilege of being commissioned officers used to be allowed to remain out of barracks as long as they liked, without leave, after tattoo; but this privilege has been cancelled, because the men were not looked after, and indulgence was found to be unduly great, giving occasion to irregularities.

Punishments in the Austrian Army are as follows:—Sergeants and Cadets may be (1) reprimanded, by word of mouth, in the presence of all those of equal rank and those above them; (2) may be stopped, or even the offender may be ordered to barracks at a specified hour before tattoo, for 30 days; (3) arrested, or open arrest for 30 days; (4) reduction to the rank of private, having been formally warned (this punishment does not apply to a Cadet). Sergeants and corporals are subject to the same punishments as the men, with the exception that they cannot be awarded a whole, nor can they be "tied up" for 2 hours; they may, however,

reduced after formal warning. Strict arrest, to which they means imprisonment for 30 days, without hard labour; so finement can be extended to 21 days. All these punish given without trial, but the most severe of them, *e.g.*, redu the full term of imprisonment, can only be inflicted by commanding the regiment.

Two corps of the Imperial Royal Guard are recruited smartest and best conducted non-commissioned officers of The Trabanten Body Guard, who reckon 48 soldiers officers, &c.), and the squadron of Life Guards, 60 in n their men from this source. The engagement for these respectively three and four years; afterwards re-engagem year to year. Candidates must be under 35 years old to there is no limit to age when they must leave.

Promotion from the ranks, properly so called, can hardly exist in Austria. Many candidates for commissions h through the different ranks of the Army, but that is wi to training the Officer himself, not to reward the non-con officer who has proved himself smart and useful in his s sphere. A non-commissioned officer must be first appointe and go through the necessary examinations; he can the promoted, after all the Officers of his future regiment l their consent to allow him to be admitted among them, a every way fitted for his new position. In war time non-con officers, who have distinguished themselves before the e who have received the consent of the Officers of the reg eligible for promotion to a commission.

In Austria there are no pensions for long service, but o are enabled to receive civil appointments instead. In 187 laws were passed in Austria and in Hungary on this su these, men who have been on the active list for twelve year which must be spent as a non-commissioned officer, and w conducted, acquire a claim to be granted situations in the vice, railways, steam navigations, or other undertakings, guaranteed or licensed by the State. Also, those have the same who have been injured in war time, or in the execution of po and who are therefore unfit for military service, but still c undertake civil employment. Civilian candidates are not compete, if there is a military applicant requiring the post, manifestly unfit for it. From time to time lists are publish the vacancies which occur in the civil administration of th also the time within which the application must be made for one of these situations is given away illegally—that is having no military claim, when an army candidate was at appointment is declared null, and has to be given up, exce has been held for one year; in which case 100 to 500 florins a fine to the poor-box of the parish. When a licence is gi railway or steam boat company for the public traffic, the even when not guaranteed by the State, is bound by the a Another appointment; open to old non-commissioned off

have qualified themselves for civilian employment, is that of major of Landwehr district. The country is divided into company districts, and each has a sergeant-major or *Bezirks Failing men of twelve years' service, those of ten years—or to the class which is just entering the Landwehr—may be This appointment is worth 600 florins per annum, and in 100 florins at the end of five years' service in the post; by 1 at the end of 10 years; and 300 florins after 15 years. Be pay, the *Bezirks Feldwebel* receives lodging allowance, only ferior to that to which a Sub-Lieutenant is entitled.*

The system above described does not seem to answer military authorities in the Empire are by no means extrouble in the matter. Quoting from the *Vedette*, an Austrian paper, the *Bulletin de la Réunion des Officiers*, of last November that the dearth in non-commissioned officers has never been than in 1877; and that even re-engaged men leave the Army as they can. This difficulty, it should be remembered also, more in Austria Proper, and in the richer provinces, than in Dalmatia, Croatia, Galicia, &c., where trade and manufactures not so flourishing. We have not, however, seen any proposition remedying this state of things, and consequently it is impossible to conjecture what will be done, if the regulations now in force attract men, to serve the State in the subordinate portion of manding *personnel* of the Army.

Russia.

Only a short time ago a sufficient number of old soldiers always to be found in Russia, from which to draw material commissioned officers. Those that served in the Army were as it were, from their original homes; they lost their rights, and were often obliged to remain with the colours out of necessity. Provision seems to have been made for them; they were not sent away, and hence there was always an abundance of men for promotion, men who looked to the Army alone as their home for the scene of their life's career. Thus the very elements of good non-commissioned officers according to the old type were in hand. In 1867, however, soldiers were permitted to retain their civil rights, and during the last fifteen years Russian soldiers have greatly increased, so that a peasant can now find work where was formerly impossible; thus it is that men having completed their term of service, leave the ranks, to enter upon other work. Considering that the term of service was long—15 years—it had not been that this also was reduced to five years in 1874. On account of this change, Russia has also been obliged to increase the recruitment and the reward of her non-commissioned officers.

There are two classes of non-commissioned officers.

- (1.) Those who are illiterate, or nearly illiterate, from the lower classes of society; and
- (2.) Those that can pass a certain qualifying examination.

are either one-year volunteers or have been drawn into lot. (In Russia it should be remembered there is universal conscription without exemption; the War Minister, however, determines the requirements of the yearly contingent, and this is taken from the remainder being drafted into the militia.)

The latter appear to be rather Cadets than non-commissioned officers; when they are promoted without vacancies, they have certain privileges, and are better kept, and, as a rule, get promoted to commissions. Of the former class, non-commissioned officers, properly so called, only 8 to 10 per cent. of the recruits are appointed, and thus it is necessary to send all those who are likely to be promoted to a military school, and after two years' instruction, occurring, they are promoted to the rank of corporal (*Mladshji Unter-Offizier*). Non-commissioned officers in Russia receive free clothing, billets, and barracks accommodation (this latter is sufficient for the whole Army), but their pay is rather pocketable for anything else. It is payable three times a year, and amounts to the following:

	Inf.	Cav.
For a Sergeant-Major (<i>Feldwebel</i>)	24 roubles,	24 r.,
Sergeant (<i>Starshji Unter-Offizier</i>)	18 "	18 "
Corporal (<i>Mladshji Unter-Offizier</i>)	4 r. 5 c.,	4 r. 5 c.

In 1871 certain regulations were made by which non-commissioned officers alone were permitted to re-engage after their obligation (five years), and if they did so it was at least to be for one year, and pay for a *feldwebel* 42 roubles,¹ sergeant 30 r., and corporal 24 r. was given to re-engaged men. In 1874 this extra pay was increased to 84 roubles for a *feldwebel*; and 60 r. for a sergeant and corporal receiving nothing; and other rules were published for useful soldiers (musicians, clerks, &c.), as well as non-commissioned officers, can be re-engaged at least for one year. They can be promoted to the ranks from the Reserve, if they have not been more than five years (one year for soldiers) away. Non-commissioned officers, in their first five years of re-engagement are entitled to a badge on their left arm, after the completion of this term they receive a badge on wearing a gold chevron, after ten years they receive a badge on which is inscribed "for zeal," to be worn on the breast; after fifteen years a gold and silver medal, likewise having the inscription "zeal," to be hung round the neck. Again, after the termination of re-engaged service, a man is entitled to a certificate of service, and him to a civil employment.

In March, 1877, the last regulations were issued, and

(1.) Men who have completed their first five years of service, and having received certificates of recommendation, are preferred to all others as candidates for employment in the military administration of the Empire.

(2.) Non-commissioned officers in the receipt of ex-gratia pay, when they wish to leave, receive a bounty of 250 roubles at

¹ The silver rouble is worth 3s. 2d. The present rouble is paper money, and is diminished very greatly in value; a rouble is equal to 100 copecks.

re-engaged service, and after twenty years a pension of 96 roubles a year, or a bounty of 1,000 roubles paid down. If wounded in war or in the service of the country, the lesser bounty after seven years, and the greater (or pension) after fifteen years, these are independent of any annuity which the committee on the claims of the wounded may bestow. In case of widows of the above-mentioned men receive 36 roubles the year.

(3.) Corporals who get no extra pay are entitled to it retroactively, not only from that date, but for all their previous service. They also receive the bounties (or pension) as above, if they have been a year in the rank entitled to extra pay.

(4.) Non-commissioned officers, if they return to the colour of the Reserve, are permitted to count their former re-engagement, but those who leave after their tenth year and take the bounty (250 roubles) lose all right to the higher reward if they re-join the Army.

By these arrangements a man at about 35 is entitled to 250 roubles and a chance of an employment in civil life, and if he remains another ten years in the Army he is given a capital of 1,000 roubles, or a small pension of 98 roubles for life, when he is 45 years old. After five years as non-commissioned officer he may get leave to marry, in which case quarters are usually granted him, and a small allowance for his children, up to 14 years for boys and 10 for girls.

Above the sergeant-major (*feldwebel*) there is another rank in the Russian Army which is not commissioned, called *Porte-Epee*. Promotion to this grade can only be obtained by passing a special school. The pay attached to it is 100 roubles a year, and it appears to have certain privileges.

Younkers, or those passing the necessary examinations, are permitted to rise from the ranks (we are dealing with the 1st class of non-commissioned officers, viz., those that were enrolled as illiterate soldiers having completed their period of active service, of which must be passed as a non-commissioned officer. These are usually posted to garrison troops, and their new position is far from a happy one as they often give up their commission in which case they have a special pay and wear the *Younker* silver. About two per cent. of the Russian Officers come from this source.

The regulations concerning civil posts are not yet fixed, but the end of those issued in March, 1877, the intention of forming a commission on the subject was announced. The war in Transcaucasia, of course, put an end to any such thing being carried out; it is almost impossible to say what will be the effect of these transactions on the question under consideration. We are informed, however, that in Russia there are about 80,000 posts in the civil administration of the Empire in the gift of the Government, with salaries varying from 85 roubles to 700 roubles per year. No qualification is required (except an elementary education, and a good character for those worth 240 roubles. In order to obtain the others with

pay, a good hand, technical knowledge, and quickness in necessary.

If the war does not shake the stability of the Russian organization, it remains to be seen how these new rules. Hitherto, re-engagements have been insufficient—only a sergeant-majors, and fourteen per cent. of the sergeants being men;—this may be due to the quiet and unambitious Muscovite peasant, who is no longer cut off from his home serving the Czar, and who prefers his unobtrusive poverty service. On the other hand, these are the first attempts at the future comfort of old soldiers, and as soon as the regular had time to work, and time to bestow certain bounties, as salaries upon those who shall become entitled to them, the Army may be supplied with as good material for non-commissioned officers as the country affords.

Denmark.

Denmark, as a military nation, is insignificant when compared with the larger Powers of Europe; her position is, however, of importance; and, surrounded as she is by far more powerful military systems has been organized more with a view to defence than to offence. Out of a population of something under 2,000,000 souls, Denmark's forces on a war footing may be considered 45,000 men, of whom 25,000 belong to the line, 10,000 to the militia, and 10,000 to the augmentation. During peace time, only 10,000 are retained for military instruction; and, during the war, 6,000 of these—chosen by lot among those who have passed their drills satisfactorily—are sent to their homes, leaving 10,000 men for garrisons, &c.

The Danish Army is divided into brigades, each composed of two demi-brigades (two battalions). The yearly contingent is sent alternately to the two battalions forming the demi-brigade; thus each of the former receives its recruits only every two years. When the men join in April for six months, and out of their number 100 per battalion are chosen for the corporals' schools, and one remainder for the lance-corporals' schools. For admission into the former, an elementary examination is required in subjects taught in the first class national schools. These men are lance-corporals, and remain at school during the winter following April; they are then transferred to the other demi-brigade, and instruct the fresh batch of recruits in preliminary work. Afterwards they return to their old battalion for a period of training under canvas, and then, if considered fit, are promoted to the rank of corporal by the battalion commander. They may be then sent home on furlough, or kept on duty, according to the requirements of the Service. In each cavalry regiment 600 are selected for the corporals' school; 800 for the lance-corporals' school. In the Artillery, 87 gunners and 18 drivers for the former and 20 drivers for the latter.

There are three divisions in the commanding *personnel* (v and non-commissioned officers) of the Danish Army:—

1st. Those in temporary employment, viz., Second Lieutenants, corporals and lance-corporals.

2nd. Those on permanent duty, viz., Generals, Colonels, Captains, First Lieutenants, and staff sergeants, sergeant-majors, and

3rd. Those on the augmentation, viz., same as in the 2nd

On a war footing a battalion must have 36 corporals, but on footing 18 are considered sufficient. Men on promotion to sergeant, if kept at duty, are retained for periods of service extending (or sometimes two years, if the first period). Sergeants are promoted by the battalion commander from the grade of corporal, but not be over 32 years old; on this promotion, they pass from *temporary employment* to *permanent duty*. Two years as sergeant, necessary to qualify to become sergeant-major, and another year to become staff sergeant; the latter of these appointments is held by the Brigadier. Non-commissioned officers are placed into the augmentation on completion of their line service. Corporals are sometimes promoted from their regiments to sergeants on

There are several schools established with a view to training non-commissioned officers. The first of these is the Elementary School, which boys between 14 and 16, who are physically fit, are admitted to on examination on the subjects taught in the lower national school. It contains 120 pupils, divided into three classes, and the pupils are kept a year in each of these. The school bears some resemblance to the earlier forms of the German non-commissioned officers' schools, and is organized into an infantry company, having a Captain as commander and two Lieutenants, together with six staff and other sergeants (of the three arms of the Service) as instructors; there is also a civilian master and two civilian assistants. The pupils are lodged, fed, and educated free; and their instruction comprises elementary and general, both technical and general, as well as practical drill. On leaving, they enter the Army as privates; and, although they are quite qualified for it; they have to go through the same course as the other men, and if they fail to pass the entrance examination for the corporals' school, they have to do duty as common soldiers. Those that pass are, however, held to remain under the colors of non-commissioned officers for two years.

The next educational institution includes the corporals' schools; in the infantry they are established in each battalion, under a Captain, three Lieutenants of at least two years' service, one staff sergeant, and eight sergeants of the battalion. It is to form the school that year; all the Second Lieutenants of the other battalion act as instructors. In the cavalry, artillery, and engineers, there is only one school for each. Those who are sufficiently qualified for the corporals' school become candidates for the lance-corporals' school, but both are combined into one establishment except in the cavalry, where each regiment has one of the schools. The course of instruction in the infantry lasts 5½ months, in

7½ months, in the artillery 8 months, and in the engineering 9 months, it comprises drill, and all that which is necessary for the charge of a non-commissioned officer's duties. It is a final examination, and entitles a pupil to be promoted—if he obtains a satisfactory certificate from his Commanding Officer—for duty—when he has completed his service as a non-commissioned officer. Seniority is determined by the result of the final examination. Those who fail are sent home in their lance rank.

There are also sergeants' schools, for the purpose of training those who are retained for "permanent duty." The arrangements are similar to those just described, and in the artillery they are combined with them; the course is of the same time, and the instruction is both practical and theoretical. It does not appear that it is necessary to go through a preliminary order to qualify for a sergeant's stripes, but preference is given to those who have passed the final examination.

Non-commissioned officers have facilities for being promoted to commissions. After passing the corporals' school, an applicant is sent to the War Minister to go through the lower class of the Officers' school. After passing this course successfully (it lasts thirty weeks), he returns to their battalions to undergo a practical test; if satisfactory, they are promoted by the War Minister to the rank of Lieutenant, on "temporary employment." They are then sent on furlough, or retained for a minimum period of one year on duty, in the same way as corporals. For promotion to the rank of Second Lieutenant, Second Lieutenants must pass the third classes of the Officers' school, and obtain from the War Minister a certificate of being qualified for the rank. The step in the real commissioned ranks of the active army commences his career at the earliest possible age, 18 years old—the compulsory age being 22—and gets as far as possible through the different schools of military instruction to be a First Lieutenant at 23 years of age. The appointment on "permanent duty" is made by the King; the candidate must be under 32 years old; promotion takes place afterwards by selection and seniority, and Officers must have been at least a year in each grade before they get their next step. After they are disqualified for advancement. Non-commissioned officers are given commissions in the Augmentation, and promoted from sergeant to Lieutenant, and so on. If a man finishes his Augmentation, he may be re-appointed to it with a commission. Appointments, &c., in this portion of the Danish Army are made by the Brigadier, but made by the King in the case of Captains; by the War Minister in the case of Lieutenants and Brigadier for non-commissioned officers.

The Officers' school, through which it is necessary to pass in order to be promoted, is divided into four classes. The lowest is to train non-commissioned officers to become commissioned officers. It contains 63 pupils for the infantry, 19 for the artillery, and 3 for the engineers. The course

September till the following 25th April, and includes Danish mathematics, strategy and tactics, drawing, artillery, for reconnaissance, and drill. The 2nd class is a preparation for the final examination of the former being the entrance to it. The instruction in the 2nd class is purely theoretical, and it is for candidates to miss it, by passing direct into the next class, appears, therefore, that it is established merely as a means of enabling uneducated men to qualify themselves in the higher education required for the rank of an Officer on "permanent duty." The instruction in the 3rd class embraces military subjects, and the course of study in the 2nd class, two years in the 3rd class. The 1st senior class of the Officers' school is for the Staff.

Non-commissioned officers are entitled to pensions after they have completed an active service of 20 years; this pension increases with the man's service until he has been with the colours 40 years. The pension varies with the rank of the individual, who, to get the allowance for a higher grade, must have served three years in it. The pension of a non-commissioned officer (staff-sergeant) after 20 years is £5 per annum; after 40 years it is £33 7s. 9d. That of a sergeant is £11 for the shorter term, and rises to £25 11s. 3d. for a sergeant-major, £8 18s. 4d. and £20 3s.; corporal, £7 15s. 11d. 13s. 10d.; lance-corporal, £6 14s. and £13 6s. 4½d.; private, £5 11s. 3d. and £11 4s. 3d. Officers also receive pensions calculated according to their service; these amount to one-third of their pay if under two years' service, but increase gradually to twice the average rate of their pay (during the five years preceding the pension) if they have 20 years' service and over. In every campaign reckons as two years' service.

Invalid pensions are also accorded to the whole Danish Army. If the injury has arisen by the performance of military duty; allowances may be made permanent or only for a year at a time. In certain cases the invalid, if an Officer, retires on full pay; non-commissioned officers and men receive a sum varying up to £22, according to rank, and according to the nature of the injury, in addition to the ordinary pension if over 20 years' service, or to a smaller amount if under that period. When illness not due to the Service invalidates a man, these sums are diminished; but in special cases they are increased. Widows of Officers and their children, up to 18 years old, are entitled to small pensions when the husband was himself in receipt of, or for, a pension; in the case of non-commissioned officers and their widows and children, up to 15 years old, are in all cases allowed a small annual sum.

Non-commissioned officers are enabled to marry, with the sanction of their Commanding Officers; but they must be 25 years old, of good conduct, and have sufficient means to support a family. A corporal may marry on these terms, he is not permitted to rise to the rank of sergeant, but is compulsorily sent home at the conclusion of his term of duty. In fact, no man on temporary employment who marries is permitted to go upon permanent duty.

Second Lieutenants after one year's service as such, are

posts in the customs, telegraph and post offices, or to be superintendents, &c., in the Royal palaces, &c. Corporals served two years after passing the corporals' school have claim. Permanently posted non-commissioned officers, after service, may be employed under town councils as warder police, &c.

Sweden.

In Sweden there are upper and lower schools for the non-commissioned officers of the infantry and cavalry. The preparatory schools, are established regimentally, every battalion having 10 men for instruction. The course lasts 42 days, a reading, writing, arithmetic (including fractions), and former, or non-commissioned officers' schools, are two in number, one at Fort Karlsborg for infantry, and the other at Stettin for cavalry. They are divided into three classes; 1st class is for men for the rank of corporal, 2nd class above that rank, and 3rd (the senior) is to teach those men of any rank who are advanced to profit by its instruction. The course lasts 12 weeks, includes reading, writing, arithmetic, geometry, art of field fortification, surveying, instruction in elements of surgery, and drill. Promotion takes place as vacancies occur. The candidate has received a certificate as having passed the examination of his class, and after his ability has been proved practically at the regimental head-quarters.

Education for the artillery is in the hands of the instructor in the department of each regiment, and is under the superintendence of a Captain and a Lieutenant. There are two sections; the senior for the corporals and non-commissioned officers, the junior for those for the Officers' school. The junior section is divided into three classes; a certificate in the 1st class is necessary for appointment as lance-corporal; one in the 2nd class as corporal or sergeant, and one in the 3rd class as sergeant-major. In every case the candidate must pass through a practical course of instruction; and is not promoted unless they show that they are proficient in their theoretical studies; which comprise reading, writing, arithmetic, artillery, geometry, mechanics, fortification, and drill. For the engineers a similar plan to that in the artillery is adopted, instead there are five classes, viz., preparatory class for the file, 1st class, to qualify for the rank of lance-corporal, 2nd class for that of corporal, 3rd class for that of sergeant, and 4th class for that of sergeant-major. Instruction is progressive, beginning in the 1st class with the most elementary subjects, and ending with geometry, trigonometry, mechanics, fortification, architecture.

Men must have 18 months' service before they can be promoted to the rank of sergeant, except those who have passed the examination into the Cadet College, in which case they are promoted in 8 months. The instruction in this college is technical, and students are taken from the ranks of the Army. Before course they must have the necessary qualifications to become

This is the only way in which commissions are obtained in for the law is now virtually obsolete which permitted no sioned officers of six years' service, two of them as sergeant be promoted without examination.

Regiments have private chests, out of which Officers and missioned officers are pensioned.

The term of service is six years with the colours and six y Landwehr, but the whole Army is not embodied except c manœuvres.

Norway.

Non-commissioned officers in Norway are divided into t —those definitely, and those temporarily, appointed. Bo cruited from the rank and file, if they are qualified f tion. Those intended for the 2nd class are educated for tion (corporals or sergeants) by a course of instruction, or ten weeks, at the depôt. Those who aspire to the have to go through a longer period of instruction; they m privates six months, then go through the recruits' sc then they can be appointed corporals. Afterwards they l through a two years' course at the non-commissioned offic and are then eligible for the rank of sergeant. There is o schools for each arm of the service in Christiania. Accor manner in which he passes out of the highest class, a stud mitted to compete for admission to the senior division c (Officers') School; provided he has at least served for o sergeant in the Army, is not over 25 years of age, and h a sound classical education. By the law of May, 1866, t service was fixed at 10 years; 5 of them under the colour Reserve, and 3 in the Landwehr. Substitution was allowe the Landwehr, which, however, could only be called out invasion. In 1876 a new law abolished substitution and t the periods of service were also fixed at 7 years for the ac and 3 years for the Landwehr. The duty is very light, the only embodied 80 days their first year; and afterwards 30 c is all they have to do.

Those who volunteer for 5 years, and who having com period are afterwards free, perform the necessary garrison Non-commissioned officers who have served 20 years are e pension, and those who have served 6 years on garrison du general duty, have a claim to a civil appointment.

Belgium.

The Franco-German War in 1870-71 obliged the I mobilise their forces. Their system, based on that of I equally inefficient when it came to be tested practically. 104,000 men, which were counted upon in 1870, only 72,000 coming, and out of these 21,000 were *remplaçant*. This w sidered satisfactory, and a mixed commission was appointed into the question of Army reform; but as the panic of war s

labours of the commission were neglected, and thus, while continental nation has re-modelled its military institutions Prussian type, Belgium alone still retains the old form of defence. The difficulty of change is doubtless due to the enterprise of the people; for those countries who are wedded to military pursuits cannot easily be converted into military account of the high rate of wages. The non-commissioned question in Belgium under the present system is by no means a quiet one, and every day it becomes more serious; indeed, notwithstanding the advantages offered to a young man of good character and talent, it is found very difficult to keep up the standard of the ranks, and this is even said to be deteriorating under a reformed system, in accordance with modern military difficulties would be increased, unless a special plan were devised to meet them. A complaint which seems generally made is the manner in which non-commissioned officers are lodged, which needs to be given attention and be rectified. Old soldiers are not entitled to be placed in situations in the civil administration of the country after leaving service, but although this is also recommended by many, the question whether such a plan would altogether suit a martial country.

As to the system of military education in Belgium, which has been perfected in the last few years, there are—

(1.) Regimental schools, often located away from their regiments, in which elementary education is given for one or two years to young men likely to become good non-commissioned officers.

(2.) On appointment, they may go through a course of instruction lasting two years, and embracing French, Flemish, arithmetic (as far as quadratic equations), Euclid, geography, history, and drawing. This qualifies for the higher school. Non-commissioned officers do not go through this course, and under 30, they must attend evening classes, to be taught elementary geography and history.

(3.) The highest non-commissioned officers' school is that for candidates from the ranks for commissions. This was established in 1871, and the instruction is said to be the minimum required for an entrance and a final examination, and men may go through the latter without going through the whole course.

Promotion from the ranks takes place easily in Belgium, but there is sometimes a difficulty in getting active Officers in the ranks by *seniority*; moreover, as has been remarked, the *seniority* of Officers thus obtained cannot be maintained high. There is therefore, that desire that this manner of rewarding non-commissioned officers should cease.

General Thiébault, in his first triennial report on the military education, laid before the Chambers 3rd June, 1874, says that the military education in the Army is satisfactory, but "the same cannot be said of the middle and lower establishments; unfortunately the material is not to be found there." Recruitment of volunteers is considered, leaves much to be desired, as far as quantity and

concerned, and most non-commissioned officers leave the Army at the expiration of their engagement, in order to take the more lucrative employment in civil life. It is then difficult to find the Army with non-commissioned officers; instead, a large number of indifferent character take their place as such, and men who possess the necessary qualifications are all that can be got.

Italy.

Italy is more advanced in the solution of the problem of non-commissioned officers than any other Military Power. She has developed a system which, although not very long in force, has a good answer; it requires only a few years to perfect it and to bring it to full operation. Italy, it must be remembered, has probably more difficulties to contend with in this question, than other nations which have adopted obligatory military service; the country has no great manufacturing or commercial industries to render the Army such a loss as it is elsewhere. The character of the people is not surprising, and although many from necessity leave the country to work elsewhere, yet the majority if they can get just sufficient pay at home, prefer to remain there. Indeed, in many parts of the country it is by no means easy to be got, and this of course renders military service in the Army more popular than they would be where the trade competed in the labour markets. Comparatively speaking, Italy has little difficulty in solving for herself the question of non-commissioned officers; although the good results arrived at under the present system are not altogether due to this, but also to the fact that the best have been drawn out.

The Italians divide their non-commissioned officers into three classes: the superior, or those who are sergeants and above that rank; the inferior, or those who are corporals and do not rise higher; and the middle, or those who are promoted to these lower grades, and when their period of service is over they retire, without any claim on the State. The first class, or *Sott' Uffiziali*, properly so called, are procured and re-engaged in a very different manner.

All men who wish for promotion must engage to serve the Army for a period lasting eight years (the time as private or corporal being counted). This is called taking the *ferma permanente*, and it is the very foundation of the Italian system; there is absolutely no exception to the rule. Owing to this, the State can always rely on the service of a sergeant for about six years at least, and as long as the *ferma* is not reduced should a man lose his stripes, he is every inducement for him to discharge his duty with vigour and industry, of having to spend a weary eight years as a private under the same conditions.

Men of good conduct, of sufficiently strong constitution, and who are efficient in their work, may re-engage for three years at a time. Carabineers four times, the rest of the Army three times. Those who have not passed the age of 40 for the former, and 45 for the latter. The first of these re-engagements takes effect after the expiration of the eight years' *ferma*, but the Minister of War is empowered to re-engage them for a shorter period if he thinks fit.

the former embraces drill, musketry, gymnastics, fencing, special care is taken that the pupils should be able to teach others; for this purpose they are accustomed to use the drill squads, and to go through all the necessary explanatory Army Regulations. The great object is to train instructors have a thorough knowledge of everything on the Service, and who can impart that knowledge to others. They are quite young, between 17 and 19 years old, and must succeed in passing their examinations to become corporals in twelve months, and sergeants in eighteen months. In consequence their regiments for the first time younger even than the ones called on to command: obligatory service commences at the inconvenience of this has already been remarked upon. However, to prevent the Army being overrun with too many non-commissioned officers, which the resources of the present would necessitate for the next few years, the Government has raised the rank of corporal-major, given to the best corporals really sergeants, although they have not taken the *ferme*, and are distinguished by red braid on the arm instead of silver.

Besides their ordinary pay, sergeants receive from the day of their promotion, a special extra pay (*caposoldo*) of 150 lire¹ per annum during each re-engagement an additional annual sum of 150 lire. Thus if a non-commissioned officer signifies his intention to re-engage, as we have seen he can do, after six years' service his allowances per year amount to—

At the school.....	1
When promoted sergeant.....	1
1st re-engagement from beginning of 7th year to end of 11th year	4
2nd re-engagement from beginning of 12th year to end of 14th year	4
3rd re-engagement from beginning of 15th year to end of 17th year	6
4th (if in Royal Carabineers) re-engagement from beginning of 18th year to end of 20th year	1

On leaving the Army he receives coupons on the National Debt yielding an income equal to $\frac{1}{4}$ ths of the extra pay enjoyed during the re-engagements, but not from the special allowance called *caposoldo*, so that on retiring after 11 years' service, this amounts to 120 lire, after 14 years to 240 lire, after 17 years to 360 lire, and after 20 years (for the Royal Carabineers only) to 480 lire per annum. When he takes his discharge during the course of one of the above re-engagements, the amount of coupons are calculated only on $\frac{1}{4}$ ths of the re-engaged pay, for the periods he has completed. If, leaving before the completion of his 17th year, he is on an income of 240 lire. Those, however, who are obliged to leave on account of any illness caused by the Service, are permitted to count the unfinished period as if completed.

¹ A silver lire is equal to a franc.

By this means pensions cease to become chargeable to and pension offices are therefore dispensed with; moreover holders of these incomes can draw them or sell out of them as they wish to raise a small capital for present use, and these are secured to them without burdening the War Department with business or trouble. Again, if a non-commissioned officer with the colours, his heirs receive coupons giving an income for the full amount of his re-engaged extra pay (not *caposol*) at his death was due to the Service, the broken period of re-engagement is calculated as completed.

After 17 years' service (20 in Royal Carabineers) non-commissioned officers may remain on, if still fit for work: they cannot receive additional extra allowances, but they serve on for life. After 25 years' service (if 45 years' old) these are fixed at 100 lire a year for sergeant-majors, 415 lire for sergeants; afterwards, if on campaign, adds 10 lire to it, until it reaches a maximum of 500 lire for sergeant-majors, and 565 lire for others, which sum is obtained after 40 years' service.

After 12 years' service non-commissioned officers who are discharged are helped in obtaining civil posts. These are especially taken care of by the War Administration, and are officially named as Sub-Lieutenants in the provincial militia. General commands of Army Corps are by a ministerial order of December, 1872, that a portion of their duty is to get those non-commissioned officers who have served faithfully for twelve years, civil employment in the military administration, but in the railways, telegraph &c. In February, 1872, the Minister of Public Works also drew attention to the necessity of employing them on the railways. There can be no absolute right to a situation, although a Parliamentary Committee wished to make it so; everything, however, is done to help them getting these employments, and from January, 1873 to January, 1874, 1,035 were so employed.

Non-commissioned officers are treated very well and with consideration; and finally, they cannot lose their rank without being condemned by a court-martial (*Commissione di Disciplina*), composed of a Colonel or Major as President, and four members, the finding of which must be confirmed by the Lieut.-General commanding the division.

Re-engaged non-commissioned officers lose the extra pay only for the actual period they are completing, when condemned by a court-martial constituted as above. They may, however, leave the Service as soon as their eight years is finished. They retain a reserve income due from former periods of re-engagement (if any) when deserters, or when condemned to prison by criminal law, or by sentence of a military court, in which cases their punishment is suspended until they have finished the punishment inflicted.

Those non-commissioned officers who retire after their civil service pass at once into the territorial army; on mobilization, therefore, there would be none in reserve to call up to fill the deficiencies which would occur. This deficiency is made good by the year volunteers who obtain the grade of Reserve sergeant.

there are about 400 of them, or 3,000 in the nine clas mobilised army. There will probably be more in future, mission to get transferred from the first to the second class tingent is now done away with (since 1st July, 1876), should be more one-year volunteers in consequence.

Italian non-commissioned officers are often promoted to Officers. A school at Modena is established expressly for tl and a certain number of men are selected each year by the regiments to go up for the entrance examination; these must have at least eighteen months' service as sergeant with If they pass, they go to Modena for another eighteen month a second examination obtain a commission as Sub-Lieut taking advantage of this regulation, a young man may er lion of instruction at 17 years of age, pass into his r sergeant, and after serving as such for a year and a half, c self for the school at Modena at 20, and finally become at 21½ years old. The subsequent promotion of these not be rapid, as their education cannot naturally be up t it should be, and Captain in the Train will probably be rank to which they can attain. The results, however, of cannot yet be ascertained, since it has only been begun a ago. It is evidently an expensive process for obtaining (State having to provide the whole education of the together with their pay and maintenance for four years t the eighteen months in the regiment can hardly reckon service.

The ordinary pay is provided for by the War Budget, bu extra pay (*caposoldo*), and re-engaged pay, are met by f military chest. This is managed by a committee, consist members, who choose their own president; viz., two senal deputies, elected by their respective chambers, two finan and two general officers, nominated by the president of which they belong, and by the War Minister respectively mittee changes with the Government. The funds used to from two sources (1) from the fines of those who paid ferred from the first to the second class of the annual con (2) of those who served as one-year volunteers. Since ls no one can exchange military duty for money, and the fine volunteers (viz., 1,600 lire for cavalry, 1,200 lire for i consequently now the sole source of income. It is cal there are annually about 4,000 one-year volunteers, and cent. enter the cavalry. Thus

By 320 one-year volunteers for cavalry at 1,600 lire ...
And 3,680 one-year volunteers for infantry at 12,000 li

Or annually..... Li

According to statistics there are 11,650 non-commissioned receive special extra pay (*caposoldo*), and this at 150 lire e to 1,747,500 lire, which leaves a sum of 3,180,500 lire e

re-engaged pay. Should this source of income not be sufficient still the means open for procuring more, by levying money on those who cannot serve in person—like the old Bavarian *Wehrgeld*.

Such are a few of the leading features of the Italian system of supply of non-commissioned officers, and it is found to give a quantity for the requirements of the Army. Of course time will give thorough proof of its value, and certain modifications may be necessary in its details. Its broad principles, however, sufficiently striking and important to make them worth the consideration of those countries who are perplexed with the culties of the question. These principles seem to be—

(1.) Engagement for eight years for all who take the service.

(2.) Inducements for re-engagement, viz., an increasing bounty on completion of service given in a convenient manner to the recipient, and in a manner to lighten the duties of the Department.

(3.) Recognition of the principle that those who cannot serve in person, when universal conscription without exemption is in force in the land, shall be obliged if necessary to pay a tax for the use of the Army; this fund to be devoted to the use of the non-commissioned officers.

It will be useful to state, before finishing this subject, the relative strengths in which non-commissioned officers are distributed in the Armies of Europe. The best idea of their relative importance may be got by looking at the organization of a company and a regiment. The latter is the largest unit in which non-commissioned officers appear in the combatant strength of an Army (in England Divisions those employed at head quarters being usually excepted), while the former, in continental Armies, is a tactical unit of great importance. In the following lists, the cadets are placed by themselves, the sergeant-majors and sergeants are classed as non-commissioned officers, properly so called; and finally also corporals and lance-corporals are put by themselves. The importance of these grades probably varies in different Armies, but they are placed as above for the purpose of comparison.

England.

A battalion on a war strength contains:—

3 Field Officers, 25 Officers, 49 non-commissioned officers, 4 lance-corporals, and 960 privates.

Germany.

Company peace footing:—

4 Officers, 1 *fähnrich*, 6 non-commissioned officers, 20 lance-corporals, and 106 men.

Company war footing:—

5 Officers, 1 *fähnrich*, 6 non-commissioned officers, 37 lance-corporals, and 201 men.

A regiment is composed of 3 battalions of 4 companies each. The regimental and battalion staff consist of:—

5 Field Officers, 4 Officers, and 4 non-commissioned officers. Regiment on a war footing is (not counting non-combatants) 5 Field Officers, 64 Officers, 12 *fähnrichs*, 76 non-commissioned officers, 444 corporals and lance-corporals, and 2,288 men.

France.

Company peace footing:—

3 Officers, 6 non-commissioned officers, 8 corporals, 66 men.

Company war footing:—

4 Officers, 10 non-commissioned officers, 17 corporals, 22 men.

A regiment is composed of 4 battalions, of 4 companies each. A depot company, the latter having the same cadres as a company on peace footing, but 170 men instead of 66. The regimental staff consist of:—

7 Field Officers, 5 Officers, and 4 non-commissioned officers (judants).

Regiment on a war footing is (not counting non-combatants)

7 Field Officers, 69 Officers, 148 non-commissioned officers, 3,584 corporals, and 3,584 men; and a depot of 12 Officers, 1 non-commissioned officer, 16 corporals, and 340 men.

Austria.

Company peace footing:—

3 Officers, 1 cadet, 5 non-commissioned officers, 10 corporals, 1 lance-corporal, and 70 men.

Company war footing:—

4 Officers, 1 cadet, 5 non-commissioned officers, 30 corporals, 1 lance-corporal, and 180 men.

An Austrian battalion has 4 companies; and an infantry regiment in war time is composed of a field regiment, a reserve regiment (each with 5 field battalions) and one *ergänzung* battalion (which has 5 field battalions). The regimental staff is composed of 8 Field Officers, 8 Officers, 11 non-commissioned officers.

Regiment on a war footing is (not counting non-combatants)

8 Field Officers, 108 Officers, 20 cadets, 125 non-commissioned officers, 750 corporals and lance-corporals, and 4,500 men.

Russia.

Company peace footing:—

3 Officers, 1 younker, 9 non-commissioned officers, 10 corporals, 80 men, and 4 reserve men without arms.

Company war footing:—

4 Officers, 1 younker, 17 non-commissioned officers, 20 corporals, 100 men, and 12 reserve men without arms.

Battalion staff, 1 Field Officer and 1 Officer.

Regimental staff, 5 Field Officers and 1 Officer.

A regiment consists of either 3 or 4 battalions, and each battalion is composed of 4 field companies and 1 rifle company.

Regiment of 3 battalions on a war footing is (not counting combatants):—

8 Field Officers, 64 Officers, 15 youngers, 255 non-commissioned officers, 300 corporals, 2,220 men, and 180 reserve men with

Italy.

Company peace footing :—

4 Officers, 7 non-commissioned officers (2 of these corporals and lance-corporals, and 73 men.

Company peace footing :—

5 Officers, 13 non-commissioned officers (4 of these corporals and lance-corporals, and 145 men.

A regiment consists of 3 battalions of 4 companies each. The regimental and battalion staff consist of :—

5 Field Officers, 4 Officers, 10 non-commissioned officers (3 are corporal-majors) and 1 corporal.

Regiment on a war strength is (not counting non-commissioned officers)

5 Field Officers, 64 Officers, 166 non-commissioned corporals and lance-corporals, and 1,740 men.

ESTIMATES FOR THE ITALIAN NAVY FOR ACCOUNT OF THE NEW IRONCLAD "ITALIA" BUILDING AT CASTELLAMARE.

(Translated from the "Révue Maritime et Coloniale")

THE provincial budget for the year 1878 has been already presented to Parliament by the Government of Italy. The preliminary estimate puts forward figures not very different from the year 1877. As to the Navy, the proposals are presented in the following manner :—

	Lire.
The total estimate, as voted in the past year	41,630,778
Increase for 1878	2,815,329
Total	43,946,107

On one side the reconstruction of the *matériel* of the fleet, on the other a larger number of ships commissioned and an increase in the position of the petty officers, have made an increase in the estimates appear necessary.

The Naples newspaper, *Il Piccolo Giornale Della Sera*, 5th, contains some information regarding the new ironclad "Italia," on the stocks at Castellamare, which has attracted sufficient interest to be brought to the knowledge of our country.

This ironclad, the largest of all the ships of war in the Italian fleet, has the following dimensions approximately :—