

ones which should be held by persons with permanent status. It is desirable from the viewpoint of both the administration and the employees that as many as possible of those who will be required indefinitely to cover the normal activities of the Service should be on the permanent staff. The Public Service Act, 1912, envisaged the employment of temporary employees only as a means of meeting a transitory rush of work, and the sooner the temporary employee can be utilized for this purpose the sooner will the concern of all employees be set at rest.

The solution of this problem is one that has been fully appreciated by the Public Service Commissioner's Office as the employing agency, and by the employees through the medium of the New Zealand Public Service Association. During the year a special sub-committee of the Association compiled a report which is a valuable contribution towards the solution of the difficulties to be overcome in the transfer from temporary to permanent status. So far it has been possible to deal only with employees possessing the requisite examination qualifications who were on the temporary staff before the war and who served overseas with the Armed Forces and also with shorthand-typists who are qualified by examination. The urgent need to deal with the balance of the temporary employees is apparent, and it is proposed to take the earliest possible steps to define the procedure that will be used.

#### POSITIONS IN INTERNATIONAL ORGANIZATIONS

The conflict of nations made apparent the need for the setting-up of international bodies in an endeavour to repair the ravages of war and to prevent similar tragedies occurring in the future. International representation on the staff of such bodies is, to a substantial degree, a prerequisite of their acceptance. As the major central staffing agency for the Public Service in New Zealand, the Public Service Commissioner's Office was asked during the year to act as the agent here, in the initial stages, for the United Nations Relief and Rehabilitation Administration (UNRRA) and for the Provisional International Civil Aviation Organization (PICAO). Both these bodies—the former in the field of international relief, and the latter in the field of international airways—desired to consider applicants from New Zealand for their organizations. Applications were received and some preliminary assistance in selection was given.

#### REHABILITATION OF EMPLOYEES DISCHARGED FROM THE FORCES AND STAFF TRAINING

Since the last report demobilization has brought into full operation the machinery which was set up to facilitate the rehabilitation of public servants. In each Department there exists a Personnel Officer who is responsible for the reception, welfare, and training of ex-servicemen. Last February, a conference of Personnel Officers was convened by the Commissioner. Difficulties which faced Personnel Officers in their work, along with some weaknesses which had developed, were fully discussed, and recommendations for improvements made to the Commissioner. The great value of the conference lay in the opportunity it gave for the exchange of ideas and for the moulding of policy in the light of experience.

Ex-servicemen are making full use of the various concessions which are offered by the Commissioner. Time off for study purposes appears to be a most welcome concession, and it is particularly noticeable that ex-servicemen are keen to make the best use of the time that is allowed for study. The average period allowed is five hours per week.