

1st April, 1946, a date six months earlier than that which had been fixed by the previous Public Service Commissioner. Their contention was not accepted. It was indeed shown that the later date, as actually adopted, had been recommended in a report signed by a representative of the Association itself. A more serious development then occurred when the executive of the Association announced that the Mental Hospital employees concerned would refuse "call-back" duty and that in this refusal they would have the backing of the Public Service Association. The Commission felt that an important principle was involved in the refusal of duty, with encouragement of the Association, by nurses and others charged with responsibility for the well-being of patients. On this basis of threatened direct action, the Association's executive officers were formally advised that they would not be received by the Commission. The position was presently clarified, first when it was shown that duties essential to the care and treatment of patients were proceeding satisfactorily, and later when the Solicitor-General, on reference to him of the facts in the disputed overtime issue, confirmed that there was no express or implied commitment to pay on the revised basis from the earlier date—a ruling which the Association accepted in good spirit.

STAFF EMPLOYED AND RECRUITMENT

As at 31st March, 1947, the provisional figures of staff employed were 13,727 permanent officers and 13,871 temporary employees, a total of 27,598.

The numbers of cadets who joined the Public Service during the year ended 31st December, 1946, are:—

Wellington	..	..	..	..	..	140
Auckland	..	..	..	..	..	78
Other North Island centres			..	..	..	95
Christchurch	..	..	..	..	..	47
Dunedin	..	..	..	..	..	27
Other South Island centres			..	..	..	41
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This represents an increase of 37 on total recruitment for the previous year.

The educational qualifications of entrants are:—

B. Com.	..	..	..	..	..	1
Higher Leaving Certificate			..	..	..	149
University Entrance	..	..	..	..	..	96
School Certificate	..	..	..	..	..	130
Public Service Entrance	..	..	..	..	..	41
Substitute Public Service Entrance	..	..	..	..	..	11
						428

The Commission's recruitment policy was recently reviewed and steps taken in an effort to increase the annual intake of cadets. To obviate delay in making appointments, authority has now been delegated to the Commission's representatives in centres outside Wellington to appoint cadets to approved vacancies in Departments without first securing the approval of the Commission. This system has been operating in Auckland and Christchurch for some time with good results and should prove more satisfactory to both applicants and Departments. During the year a new booklet on careers in the Public Service was prepared and distributed. An intensive campaign for staff in Wellington was conducted during the last twelve months. By means of newspaper and screen advertising, publicity was given