

to the career opportunities in the Public Service. As a result over 100 temporary clerical workers were recruited to relieve the acute staffing position in Wellington.

Mr. A. A. Kirk, formerly District Vocational Guidance Officer, Auckland, was recently appointed to the staff of the Commission. It is his function to travel through New Zealand giving detailed information on the wide variety of careers available in the Public Service. He will also assist in the more efficient placement of applicants in accordance with their aptitudes and qualifications.

From time to time officers are recruited from overseas, and, in particular, a large number of nurses has been recruited for service in mental hospitals.

STAFF TRAINING

In regard to staff training, the aim is to replace slow and inefficient methods by an organized programme of training with the most efficient techniques. It is the Commission's desire that at least one hour per week from March to October should be set aside within Departments for organized staff training embracing lectures, lessons, and discussions on the work of the Department. The planning and organization of training is one of the functions of the Department's Personnel Officer, and where the staff of a Department exceeds 300 it is the policy that the Personnel Officer should be engaged full-time on staff training, rehabilitation, and welfare work.

In 1946, classes were held in Auckland and Wellington for those ex-servicemen who required an educational qualification for appointment to the permanent staff, a correspondence course being available for those outside Wellington and Auckland. The tutors were impressed by the keenness displayed by the students, and the high standard reached was reflected in the examination results at the end of the year. The enrolments for 1947 total almost 1,000, and classes are running at Christchurch and Dunedin as well as at Wellington and Auckland. These facilities are now available for non-servicemen. As there has been criticism of the classes arranged for temporary employees, it should be emphasized that in the interests not only of the employees themselves, but also of the efficiency of the Service, it is essential that they should have a reasonable educational qualification. Normally entry to the Public Service is by competitive examination, and it is not in the public interest that there should be a relaxation of the educational standard.

The examination held for those who lacked a recognized educational qualification to take them beyond Class VI is being replaced by a new Public Service Senior Examination, and those who do not possess a satisfactory equivalent will require to pass this examination to be eligible for promotion beyond Class V. The new examination has three compulsory subjects—Public Service Knowledge, Government Accountancy, and English—together with two subjects which can be selected from a wide list including subjects from the arts, law, commerce, and accounting courses.

The Diploma in Public Administration course has been revived, and 11 students, of whom 9 were ex-servicemen, were selected to take the two-year course beginning at Victoria College in March, 1947. The scholars receive leave on full pay during the University session plus a book allowance, and resume duty with their Departments during the long vacation.

The short courses, instituted in 1945 to inform ex-service personnel of the economic, social, and administrative developments in New Zealand during the war period, were continued during 1946, seven courses being held at Victoria University College. These courses have been abandoned, as the new Senior Examination offers a more sustained and effective mode of meeting the need.