

expert knowledge of it die off. Increasing numbers of Samoans are tending to break away, as, for example, in cases where younger people resist the *matai* authority. This may involve a growing disorganization beneath the apparently orderly surface of life. Samoan-style sanctions are likely to be increasingly resisted, and dissatisfied parties are already appealing frequently to the Native Office and to the Courts, including the Land and Titles Court.

L. Personnel

44. The Samoa Act, 1921, created a Samoan Public Service under the control of the New Zealand Minister of External Affairs, who delegated to the Administrator the power of making appointments. The Administrator was also empowered to fix the salaries of officers appointed by him. In 1931, however, the Samoan Public Service was placed directly under the control of the New Zealand Public Commissioner, now the Public Service Commission. This Commission currently has jurisdiction over all employees except the Administrator, the Chief Judge, and the part-time Native officials, and theoretically it makes all appointments and fixes all the salaries. In practice authority to appoint members of the non-established staff and casual workmen has been delegated to the Administration, which also has the authority to fix salaries for individual officers within a scale approved by the Commission.

45. The present system of tenure for employees of the Administration is complex. Some of the highest positions, mostly occupied by officers from overseas, carry special salaries. Most officers, however, are on standard New Zealand Public Service salary scales, plus a tropical allowance. Several local European officers are also on this standard Public Service scale, but without the tropical allowance. The rest of the local employees, European and Samoan, are on a separate local salary scale, some being on the established (classified) staff, but others not; the different types of employment such as clerical works, police, teachers, and nurses have their own range of salary scales, the variation being from a maximum of £415 annually to a minimum of £50 in established positions. All members of the established staff contribute to the New Zealand Public Service Superannuation Fund.

46. The New Zealand Public Service Commission usually recruits officers for the higher positions by advertising within the New Zealand Public Service. In other instances, particularly for the professional men such as doctors and dentists, advertisements are inserted in the press. The term of recruitment is usually for three years. The endeavour is made to obtain officers temperamentally suited for the work, though special training has not been insisted upon, mainly because officers with special qualifications in these professions are rarely obtainable. The service is a small one and the scope for promotion is so limited that few officers on the permanent staff of the New Zealand Public Service can be induced to choose it as a career. Recently the New Zealand Public Service Commission advised as follows: "The Public Service Commission would welcome the day when Western Samoa could stand on its own feet as far as staffing is concerned. Great difficulty is experienced in getting officers to go to Western Samoa, and this is becoming more so, as officers consider that three years' absence from New Zealand considerably affects their experience and prospects of promotion."