

1947
NEW ZEALAND

PUBLIC SERVICE COMMISSION

(THIRTY-FIFTH REPORT OF THE)

*Presented to both Houses of the General Assembly by Command of
His Excellency*

To His Excellency Lieutenant-General Sir Bernard Cyril Freyberg, Victoria Cross, Knight Grand Cross of the Most Distinguished Order of St. Michael and St. George, Knight Commander of the Most Honourable Order of the Bath, Knight Commander of the Most Excellent Order of the British Empire, Companion of the Distinguished Service Order, Governor-General and Commander-in-Chief in and over His Majesty's Dominion of New Zealand and its Dependencies.

MAY IT PLEASE YOUR EXCELLENCY,—

We have the honour to submit the following report as required by section 15 of the Public Service Act, 1912.

REPORT

ADMINISTRATION OF THE PUBLIC SERVICE

AN important change in the form of control of the Service took place during the year. The Public Service Act, 1912, provided for the administration of the Act to be vested in one Commissioner and two Assistant Commissioners. Although on occasions there were no Assistant Commissioners, this system continued until 1946, except for a short period from 1936 to 1938, when there were two joint Commissioners appointed in terms of section 41, Finance Act, 1936. In 1946, however, on the retirement of the Commissioner, Mr. J. H. Boyes, the Public Service Amendment Act, 1946, was passed. This Act provides for the control of the Public Service by a Commission of three as from 1st November, 1946.

The members are appointed by the Governor-General in Council on the recommendation of the Prime Minister, a feature being that one of the members so appointed is to be a nominee of the New Zealand Public Service Association. Public servants thus have direct representation in the control of the Public Service, since through their Association they are able to nominate one of their number for selection as a member of the Commission.

Although the Public Service Act, 1912, and the regulations thereunder have been amended from time to time, there has been no complete revision, and it is clear that substantial alterations are called for to bring them into line with modern requirements. The Commission proposes to examine legislation of other countries and invite suggestions from the Public Service Association with a view to submitting to Government proposals for a revision of the Act, to be followed by an overhaul of the regulations.

CONTROL OF SERVICE PRIOR TO 1ST NOVEMBER, 1946

REGRADING OF THE PUBLIC SERVICE

As indicated in the last annual report, the agreement of Government was obtained to the regrading of the Public Service as at 1st April, 1946. Although considerable preparatory work was completed before that date, and although the report of the Consultative Committee was extremely valuable as a basis for regrading, there was much to be done subsequently to 1st April, 1946. It is greatly to the credit of the then Commissioner and his staff that the regrading list was published on 2nd October, 1946, which was very much earlier than has been the case in the past. The early publication of the regrading list gave general satisfaction to officers in the Service.

STAFFING OF MENTAL HOSPITALS

In a further endeavour to relieve the acute shortage of staff in mental hospitals, the Public Service Commissioner agreed, at the request of the Public Service Association, to set up a committee to consider the problem. The committee comprised Mr. G. T. Bolt, Assistant Public Service Commissioner, Chairman; Dr. J. Russell, Deputy Director-General of Mental Hospitals; and Mr. J. K. Hunn, then President of the Public Service Association.

The main functions of the committee were to consider suggestions for facilitating the recruitment of staff, to make recommendations regarding the recruitment and retention of staff, and to consider suggestions for the improvement of conditions of work. A comprehensive report was submitted and many of the committee's recommendations have been put into effect, while others are still receiving consideration.

RETIREMENT OF COMMISSIONER

This section of the report relating to the administration of the Service before 1st November, 1946, would not be complete without appreciative reference to Mr. J. H. Boyes, who retired from the position of Public Service Commissioner on 30th September, 1946. Mr. Boyes, who served many years in the Pensions Department, was Commissioner of Pensions when, in 1936, he became joint Public Service Commissioner with the late Mr. T. Mark. On the passing of the Social Security Act, 1938, Mr. Boyes was appointed Chairman of the Social Security Commission, a position for which he was well qualified in view of his long experience with the Pensions Department. On the death of Mr. Mark in 1941 he was appointed Public Service Commissioner, and brought to that position the sympathetic understanding he had shown in his administration of the Social Security Department. During the war he was faced with many problems resulting from reductions of staff and the need for recruiting a large number of temporary employees to meet the requirements of Departments which had to cope with many additional wartime duties. During his term of office many improvements in the conditions of employment of public servants were introduced, culminating in the regrading of the Public Service, which was completed before Mr. Boyes retired.

After the retirement of Mr. Boyes, Mr. G. T. Bolt was Deputy Public Service Commissioner until 1st November, 1946.

OPERATION OF PUBLIC SERVICE ACT, 1912

The establishment of a Public Service Commission as from 1st November, 1946, affords a suitable opportunity to review briefly the operation of the Public Service Act, 1912. The ordinary routine of administration of the Public Service Act, 1912, may shortly be described as the procedure necessary to secure the efficient organization and economical staffing of the various State Departments, and includes such matters as promotions, transfers, retirements, the filling of vacancies, the classification of officers, the examination of candidates for appointment, inquiries involving disciplinary action, and investigations concerning details of departmental organization to ensure the economical and efficient administration of the Service as a whole. The fundamental principles underlying the Public Service Act, 1912, are—

- (a) The elimination of influence;
- (b) The affording of equal opportunities for advancement and providing for promotion not by seniority, but by merit and fitness;
- (c) The institution of a classification scheme; and
- (d) The promotion of efficient and economical administration.

In regard to the elimination of influence, the Royal Commission which was set up in 1912 and upon whose report the Public Service Act, 1912, was largely based, stated that one of the first duties of the new form of control should be to block all "back doors" of entrance to the Public Service. The Royal Commission considered that the characteristics of the Service should be—

- (1) Entry by competitive examination;
- (2) Probation before final admission;
- (3) Security of tenure during good behaviour after admission;
- (4) Promotion by merit; and
- (5) Pensions on retirement.

The wisdom of this recommendation is exemplified in the efficiency obtained in the Public Service under Commissioner control.

CONTROL OF PUBLIC SERVICE FROM 1ST NOVEMBER, 1946

Mr. R. M. Campbell, who until recently was the Official Secretary to the New Zealand High Commissioner's Office in London, was appointed Chairman of the Commission. Associated with him as members of the Commission are Mr. G. T. Bolt, who was previously an Assistant Public Service Commissioner, and Mr. A. H. O'Keefe, who was nominated by the Public Service Association and who was formerly a President of that Association. The members of the Commission have been engaged in a general survey of the problems of the Public Service. Visits have been made to many towns outside Wellington, but it will take time to cover the whole of New Zealand. It is of importance that the Commission should have personal knowledge not only of Permanent Heads and senior officers in Wellington, but also of controlling officers and other senior officers outside Wellington.

CONDITION AND EFFICIENCY OF THE PUBLIC SERVICE

Section 15, Public Service Act, 1912, requires the Commission to report at least annually on the condition and efficiency of the Public Service. It cannot be claimed that the efficiency of the Service has been maintained at the pre-war standard. Shortage of office accommodation, shortage of staff (especially of fully trained staff), and the difficulty of transferring officers from one place to another because of housing and board and lodging problems have all had an adverse effect on the efficiency of the Service. The Commission's staff-training schemes are having a favourable effect, and as they

develop in practice will accelerate increased efficiency. These training measures will have a particularly marked effect on those who have been away on military service, temporary employees with only short experience in the Public Service, and new recruits. Succeeding paragraphs indicate the other steps taken by the Commission to improve the general efficiency of the Service.

APPOINTMENTS TO THE OFFICE OF THE COMMISSION

It is clear that if the Public Service Commission is to function efficiently its office must be adequately staffed. The Public Service has been greatly expanded in both the range and the complexity of the tasks placed upon it; and it has been evident that the organization of the Commission's office had not been strengthened in line with the growth of the Service under its control. In March three Assistant Commissioners were appointed in addition to Mr. J. A. E. Engel, who was an Assistant Public Service Commissioner before the Commission was appointed. The new appointees were Mr. L. A. Atkinson, who retains his position as Secretary to the Commission; Mr. C. G. S. Ellis, who represents the Commission in Auckland and to whom a number of the Commission's functions are being delegated; and Mr. G. E. Turney, whose first task is to supervise the transfer of temporary employees to the permanent staff. To cope with the increased educational programme, the Staff Training Section was strengthened, and since 31st March, 1947, two Assistant Inspectors and an Industrial Officer have been appointed.

The Commission also desired to conduct an overall review or "efficiency audit" of the various Departments under its control. It would have been impossible for the Commission's Inspectors to have made the rapid survey required, and for that reason a number of capable senior officers were seconded to the office of the Commission to visit Departments in Wellington, other than those in which they were employed. The reports furnished by these officers are proving of value to the Commission in considering the organization of Departments, their staffing, and other problems which arise from day to day. The Commission is also faithfully served by a number of departmental officers who represent the Commission in various towns and by others who act as recruiting liaison officers.

DELEGATION OF AUTHORITY

The Commission holds the view that, in order to facilitate the work of Departments and promote their efficiency, it is essential to delegate. Reference has been made to the delegation of authority to the Assistant Commissioner in Auckland. A material saving has also been effected by delegating to Permanent Heads routine functions which previously caused much paper work and delay, the Commissioner being the only person who could make a decision. Section 9 of the Public Service Amendment Act, 1946, permits this delegation of authority and enables the Commission to devote its attention to the many matters of policy and importance calling for action from day to day.

PUBLIC SERVICE ASSOCIATION AND FUNDAMENTAL ISSUES INVOLVED

The Commission has desired to work in harmony with the Public Service Association, and, on the whole, this is being achieved. The Commission has, however, been concerned to make clear that it could not acquiesce in developments whereby, on matters falling within the competence of the Commission, the Association should proceed to appeal to Ministers to reverse unacceptable decisions, while at the same time expecting the Commission to take, on like issues, final decisions favourable to the Association's claims. In a particular case the Association contended that a revised basis of paying overtime to certain employees in mental hospitals should have been made retrospective to

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
						428

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

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.

REHABILITATION

Although rehabilitation is not complete, considerable progress has been made, and this has been greatly assisted by the attitude of the ex-servicemen themselves. With few exceptions they have quickly overcome any difficulty they had in attuning themselves to civilian life and work, and have displayed a keenness to make good their loss of experience. The energy they have shown in pursuing educational courses and the results already achieved have been impressive. For many ex-servicemen, war service has hastened the uncovering and development of latent capacity. This, coupled with their keenness to make full use of educational facilities, is proving most beneficial to the men and to the Public Service. Grievances relating to promotion and other conditions of employment have been adjusted where it has been established that an ex-serviceman has been prejudiced by his absence from the Department. In some cases it has been difficult to determine what would have been the position of the officer had he not entered the Armed Forces, but the policy has been to give ex-servicemen the benefit of the doubt in the marginal cases. For those ex-servicemen who are obliged to take sick-leave because of disabilities arising from military service, the leave is granted on two-thirds pay for a total period of two years. This should provide for most ex-servicemen in this category, but the exceptional case will be given sympathetic consideration.

SHORTHAND-TYPISTS

There is a great need for shorthand-typists. In some Departments, especially in Wellington, the shortage is very acute. This shortage is not confined to the Public Service, and there is no immediate solution to the problem. Office assistants and other employees in the Public Service have been encouraged to attend a training school establishment in Wellington so that they may become efficient typists, and hostel accommodation has been provided to encourage experienced shorthand-typists to come to Wellington. The Commission is employing every possible device for making the best use of a shorthand-typist's time, and where they can be efficiently used, dictaphones and other suitable machines will be installed to alleviate the position.

TEMPORARY EMPLOYEES

One of the major problems facing the administration during recent years has been that of bringing temporary employees on to the permanent staff. It has been clear that the services of a large number of them would be required indefinitely, and that many of them were fully qualified for appointment to the permanent staff. Others who did not have an examination qualification were anxious to pass one. During the war it would have been impossible to bring these temporary employees on to the permanent staff without doing an injustice to men overseas.

The Public Service Amendment Act, 1946, in addition to providing for the administration of the Service by a Commission, also provided the machinery whereby temporary employees who were occupying permanent positions as at 1st November, 1946, became eligible for appointment to the permanent staff. The legislation had the approval of the Public Service Association, the rights of permanent officers were safeguarded, and rights of appeal are given both to permanent officers and to temporary employees. The task is an immense one, involving policy decisions by the Commission. A large number of above-basic-grade positions will be advertised about the middle of the year. There are also many temporary employees who will be appointed to positions in the basic grade. The intention is that this work should be completed during 1947. The placing of temporary employees on the permanent staff should solve a number of administrative difficulties and improve the efficiency of the Public Service.

AMALGAMATION OF DEPARTMENTS

The Commission is very strongly of the opinion that the administration of the Public Service can be more competently conducted if the number of Departments is reduced. They are gratified that, with effect from 1st April, 1947, the Department of Labour and the National Employment Service have been merged; and that, subject to legislation, the hitherto independent Departments of Health and Mental Hospitals are to be joined under one administrative head.

UNIFORMITY IN THE STATE SERVICES

The Commission endorses the views expressed in the report last year that the setting-up of the Railway Industrial Tribunal with mandatory powers has seriously limited the usefulness of the Uniformity Committee, which for many years has advised the Government on major proposals affecting the larger State Services. In addition, there are other organizations which are virtually State Departments whose conditions of employment are not reviewed by the Committee—*e.g.*, Reserve Bank, Bank of New Zealand, Police Force, &c.

ACCOMMODATION

Considerable difficulty is experienced in obtaining suitable office accommodation for many Departments. In an endeavour to improve the position, the Accommodation Board has been reconstituted and now comprises Mr. R. M. Campbell (Chairman), Mr. A. H. O'Keefe (Deputy Chairman), Mr. B. C. Ashwin (Secretary to the Treasury), Mr. E. R. McKillop (Commissioner of Works), and Mr. N. E. Hutchings (Under-Secretary, Public Works Department). A sub-committee has been set up with Mr. A. H. O'Keefe as chairman to deal with day-to-day problems, and the advantages of the new set-up have already been revealed. Another change is that the secretarial work has been transferred to the office of the Commission.

The efficient working of the Public Service has been hampered by the unwillingness of officers to accept transfer on promotion because of the difficulty in securing housing accommodation in the various towns in New Zealand. Recently approval was given to the establishment of an Accommodation Bureau in the office of the Commission to facilitate the exchange of houses between public servants on transfer. Already good results have been achieved.

BOARD OF APPEAL

As is usual after the issue of a regrading list, the Board of Appeal has been called upon to consider a greatly increased number of appeals. This necessitates the Board travelling throughout the Dominion. Its sittings commenced in Wellington early in February, 1947, and it is unlikely that all the cases will be disposed of until the end of August. Non-promotion appeals were dealt with during the year as under:—

Allowed	..	..	..	..	16
Not allowed	..	..	..	..	356
Withdrawn	..	..	..	..	249
"Do not lie"	..	..	..	..	1
Lapsed	..	..	..	..	3
Adjourned <i>sine die</i>	..	..	..	..	2
Total	..	..	..	..	627

In the normal course a new Board of Appeal would have been elected in 1947, but it was desirable that the members of the existing Board should hear all the regrading appeals. For this reason the Public Service Amendment Act, 1946, provided that the members of the Appeal Board should continue in office until 31st December, 1947.

The Public Service Amendment Act, 1946, also provided for a special Board of Appeal to be set up to hear appeals relating to the appointment of temporary employees to the permanent staff. The Board is to consist of four persons to be appointed by the Governor-General, on the recommendation of the Prime Minister, of whom—

- (a) Two persons, of whom at least one shall be an officer of the Public Service, shall be appointed as Government members.
- (b) Two persons, employed in different Departments of the Public Service, shall be appointed as Service members on the nomination of the New Zealand Public Service Association.

ADMINISTRATIVE CHANGES DURING THE YEAR ENDED 31ST MARCH, 1947

Census and Statistics.—Mr. G. E. F. Wood appointed Government Statistician on the 10th August, 1946, on the retirement of Mr. J. W. Butcher.

Customs.—Mr. D. G. Sawers appointed Comptroller on 27th August, 1946, *vice* Mr. E. D. Good, retired.

Government Insurance.—Mr. H. L. Ryan appointed Commissioner on 6th December, 1946, *vice* Mr. J. W. Macdonald, retired.

Health.—Dr. T. R. Ritchie appointed Acting-Director-General on 1st January, 1947, *vice* Dr. M. H. Watt, retired.

Industries and Commerce.—Mr. G. W. Clinkard appointed Secretary on 17th December, 1946.

Mental Hospitals.—Dr. J. Russell appointed Acting-Director-General on 1st February, 1947, on the retirement of Dr. T. G. Gray.

Lands and Survey.—Mr. D. M. Greig appointed Under-Secretary on 22nd July, 1946, on the retirement of Mr. R. G. Maemoran.

Public Works.—Mr. F. Langbein appointed Engineer-in-Chief on 16th August, 1946, on the retirement of Mr. W. L. Newnham.

Social Security.—Mr. B. F. Waters appointed Chairman of the Social Security Commission on 1st March, 1947, following the retirement of Mr. H. D. Smith.

State Advances Corporation of New Zealand.—Mr. F. W. E. Mitchell appointed Manager on 1st October, 1946, following the retirement of Mr. G. E. Miller.

Supply.—Mr. P. B. Marshall appointed by Government to be Commissioner of Supply on 31st October, 1946.

CONCLUSION

We wish to express our appreciation of the assistance we have received from Permanent Heads and their senior executive officers in our approach to the many problems that have required consideration.

We also wish to record our thanks for the loyal and efficient service rendered by the staff of our own office.

All of which is respectfully submitted for Your Excellency's gracious consideration.

R. M. CAMPBELL, Chairman.

G. T. BOLT }
A. H. O'KEEFE } Members.

Public Service Commission.

Office of the Public Service Commission,
Wellington, 24th June, 1947.

TABLE I.—PUBLIC SERVICE CLASSIFICATION LIST, 31ST MARCH, 1946.—GENERAL SUMMARY OF CLASSIFICATION BY DEPARTMENTS (EXCLUDING OFFICERS IN THE ADMINISTRATIVE DIVISION)

Department.	Number of Officers.	Total Salaries, at Rate as at 31st March, 1946.	Classification Salaries, Year ending 31st March, 1947.	Scale Increase.	Appointed 1st April, 1946.	
					Number of Officers.	Salaries.
Agriculture	721	£ 331,133	£ 360,306	£ 29,173	8	2,495
Air	147	51,130	59,440	8,310	4	1,385
Army	70	22,410	25,765	3,355	..	..
Audit	213	86,465	96,470	10,005	..	..
Broadcasting	250	87,875	100,705	12,830	..	..
Census and Statistics	62	21,700	24,950	3,250	..	..
Crown Law	8	7,040	7,470	430	..	..
Customs	474	178,545	200,495	21,950	..	..
Education	382	179,844	189,491	9,647	4	2,470
External Affairs	5	3,565	3,855	290	..	..
Government Insurance	113	42,435	47,575	5,140	..	..
Health	953	274,813	322,955	48,142	1	350
Industries and Commerce	119	46,535	52,380	5,845	..	..
Internal Affairs	201	74,095	83,250	9,155	..	..
Island Territories	11	4,015	4,480	465	..	..
Justice and Prisons	504	187,650	212,235	24,585	..	..
Labour	186	65,990	74,640	8,650	..	..
Land and Deeds	114	45,750	50,110	4,360	..	..
Land and Income Tax	474	170,365	194,585	24,220	..	..
Lands and Survey	647	250,530	282,870	32,340	..	..
Marine	163	73,195	80,715	7,520	..	..
Marketing	95	30,815	36,165	5,350	..	..
Mental Hospitals	839	275,366	327,700	52,334	2	730
Mines	88	39,470	44,210	4,740	3	2,280
National Employment	172	58,255	66,665	8,410	..	..
National Provident and Friendly Societies	28	9,680	11,065	1,385	..	..
Native	217	78,695	89,325	10,630	..	..
Navy	49	14,735	17,405	2,670	..	..
Police	9	3,770	4,100	330	..	..
Prime Minister's	19	8,380	9,575	1,195	1	1,100
Printing and Stationery	291	105,070	116,655	11,585	45	16,060
Public Service Commission's	48	14,750	17,335	2,585	..	..
Public Trust	844	322,440	367,430	34,990	2	300
Public Works	1,067	427,633	478,920	51,287	4	630
Rehabilitation	152	57,530	65,715	8,185	..	..
Scientific and Industrial Research	234	102,085	115,805	13,720	2	585
Social Security	611	193,505	224,780	31,275	2	300
Stamp Duties	99	37,325	41,890	4,565	..	..
State Advances Corporation of New Zealand	529	197,870	223,960	26,090	2	330
State Fire Insurance	202	73,545	84,810	11,265	..	..
State Forest Service	267	94,935	109,055	14,100	3	485
State Hydro-electric	378	153,595	172,840	19,245	..	..
Tourist and Health Resorts	141	46,055	52,745	6,690	1	150
Transport	99	39,310	43,530	4,240	..	..
Treasury	114	46,260	52,655	6,395	..	..
Valuation	94	38,585	43,770	5,185	..	..
Works, Ministry of	12	9,550	10,095	545	..	..
Totals	12,515*	4,684,309	5,302,962	618,653	84	29,650
Appointed 1st April, 1946	84	..	29,650	..	..	..
Totals, 31st March, 1946	12,515*	4,684,309	..	..	..	..
Totals, 1st April, 1946	12,599*	..	5,332,612	..	..	..

* Including officers absent with the Armed Forces, but excluding officers on loan to other services and on leave without pay.

TABLE II.—PUBLIC SERVICE CLASSIFICATION LIST, 31ST MARCH, 1946.—GENERAL SUMMARY OF CLASSIFICATION BY CLASSES (EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION)

Class (excluding Administrative).	Number of Officers.	Total Salaries, at Rate as at 31st March, 1946.	Classification Salaries, 31st March, 1947.	Scale Increase.	Appointed 1st April, 1946.	
					Number of Officers.	Salaries.
PROFESSIONAL—		£	£	£		£
Over scale	64	73,740	77,000	3,260	..	..
Special (£760-£1,000)	304	240,555	255,970	15,415	6	4,600
I (£660-£710)	188	119,060	129,280	10,220	..	..
II (£585-£610)	151	84,495	90,285	5,790	..	..
III (£535-£560)	93	46,855	51,130	4,275	..	..
IV (£485-£510)	66	30,285	33,135	2,850	..	..
V (£435-£460)	34	13,605	15,340	1,735	..	..
VI (£400)	24	8,340	9,600	1,260	..	..
VI (£375)	9	2,835	3,375	540	..	..
VI (£350)	12	3,480	4,200	720	..	..
VI (£325)	10	2,650	3,250	600	..	..
VI (£300)	6	1,470	1,800	330	..	..
VI (£270)	3	600	810	210	..	..
VI (£240)	7	1,260	1,680	420	..	..
VI (£210)	1	150	210	60	..	..
Sub-total	972*	629,380	677,065	47,685	6	4,600
Clerical—						
Over scale	7	6,125	6,600	475	1	1,100
Special (£760-£1,000)	242	187,060	198,780	11,720	..	..
I (£660-£710)	261	162,500	177,610	15,110	..	..
II (£585-£610)	327	182,325	196,070	13,745	..	..
III (£535-£560)	534	270,615	293,465	22,850	..	..
IV (£485-£510)	576	263,640	288,610	24,970	..	..
V (£435-£460)	882	364,180	400,820	36,640	..	..
VI (£400)	1,039	374,980	415,600	40,620	..	..
VI (£375)	253	80,135	95,250	15,115	..	..
VI (£350)	415	120,300	145,250	24,950	..	..
VI (£325)	531	140,795	172,575	31,780	..	..
VI (£300)	570	139,710	171,000	31,290	..	..
VI (£270)	540	108,270	145,800	37,530	..	..
VI (£240)	497	89,500	119,280	29,780	..	..
VI (£210)	243	36,630	51,030	14,400	1	210
VI (£180)	366	45,825	65,880	20,055	2	360
VI (£150)	56	5,725	8,400	2,675	11	1,650
VI (£125)	1	100	125	25	1	125
Sub-total	7,340*	2,578,415	2,952,145	373,730	16	3,445
General—						
£760-£1,000	38	28,895	30,610	1,715	..	..
£711-£759	15	10,270	11,000	730	..	..
£611-£710	131	81,340	86,840	5,500	..	..
£561-£610	135	73,880	80,280	6,400	..	..
£511-£560	258	130,325	141,345	11,020	..	..
£461-£510	339	156,475	170,450	13,975	..	..
£401-£460	682	274,375	302,635	28,260	3	1,280
£376-£400	480	167,640	188,050	20,410	2	775
£351-£375	596	187,435	218,690	31,255	27	9,945
£326-£350	265	78,180	91,925	13,745	22	7,605
£301-£325	306	79,240	99,336	20,096	3	975
£271-£300	317	74,028	93,475	19,447	1	300
£241-£270	149	30,935	39,885	8,950	..	..
£240 and under	339	41,250	55,705	14,455	4	725
Sub-total	4,050*	1,414,268	1,610,226	195,958	62	21,605
Educational—						
£760-£1,000	2	1,580	1,650	70	..	..
£611-£710	10	6,610	6,790	180	..	..
£561-£610	15	8,640	8,790	150	..	..
£511-£560	8	4,249	4,319	70	..	..
£461-£510	11	5,259	5,294	35	..	..
£401-£460	25	10,451	10,616	165	..	..
£376-£400	4	1,476	1,561	85	..	..
£351-£375	17	6,107	6,262	155	..	..
£326-£350	12	3,957	4,057	100	..	..
£301-£325	13	3,995	4,105	110	..	..
£271-£300	27	7,677	7,747	70	..	..
£241-£270	9	2,245	2,335	90	..	..
Sub-total	153*	62,246	63,526	1,280	..	..
Totals	12,515*	4,684,309	5,302,962	618,653	84	29,650
Totals, 31st March, 1946	12,515*	4,684,309	..	..	..	..
Totals, 1st April, 1946	12,599*	..	5,332,612	..	..	..

* Including officers absent with the Armed Forces, but excluding officers on loan to other services and on leave without pay.

TABLE III.—TEMPORARY EMPLOYEES AS AT 1ST APRIL, 1946 (OTHER THAN WORKMEN)

Department.	Male.			Female.			Sub-total.	Drafting and Computing.	Engineers, Technicians, and Operators.	Inspectors and Instructors.	Testers.	Supervisors, Overseers, and Foremen.	Medical Officers.	Storekeepers and Storemen.	Miscellaneous.	Totals.
	Clerks.	Office Assistants.	Sorters.	Typists.	Office Assistants.	Miscellaneous Clerical.										
Agriculture	24	29	5	61	67	1	187	..	31	176	81	17	..	2	69	563
Air	25	22	15	36	142	1	241	..	..	..	..	..	..	..	25	266
Army	106	167	52	122	291	1	739	..	..	..	..	2	..	70	48	859
Audit	4	1	1	..	30	..	37	..	..	..	..	..	..	..	..	37
Broadcasting	15	5	..	73	31	19	143	..	34	..	..	13	..	..	154	344
Census and Statistics	5	125	..	16	9	..	155	..	..	..	..	..	..	..	..	155
Crown Law	..	..	..	2	..	..	2	..	..	..	..	..	..	..	..	2
Customs	7	2	1	30	41	2	83	..	..	..	..	..	..	..	13	96
Education	19	39	9	55	104	2	228	..	1	1	..	15	..	2	344	591
Government Insurance	..	2	2	15	39	..	58	..	..	..	..	..	..	..	..	58
Health	28	24	1	61	250	1	365	..	3	11	..	1	26	14	328	748
Industries and Commerce	133	42	4	53	123	..	357	1	3	150	..	..	..	4	7	522
Internal Affairs	23	18	7	62	44	2	162	..	..	..	..	4	..	1	265	432
Island Territories	3	1	1	4	..	..	9	..	..	..	..	..	..	..	1	10
Justice and Prisons	14	16	..	27	59	..	116	..	..	..	..	1	..	..	13	130
Labour	7	6	3	43	19	..	78	..	..	8	..	..	..	..	3	89
Land and Deeds	2	..	..	13	9	..	24	5	..	..	..	..	..	..	2	31
Land and Income Tax	70	150	62	28	279	..	589	..	..	14	..	..	..	..	..	603
Lands and Survey	52	26	6	111	71	..	266	41	..	29	..	88	..	1	15	440
Marine	5	9	..	14	18	..	46	..	9	13	..	6	..	5	24	103
Marketing	31	30	..	33	65	2	161	..	9	4	..	19	..	6	34	233
Mental Hospitals	..	6	..	16	26	..	48	..	26	..	..	9	7	10	819	919
Mines	18	2	1	10	26	..	57	..	9	..	..	13	..	10	20	109
National Provident and Friendly Societies	2	1	2	1	22	1	29	..	..	..	..	..	..	..	..	29
National Employment Service	106	142	5	68	121	3	445	..	..	..	..	20	..	1	48	514
Native	45	24	4	60	55	1	189	..	..	1	..	112	..	6	13	321
Navy	30	55	1	28	195	1	310	2	6	5	..	22	..	64	115	524
Police	..	2	..	4	..	..	6	..	..	..	..	..	..	1	..	7
Prime Minister's	8	4	1	13	34	..	60	..	..	..	..	1	..	..	57	118
Printing and Stationery	..	..	..	6	11	..	17	..	..	..	..	..	..	..	33	50
Public Service Commission's	3	5	11	7	22	..	48	..	..	..	..	..	..	..	..	48
Public Trust	14	3	..	193	76	..	286	..	..	2	..	..	..	..	15	303
Public Works	268	148	19	169	96	6	706	275	132	20	..	595	..	158	216	2,102
Rehabilitation	201	117	9	119	108	3	557	3	..	96	..	2	..	..	2	690
Scientific and Industrial Research	9	4	..	31	39	6	89	13	72	2	..	15	..	8	207	406
Social Security	144	155	32	189	383	1	904	..	..	..	..	1	..	..	5	910
Stamp Duties	..	..	1	16	15	..	32	..	..	..	..	..	..	..	4	36
State Advances Corporation of New Zealand	67	34	42	185	227	..	555	..	..	49	..	7	..	..	61	672
State Fire Insurance	7	1	..	72	55	..	135	..	..	..	..	..	..	..	1	136
State Forest Service	23	11	2	32	18	..	86	..	2	..	..	99	..	1	8	204
State Hydro-electric	52	12	2	32	19	..	117	35	161	..	..	21	..	62	574	970
Tourist and Health Resorts	13	..	2	21	39	9	84	..	2	3	..	6	..	2	84	181
Transport	10	4	6	19	12	..	51	..	..	81	..	..	..	..	1	133
Treasury	53	20	2	53	83	..	211	..	..	2	..	..	..	1	13	227
Valuation	5	3	..	30	18	..	56	..	..	..	..	..	..	..	..	56
Works, Ministry of	2	3	2	..	3	1	11	3	5	1	..	1	..	..	1	22
Totals	1,653	1,470	313	2,234	3,394	71	9,135	386	505	608	81	1,090	33	429	3,642	15,969*

* Including officers absent with the Armed Forces.

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