

Department.	Increase in Staff, 1938 to 1948.	Staff Employed.		Reasons for Increase.
		1st April, 1938.	1st April, 1948.	
Air	683	33	716	War and post-war activities in connection with the development of the Air Force, civil aviation, and Meteorological Branch taken over from Scientific and Industrial Research Department in 1939.
Agriculture	611	922	1,533	(1) The continual drive for increased production has demanded an extension of instructional and advisory services. It is in these staff groups that greatest increases have occurred— <i>e.g.</i> , Field Instructors, Farm Dairy Instructors, and Orchard Instructors. (2) Increase in meat inspection staff consequent on introduction of forty-hour, five-day week. (3) Setting-up of two new divisions—Animal Research and Rural Development.
State Advances ..	447	680	1,127	Establishment of branch offices and decentralization, increase in loans for farms, houses, furniture, tools of trade, and business loans under rehabilitation; increase in number of State house applications, &c.
Navy	441	51	492	Expansion of Navy and dockyard establishment and appointment of trades apprentices to Public Service staff.
Education	429	473	902	Introduction of extended activities and new services in education field. Additional staff for child-welfare and opening up departmental office in Auckland. Resumption of control of vocational guidance officers and extension in that field.
Internal Affairs ..	415	954	1,369	Creation of War History and Physical Welfare Branches. Extra cleaners required for buildings taken over by Government Departments. (Figures include Electoral Office.)
Broadcasting	278	441	719	Expansion of service, both national and commercial.
	9,861	7,560	17,421	

The Commission continues to be concerned about the loss of staff, largely through officers being attracted by more immediately remunerative employment elsewhere. A recent analysis of resignations shows that the loss is greatest in the higher-paid levels. It has indeed appeared, comparing the figures for the first part of 1948 with the latest month for which figures are available, that the total of resignations has been stabilized or reduced; yet in the group with salaries about or above £500 a year, within this short period the rate of loss increased to more than double the rate at the earlier date. Clearly the earnings in outside employment, whether local bodies, private businesses, or professions, have an important bearing on the retention of good officers in Government employment. We feel that a sound principle in paying Government employees is to take full account of earnings in the outside community, leaving it to taxation, which falls impartially on all—if it does not fall with special completeness on salaried classes—to make adjustments between one income group and another. The Commission is convinced of the need for improving the salary scales in the higher and middle levels if it