

During 1947 lectures in the three compulsory subjects of the new Public Service Senior Examination were provided in the three main centres. Elsewhere instruction was given by correspondence. At the examinations held in November, 1947, 205 candidates presented themselves in English and 94 in both Public Service Knowledge and Government Accountancy. The percentage of passes over the three subjects was 77. This result is a reflection of the enthusiastic and consistent work done by most candidates during the year.

The Commission welcomes the resumed offer of Commonwealth Fund Fellowships, by which selected British and Dominion students and civil servants are enabled to follow higher studies under most advantageous conditions in the United States. A number of New Zealand public servants applied for these fellowships this year, and one has been awarded to Mr. J. F. Gabites, of the Meteorological Service; he will study new developments in long-range weather forecasting.

Great importance is attached to staff training in many organizations overseas. It is often surprising how beneficial the immediate results are, but the ultimate results are at least equally important. The Commission is sure that officers who have attended courses—*e.g.*, the Controlling Officers' Course—have become more confident, have broadened their outlook, and have gained an insight into Public Service administration which has been reflected in better service to the public. Personal attendance at the courses, moreover, gives the Commission and their staff first-hand knowledge of some officers who may well be in line for advancement to more responsible positions.

#### COMMITTEE ON MARGINS AND ANOMALIES

Arising out of the flat-rate salary increase of £25 per annum from 1st October, 1947, the Government, at the instance of the combined State Service organizations, agreed to the setting-up of a Committee to look into anomalies and margins in the Government Service, with particular reference to the rates of pay of tradesmen, labourers, clerks, and margins for skill and responsibility generally, having regard to rates ruling in industry.

The Committee, under the chairmanship of Mr. G. T. Bolt, is representative of both the official side and the staff side of the Railways Department, the Post and Telegraph Department, and the Departments under the control of the Public Service Commission. Its inquiries have shown that the earnings of tradesmen in the printing trade outside the Government service have been higher than the earnings of comparable tradesmen in the Government Printing Office. The Committee has accordingly recommended, and the Government have approved, an increased rate of pay for Government Printing Office tradesmen. The Committee is still going on with its work at the time this report is being written.

#### COST OF LIVING IN SAMOA

The Public Service Act, 1912, applies to the appointment, promotion, transfer, retirement, removal, and dismissal of officers of the Samoan Public Service. As a result of representations from the Public Service Association a Committee comprising an Inspector from the Office of the Commission, an officer from the Island Territories Department, and a representative of the Public Service Association visited Samoa to inquire into rates of salary, allowances, and living conditions generally. The Committee found it difficult to reach agreement, but, after discussion with the Commission, the differences were resolved, and the joint recommendations for improved salaries and allowances were approved.

#### OVERTIME AND PENAL RATES

During the year the Commission recommended, and Cabinet approved, more liberal conditions in paying overtime and penal rates, so as to bring the Public Service substantially into line with outside employment. One reason for this arose from the Factories Act, 1946, which as from April, 1947, bound the Crown; hydro-electricity