

showing that the attainment of B.Sc. and medical intermediate students was similar. It was pointed out, however, that only those medical students who were at the top of their group were accepted for the medical course, so that it is the less able medical students who transfer to science.

As a generalization, then, we can say that we have no evidence to show that science students are less able than students in other faculties, and there are indications that science students are, if anything, "above average."

## VII. THE QUALITY OF SCIENCE PERSONNEL IN NEW ZEALAND

Although the number of graduates may be sufficient to fill all posts this will be of little value unless the quality is satisfactory. Scientific workers are required for both routine and original work, and, while an average level of technical competence will suffice for many positions, it is essential that the University colleges, research institutions, and extension services have on their staffs men of the highest capacity. The assessment of the quality of scientific workers in New Zealand presents some difficulty, and we have made use of the considered opinions of leading scientists within New Zealand, together with evidence of the standing of New Zealand workers overseas, in arriving at our opinion.

In the previous section we considered the quality of science students and the effect of the inducements to students to study elsewhere than in the science faculty. The differing value of bursaries is partly responsible for drawing into medicine and dentistry some students who would otherwise have excelled in a pure science course. This drawing-off of science students is limited, however, both by the natural inclination of those students who prefer pure to applied science and by the fact that the bursary system itself is successful only to a limited extent in selecting the very best talent. Generally speaking, it may be accepted that the standard of science courses in the University of New Zealand is a high one by international standards, such evidence as is available showing us that in the main New-Zealand-trained workers are at no disadvantage overseas. Not all those entering upon a science course complete it, but those who do graduate are of a satisfactory standard. Nevertheless, the average quality of scientific workers in New Zealand is one that gives no cause for complacency.

We have discussed previously the existing shortage of scientists, which has hindered the conduct of work both in industry and research establishments, but a more potent cause of anxiety to employers of scientists is the calibre of the workers available. There is widespread agreement that most positions calling for graduates of average ability can be filled, but that some positions calling for graduates of more than average ability must either be left empty or filled by men who are not especially suitable. This is the case particularly in research institutions which experience considerable difficulty in obtaining suitable staff, either at the graduate stage or later. It is apparent that unless the scientific workers in New Zealand include a large number of the best men the work undertaken will suffer and indeed in many cases unless a first-class leader is available for a research team the work of the rest of the group will be seriously handicapped.

On examining the work undertaken by M.Sc. graduates some very disturbing facts are apparent. As a working hypothesis it may be accepted that the holders of M.Sc. with first-class honours represent our more capable graduates and the majority of our future scientific leaders, and an examination of a sample of these over the last twenty