

The possibility was suggested also of early appointments being offered by Government Departments to graduates in science who have been awarded overseas scholarships. Some service in scientific work in New Zealand would give the scholar experience, acquaint him with local problems, and might well suggest lines of research for his post-graduate studies. The period between the awarding of scholarships at the end of the academic year and the departure of the scholar from New Zealand—that is, from approximately January to October—could be spent in this way. In some cases it might be advantageous to extend this period if the University would permit a postponement of the scholarship.

This scheme has an added advantage in that the post-graduate scholar wishing to return to New Zealand has a definite offer of employment, under conditions with which he is fully acquainted.

A further suggestion was that the number of overseas scholarships be increased. For instance, they could be granted to suitable candidates, in research institutions and Government Departments, who have served a period of several years in which they have proved their ability, with a bond for a stated period of service following the tenure of the scholarship. In such circumstances the value of the scholarship should be such as to meet all reasonable expenses.

The need for students to go overseas to obtain the benefit of research facilities not available in New Zealand is evident. At the same time the development of first-class research schools and institutes in New Zealand in selected subjects suitable for study in this country would encourage a two-way traffic in research students and would act as a further aid to recruitment.

We consider that there is need for a number of post-graduate scholarships tenable only in University colleges in New Zealand, and that graduates from overseas countries, as well as in New Zealand itself, should be eligible for the award of such scholarships.

B. SENIOR POSTS

An important inducement for scientific work is the existence of senior appointments at which able scientists may aim. The presence of an able leader for a research team is a prerequisite for any research being undertaken in a particular field. Science must, therefore, offer the best conditions for the encouragement of the potential leader through the existence of positions of adequate status and remuneration.

To open up a new line of research it may be necessary in a Government Department to appoint a scientist from outside the Public Service to a senior position. It is considered that if this could be done expeditiously, and without prejudice to scientists already in the Public Service, scientific work would benefit.

C. SALARIES

Much has been said on the subject of the inadequacy of salaries for scientists.

We have had stated to us specific cases where scientists of ability have received and accepted offers of employment overseas for comparable work at considerably higher salaries than those obtainable by them in New Zealand. This is a continuing problem.

While it has not been feasible for the Committee to undertake a detailed comparative study of salary and salary scales, we are satisfied that other measures for stimulating scientific man-power resources will be largely rendered ineffective by any failure to retain scientists of first-class ability against overseas competition for their services.