

(i) RECRUITMENT

(a) BETTER BURSARIES

At the present time the Education Department awards a number of special bursaries in agriculture, architecture, art, engineering, home science, and science. In agriculture, home science, and science respectively there have been fifteen, twenty, and twenty awards in each of the last few years. The average calibre of the applicants for these three classes of bursaries, however, has not been high, probably owing in the main to the comparatively low value of the bursaries. For bursars who do not qualify for boarding-allowance—i.e., who reside in a University town providing the desired course—the bursary is worth annually a maximum of £30 only, made up of a bursary allowance of £10, together with fees up to a maximum of £20. Those who qualify for a boarding-allowance receive in addition £40 boarding-allowance annually, making an annual maximum amount of £70 for the period of the bursary. The special bursaries are in competition with other bursaries awarded by the Health Department in medicine and in dentistry and by the Education Department for the post-primary teaching service. These three groups of bursaries are of an annual value of £70, plus £40 boarding-allowance in cases in which the bursar is eligible for it, while in some cases fees also are paid. The consequence of this is that there is much greater competition for medical, dental, and post-primary teachers' bursaries, and the average calibre of the bursars is higher than the average calibre of those to whom the Education Department's special bursaries are awarded. It is true that medical, dental, and post-primary teachers bursars are under bond to render service at the expiration of their course, but the Committee considers that similar conditions would be readily acceptable to those who were interested in a science career, and that an increase in the value of science bursaries with a similar bond would improve the average calibre of those entering upon science courses. The Committee is of the opinion, therefore, that the various bursary schemes should be brought more into line.

RECOMMENDATION—

That the various bursary schemes be brought more into line and that Treasury be asked to arrange for a conference of the Departments concerned in order that this may be done.

(b) FURTHER CADETSHIPS AND BURSARIES

Early in our deliberations we came to the conclusion that something should be done to facilitate recruitment for the Department of Scientific and Industrial Research and for the Department of Agriculture, both of which are experiencing difficulties in filling vacancies. We therefore suggest that bursaries be awarded to selected cadets who could then take up University studies which would fit them for scientific work in the Department in question. These bursaries, we consider, should be of the same value as medical, dental, and post-primary teachers' bursaries, and should entail full-time attendance at the University. The cadet would, of course, be under bond to serve his Department for a definite number of years at the termination of the bursary.

The Committee understand that the Public Service Commission has already agreed to appointments to these Departments on this basis.

RECOMMENDATION—

That one avenue of appointment to the Department of Scientific and Industrial Research and the Department of Agriculture be by means of bursaries of value equal to medical, dental, and post-primary teachers' bursaries.