

There are few instances, therefore, of post-primary teachers entering New Zealand from abroad. We think that more movement could be effected by providing a pool of relieving teachers for post-primary schools. Every Education Board has such a pool at present for its primary schools, but there is no corresponding pool for post-primary schools and only the Education Department could establish such a pool effectively. The following action is therefore recommended—

RECOMMENDATION—

That the Education Department establish a pool of relieving teachers for post-primary schools whereby, say, ten overseas science teachers of ability and experience could be assured of a position for twelve months after arrival in New Zealand.

(c) APPOINTMENT OF EXPERIENCED SCIENTISTS TO THE PUBLIC SERVICE

We would repeat here what has been said above (see (i), paragraph (c), of this Section).

(d) THE LINKING-UP OF THE UNIVERSITY OF NEW ZEALAND WITH THE FEDERATED SUPERANNUATION SCHEME FOR UNIVERSITIES (GREAT BRITAIN)

If reciprocal arrangements were made between some New Zealand scheme and the Federated Superannuation Scheme for Universities, scientists employed in British Universities would be more ready to take up positions in the University colleges of New Zealand.

(e) IMPROVEMENT IN NEW ZEALAND CONDITIONS FOR SCIENTISTS

Apart from improved salaries, the necessity for which we would place first, we would list the following six ways in which improvement could be effected:—

1. Visits abroad.
2. Interchange of scientists.
3. Bursaries for Ph.D. students.
4. Post-graduate scholarships tenable only in New Zealand.
5. Postponement of overseas scholarships.
6. Further development of research in New Zealand.

The first three of these call for little comment. After finishing their University courses in New Zealand many young scientists proceed overseas, with or without assistance, both to undertake further training and to meet other scientists. It is from this group that so many are lost. If these young men had reasonable assurance that, if they entered a New Zealand Government Department, they would later on be assisted by their employing body in obtaining overseas experience, we have little doubt that the Departments in question would have fewer difficulties in filling vacancies, and the loss of scientists would also be reduced.

Post-graduate scholarships tenable only in New Zealand would offset the loss of scientists through overseas scholarships. These scholarships should be of an annual value of £300 and should be tenable for one year, with the possibility of extension for a second year. They should also be open to applicants from overseas.

We have also mentioned the postponement of overseas scholarships. It was brought to the notice of the Committee that many young New Zealand scientists proceeding overseas on the conclusion of their University course do so without any knowledge of New Zealand's particular research problems and in consequence may not always employ their time overseas in the best interests of New Zealand. The Committee felt that the Department of Scientific and Industrial Research, the Department of Agriculture, and other Departments would be well advised to get in touch with these men and endeavour to place them "on the strength" for a brief period before they go overseas. Such action could not fail to be to the advantage of the Department in question and would increase the probability of the scientist's return to this country. Such a scheme would depend largely on the co-operation of the University authorities.