

excess of that paid to heads of departments and of other organisations in Government service. Nevertheless, we draw attention to the salaries paid to the Director General of Civil Aviation (or equivalent post) in one or two other administrations. The salary of the Director General of Civil Aviation in India in the post-war period was £3,150 per annum. A similar salary was paid to the Indian successor of the then Director General. The new Dominion of Pakistan appointed a Director General of Civil Aviation on a comparable scale of salary. We understand that the Australian Government recently revised the salary of the Director General of Civil Aviation and established a scale of £2,250-£2,750 per annum. At the same time, the salary attached to the equivalent post in Canada is of the order of £2,000 per annum, while in the United States no civil servant is paid more than 10,000 dollars (£2,500) a year. We should find it easier to reconcile the present scales of remuneration with these comparisons if the cost of living in New Zealand was comparably lower, but with such opportunities as we have had to observe, we do not find it so.

58. Taking all these conflicting factors into consideration, and having regard to the status of the post of Director General of Civil Aviation which we recommend, and the imperative necessity of obtaining the best service in a post dealing with an activity of such dynamic and changing character as civil aviation, we believe that it would be justifiable to establish for this post a salary in the £1,500 to £2,000 bracket. The precise fixation of the salary is a matter which needs careful consideration in relation to economic, social, and other conditions bearing on this post and other comparable posts in the Government administration, which we do not feel that we are competent to undertake.

Deputy Directors General and Directors

59. What has been said with regard to the post of Director General applies in lesser degree to all the senior posts in the organisation which we have recommended. Excepting the post of Director of Administration, the experience for which can as well be obtained within the public service and the civil aviation administration as elsewhere, we consider that all these posts should, for reasons similar to those we have set out above, be excluded from the scope of the Public Service Regulations concerning appeals. This would be in line with the recommendation of the Public Service Commission in their thirty-sixth Report dated 9th August, 1948.

60. We consider also that, with the raising of the scale of remuneration of the Director General of Civil Aviation, the scales for these posts should be proportionately raised. This will leave room for the offer of higher salaries in some of the lower posts where the peculiar specialised experience and qualifications required can only be attained by initial education, special training, and a long period of practical work. In