

line with the recommendations of the Commission of Inquiry into the Sandringham flying-boat (ZK-AME) incident, we believe that the successful development, operation, and administration of civil aviation make it necessary to recruit the best men available in the key posts, and that existing salary scales make this difficult.

*Recruitment and conditions of service of technical personnel*

61. The problem of staffing a technical or scientific department or a technical service entails certain peculiar problems, which it is now widely recognised, must be met by special measures.

62. The Civil Aviation Directorate cannot be expected to work efficiently unless a substantial proportion of the technical staff, juniors and seniors alike, have a wider and more up-to-date experience of aeronautics than can be obtained within a Government office in New Zealand. Even if some of the staff are recruited with such wider experience, the usefulness of such experience will decrease year by year with the progress of aviation. There must be a continual renewal of the corpus of experience within the Civil Aviation Directorate if they are to match up to their responsibilities.

63. This could best be achieved by enabling and encouraging interchange of staff between the Civil Aviation Directorate, the New Zealand airlines, and the several bodies concerned with aeronautics within the British Commonwealth, such as, for example, the United Kingdom Ministries of Civil Aviation and Supply and the Air Registration Board.

64. This principle is already recognised in other branches of the New Zealand public service. There is provision for interchange of staff between the R.N.Z.A.F. and the R.A.F. ; the newly constituted Defence Science Corps provides for its officers gaining experience wherever, within the British Commonwealth, the particular experience needed can best be obtained ; and it is understood that arrangements have recently been made for certain officers of the Department of Scientific and Industrial Research in the United Kingdom to be seconded to the Department of Scientific and Industrial Research in New Zealand, and *vice versa*. The principle is recognised within the Scientific Civil Service of the United Kingdom, the terms of service of which are specially devised to encourage a free interchange of personnel with Universities. The Air Registration Board has similar terms of service, and for similar reasons. In the re-organisation of the Ministry of Civil Aviation which is now being effected, consequent on a recent investigation, the principle of interchange of technical officers between the Ministry, the Corporations operating air transport, aircraft manufacturing firms and others, has been accepted.