

65. One of the difficulties in implementing this principle is the treatment of superannuation rights. The staff of the Civil Aviation Directorate are members of the New Zealand Civil Service. As such they pay contributions towards a pension, but on leaving the Service prior to their qualification for a pension, they retain only their own contributions. While it would effect no immediate change, it is recommended that the Government should investigate the possibility of establishing for technical and scientific officers, in conjunction with Universities, the Corporation and other employers, a superannuation scheme on the lines of the Federated Superannuation Scheme for Universities (F.S.S.U.) of the United Kingdom. This scheme has been adopted in respect of the scientific staff of the British Civil Service (*vide* Command Paper 6679, "The Scientific Civil Service," published by H.M.S.O.). Under the F.S.S.U. an officer takes out an endowment policy with a commercial insurance company. The premiums on the policy are paid partly by the officer and partly by his employer. On change of employment, the policy remains the property of the employee, and the new employer, if within the scheme, accepts responsibility for the employer's share of the contributions.

66. Apart from facilitating change of employment in order to broaden the experience at the disposal, not only of the Civil Aviation Directorate, but of the Corporations, it is considered desirable that there should be arrangements for the secondment of officers to and from the Civil Aviation Directorate, both with the operating Corporations in New Zealand, and as between New Zealand and other countries in the Commonwealth. Such secondment should be of sufficiently long term to enable the officer concerned to obtain real experience and to give real service. There is a danger in short-term secondment of neither of these objects being achieved.

67. It goes without saying that while there are benefits to be derived from flexibility in the use of technical and scientific personnel by such interchanges as we have suggested, there are graver dangers if the principle is carried too far, and stability and continuity are thereby lost.

68. While there should be salaries and conditions of employment which will be attractive to the right men, it is also important to avoid placing artificial obstacles in the way of the selection of the right men. We have been informed by a number of authorities that there is less difficulty in retaining the services of scientific and technical personnel against the competition from other employers in New Zealand than against the competition of more attractive and remunerative employment outside New Zealand. We are informed that New Zealand University graduates who go abroad to complete their technical or scientific education, and who take up employment in the United Kingdom or elsewhere, frequently decide not to return to New Zealand, and it is