

Following is a summary of all juniors who joined the Service in the "recruiting season" from December, 1948, to March, 1949 :—

Clerical cadets—						
boys	..	..	..	..	..	223
girls	..	..	..	..	..	229
						452
Clerical assistants	..	..	..	..	..	75
Shorthand-typists and typists			..	..	..	195
Apprentices	..	..	..	..	..	108
Draughting cadets	..	..	..	..	..	79
Rural field cadets	..	..	..	..	..	15
Technical trainees	..	..	..	..	..	69
Student dental nurses		..	..	..	..	81
Others	..	..	..	..	..	45
						1,119

The educational attainments of clerical cadets were :—

	Boys.	Girls.
University Entrance	83	61
Endorsed School Certificate	36	15
School Certificate	57	78
Substitute Public Service Entrance	47	75
	223	229

The turnover of staff still causes concern, and resignations show no sign of reduction. A survey of recent resignations in Wellington showed that three-fifths of the men who resigned did so for higher pay or better prospects. Of the women who resigned, only one-fifth did so for these reasons.

PUBLIC SERVICE SALARIES MUST BE COMPETITIVE

With the exception of typing staff in Wellington and nursing staff, the female staff position is reasonably satisfactory. Shortage of males is the main problem. The Service is in great need of professional men—doctors, dentists, engineers, architects, scientists, surveyors—and of young men of good education and calibre for the Clerical Division. There are two aspects to the problem—first, we must be able to recruit these people in greater numbers; then, hold them and reduce the serious losses that have been taking place.

We have difficulty in attracting sufficient young men for the Professional and Clerical Divisions; many are leaving the Service for higher pay or seemingly better conditions. If these two problems are to be overcome, Public Service salaries must be in line with those offered in private enterprise. Until they are, it will always be difficult to retain sufficient of the best brains to maintain maximum efficiency in the Service.

PAYMENT FOR RESPONSIBILITY

New Zealand is lagging behind in recognizing the need to pay adequate salaries to those who take the major responsibilities in the government of the country. Cabinet Ministers receive only £1,170 per annum, plus a house or house allowance; their predecessors in 1863 were paid £1,250. Ministers are, as far as the Commission is aware, the only persons paid by the State who have not even had restored to them the statutory