

necessary which enabled the completion of the two preliminary tables of results within four weeks of the close of the registration period.

TRAINING OF OFFICERS.

70. Special regulations were gazetted during the year providing facilities for officers of the Dominion Laboratory to qualify in their profession. These regulations are in continuance of the policy adopted by the Commissioners to give professional and technical officers every reasonable facility for higher training in their work.

71. Regulations are under consideration for the extension of similar facilities to other professional branches of the Public Service.

72. *Departmental Correspondence Classes.*—The correspondence classes for the instruction of officers of the Post and Telegraph Department in technical telegraphy and telephony, and in subjects of the Public Service Senior and Junior Examinations and Sixth Standard, which were inaugurated in 1910, have been continued with success during the year. The number of students for the years 1910 to 1915 was 2,354—980 technical and 1,374 general.

73. These classes were last year extended to officers of the other Departments residing in country districts, but, owing to the poor response by officers and also to the refusal by some Departments to provide the funds to meet the slight expenditure necessary, the concession has been discontinued.

EMPLOYMENT OF WOMEN.

74. The employment of women has assumed a new aspect, and Departments which prior to the war objected to female officers are now utilizing women for such work as assisting auditors, ledger work, and other minor accounting and clerical work.

75. A particular Department in which women, trained and untrained, can be employed at the present time is the Defence Department. In the Base Records Office the number of women employed is twenty-eight, and in the Pay Branch seventy-two. In the former fairly well educated women rapidly learn to provide good service. In the latter experienced women are employed.

76. When the Pay Branch first commenced its operations it was frequently pointed out by the Commissioners that it would be desirable to employ women, but this was not done for some time, partly owing to want of proper accommodation and partly owing to hesitation on the part of the Department. After a reasonable experience the Department acknowledges that women perform the work satisfactorily.

77. The total number of women employed on account of the war may be set down as follows: 513 to fill places of male officers absent with the Expeditionary Forces; 125 to fill new positions in connection with the Defence and other Departments.

78. In the Post and Telegraph Department women are being utilized, particularly at country offices, for counter-work. Wherever possible telephone-exchange attendants who are suitable are given preference for such work, at a remuneration additional to that drawn by them in the telephone exchange.

79. As a result of the conditions existing it has been decided to throw open Public Service Examinations to girls.

APPLICATIONS FOR EMPLOYMENT.

80. Table VIII gives particulars of the applications for employment, other than advertised positions, received during the year. The total number of applications received was 4,211.

81. In connection with employment preference has as far as possible been given to discharged soldiers. The Commissioners have also decided that during the present crisis applications will not be considered from single men eligible for military service.

82. Table VII gives details of the number of applicants for positions advertised both from within and outside the Service. The number of applications received during the year for the various positions show that appointments to the Public Service are still eagerly sought for.