

message to the House of Representatives, recommend a rateable reduction or increase, according to a specified rate, in the salary or wage of each person in each class of any division."

28. In the event of future disturbances in prices it would be much more desirable to apply section 24 than to endeavour to add to or reduce salaries by any arbitrary sum. While the war bonus was appreciated by officers, as far as it went, its payment at a uniform rate to all officers created many anomalies, which have given trouble in the regrading and which will take some years to correct.

29. Under the Public Service Act a regrading is expected to be made every five years, but the Commissioners are of opinion that this term is too long. Unless circumstances are very unfavourable, it is considered that the next regrading should be made not later than the 1st April, 1921. It must, however, be pointed out that frequent regratings are not practicable so long as the present cumbersome system of appeal exists. The Commissioners are of opinion that a system under which the rights of officers could be reasonably preserved can be devised which will make shorter periodical regratings practicable and effective.

NEW SCHEDULE OF SALARIES.

30. The Appropriation Act, 1918, provided that the scale of salaries and increments of salaries for officers of the Clerical Division of the Public Service should be repealed, and a scale established by the Governor-General by Order in Council.

31. Much consideration was given to this important matter. Complications arose owing to different schedules being recommended to Government by Departments not under the control of the Public Service Commissioner, but these were easily settled by conference called by Government, when a schedule for the clerical staff, common to all Departments, was adopted. This schedule, while being much more liberal than that provided by the Public Service Act, 1912, does no more than reasonably provide for the altered conditions now existing.

32. A comparison of the scales of salaries of (1) a leading banking company in New South Wales (which the Commissioners understand has long been regarded as a model scale), (2) of a large commercial company, (3) that finally adopted as common to all branches of the Public Service of this Dominion, and (4) the scale for the New South Wales Public Service proposed by the Royal Commission which recently sat in that State are interesting. They are as follows, the commencing-age being assumed to be sixteen, except in the case of the large commercial company :—

Age.	Banking Company (Sydney).	Commercial Company.	New Zealand Public Service	Proposed by Royal Commission, New South Wales.	
				Intermediate Certificate.*	Leaving Certificate.*
	£	£	£	£	£
16	50	..	65	60	..
17	75	50	80	81	..
18	100	7	95	96	..
19	125	100	120	120	96
20	150	125	140	132	120
21	150	150	165	156	156
21½	175	..	..	..	..
22	175	175	180	168	180
23	200	200	200	180	204
24	200	200	220	204	228
24½	..	225	..	..	..
25	225	225	240	216	240
26	225	250	260	228	252
27	250	250	270	240	276
			(End of Class VII.)		
28	250	275	..	252	..
29	250	275	..	..	300
29½	275	..	..	..	..
30	..	300	..	276	..
31	..	..	..	..	..
32	300	..	..	300	..

* The Intermediate Certificate is understood to be about equal to the New Zealand Entrance Examination, and the Leaving Certificate to Matriculation of the New Zealand University.