

The schedule of salaries has already been made available, but a comparison of the movement in the lowest grade of the clerical scale is of interest :—

1914.	1919.	1920.	1922.*	1924.
£	£	£	£	£
50	65	85	70	80
65	80	100	85	95
80	95	115	100	115
95	120	140	125	135
110	140	160	145	155
120	165	215	165	190
135	180	230	180	210
150	200	250	190	230
165	220	270	205	250
180	240	290	225	275
190	260	310	245	295
200	270	320	265	..
210	..	..	285	..
220	..	..	295	..

* NOTE.—Scale of salaries reduced by operation of Public Expenditure Adjustment Act.

In the case of specially efficient officers provision is made for officers to receive special grade increases in excess of the amount shown in the scale.

FILLING OF VACANCIES.

It is generally recognized that in order to organize an efficient, loyal, and contented staff it is desirable, as far as practicable, to make all appointments from within the Service.

Whilst this principle is embodied in the Public Service Act and is adopted in filling vacancies, it does not follow that efficiency is subordinated to “vested interest.” The Public Service Regulations provide for special consideration being given in regard to appointments to holders of University degrees or of approved certificates from any University College that the candidate has attained special knowledge in any scientific subject.

Exceptions to the principle in the Act referred to above must of course be made in respect of expert positions, the qualifications for which require a training which can only be obtained outside the Service.

Notifications of vacancies are carefully investigated, and inspections of the work made where considered necessary, in order to ensure that no rearrangement or reorganization is possible that would obviate the necessity for increasing staff. Having been satisfied on the last-mentioned point, a notification is issued of the vacancy existing and an appointment of the officer best fitted for the position made.

A notification of the decision is conveyed to the unsuccessful applicants who then have a right of appeal within thirty days against non-appointment.

This practice has promoted a maximum of interest by officers in the work of Departments, and is calculated to reward those mostly entitled when vacancies arise. As indicative of the extent to which it was necessary last year to look outside the Service for suitable appointees, it is of interest to note that, excluding new entrants for training purposes, 91 persons were appointed from outside the Public Service.

PROMOTION BY MERIT.

It is desired again to emphasize the point that the most important factor in giving effect to promotions is that of merit. As stated in last's year report, it is not enough to consider whether a senior officer is capable of performing the duties of the position concerned, but cognisance must be taken of the question whether a junior can perform them better. Seniority is given the least weight: that is to say, length of service will not outweigh evident superiority in efficiency and fitness; while at the same time, other things being equal, length of service will have sufficient weight to turn the scale. The adoption of the principle has ensured a healthy rivalry, and enabled able juniors to rise over mediocre seniors.

As showing that “efficiency” as opposed to mere “seniority” has been regarded as the determining factor in the matter of promotion, it is of interest