

The business of the State Departments is becoming more complex every year. Fresh legislation and new enterprises entail increased work, and the work of Departments requires officers of special ability and knowledge. This business, "the magnitude of which is so little recognized, requires in those who manage it not only official experience but at least an intelligent knowledge of ordinary business organization and operations."

There is need to ensure a sufficient supply of highly trained officers—officers who will be "leaders," officers of tact and judgment, officers who will be fully qualified in every respect to carry out the important functions of Permanent Head, officers with as comprehensive a knowledge of the "principles" underlying the State functions that they are called upon to administer as a successful business manager has of a privately owned institution.

In the case of positions requiring professional or technical skill, great care is taken to ensure that only officers with a special training are appointed. The higher or administrative positions similarly demand special qualifications and knowledge, and as these positions are in practically all cases filled from within the Service, I am of the opinion that further facilities should be afforded to officers to qualify accordingly.

At the present time special arrangements are in force enabling professional and technical officers to attend full-time lectures in science and engineering courses at the University and thus pursue their professional and technical training. If similar privileges were extended so as to enable a limited number of junior non-professional officers to follow a course in higher education, and better fit themselves for the higher administrative positions in the Service, I am convinced much good would result. I feel sure the University would readily co-operate in the matter.

MINIMUM AGE FOR CADETSHIPS.

During the year the regulation has been enforced providing that, except in special cases, a cadetship will not be offered to a candidate more than eighteen years of age in the case of Public Service Entrance, and eighteen and a half in the case of matriculated lads.

Matriculated candidates are still accorded preference in the matter of appointment over candidates with the Entrance Examination only.

Although special provision for appointment is made for University graduates, the candidates under these headings have been restricted to those qualified in medicine and engineering.

LEGISLATION AFFECTING THE PUBLIC SERVICE ACT.

Sections 3 and 4, Child Welfare Act, 1925, provided for the establishment of the Child Welfare Branch of the Department of Education, with the officer in charge of the Special Schools Branch as Superintendent.

Section 27, Finance Act, 1925, provided for increased annual or other periodical allowances to the widows and children of deceased contributors to the Superannation Fund.

Section 21, Appropriation Act, 1925, provided that the regrading of any office in pursuance of the provisions of the Public Service Act, 1912, may be made retrospective at the option of the Public Service Commissioner, whose decision shall be final.

ADVERTISING OF VACANT POSITIONS.

The practice of calling for applications in the public Press for positions as vacancies arise has been continued in those cases where it is unlikely that suitable applicants are available within the Service.

The type of applications received in most cases has been very good.

AMENDMENTS TO GENERAL REGULATIONS.

During the year the principal amendment was as follows: Regulation 55—increasing the amount of sick-leave on pay which may be granted to an officer, during the whole of his period of forty years' service, from an equivalent of nine months on full pay to an equivalent of twelve months on full pay.

The special regulations relating to the Printing and Stationery and Prisons Departments were also similarly amended.