

1929.
NEW ZEALAND.

PUBLIC SERVICE COMMISSIONER

(SEVENTEENTH REPORT OF THE).

Presented to both Houses of the General Assembly by Command of His Excellency.

To His Excellency General Sir Charles Fergusson, Baronet, General on the Retired List in the Reserve of Officers of His Majesty's Army, Doctor of Laws, Knight Grand Cross of the Most Distinguished Order of Saint Michael and Saint George, Knight Commander of the Most Honourable Order of the Bath, Companion of the Distinguished Service Order, Member of the Royal Victorian Order, Governor-General and Commander-in-Chief in and over His Majesty's Dominion of New Zealand and its Dependencies.

MAY IT PLEASE YOUR EXCELLENCY,—

As Commissioner appointed under the Public Service Act, 1912, I have the honour to submit the following report, as required by section 15 of the Act.

REPORT

The Public Service Act has been in operation in New Zealand for just over sixteen years, during which period the general standard of efficiency of the Service has steadily improved. The main principles underlying this Act can now be said to have stood the test of time, and, although the Dominion's administrative history cannot compare with that of the Mother-country or even with most of the older countries, there is no doubt that for integrity, efficiency, and faithful public service the New Zealand Public Service has established a tradition that will compare favourably with any country in the world.

The basic principles underlying the Public Service Act may be set out briefly as follows :—

- (1) The elimination of influence ;
- (2) The affording of equal opportunities for advancement of officers ;
- (3) The institution of a duties classification scheme from a central authority, with provision for periodical reviews ; and
- (4) The promotion of efficient and economical administration.

The justice and desirability of working on the general principles enumerated above are too obvious to require elaboration. In the absence of a systematic basis of grading and paying officers in accordance with their relative responsibilities, or where preferment and advancement depend on patronage instead of upon merit, there can be neither efficiency nor contentment.