

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.

This cardinal principle of open competition and promotion by merit has long been recognized as the only satisfactory basis of working, and it is now embodied in the laws of the Dominion under the provisions of the Public Service Amendment Act, 1927, which requires the Commissioner in making appointments to give preference to the most fitted and efficient officer.

REGRAIDING.

The last regrading took place in 1924, and another general regrading is now engaging attention.

In addition to the initial grading undertaken when the Act first came into operation there is statutory provision for a five-yearly regrading, the purpose of which is not only to bring the Service as far as possible into line with conditions and rates of pay prevailing outside the Service, but also to ensure that any officers who are found to be out of relation in the matter of salary and responsibility may be graded on a common basis with the rest of the Service.

A duties classification must be based essentially on the systematic grading of all officers within certain definite divisions according to the nature of the duties performed. The Public Service Act provides for a grading of officers in five principal divisions—viz., Administrative, Professional, Clerical, General, and Educational—and the grading of all officers within these divisions is required to be based on the fitness of the officer and the character and importance of the work performed by him.

The procedure adopted in connection with the 1924 regrading has to a great extent been followed this year. Visits of inspection have been made to the various district offices throughout the Dominion for the purpose of affording officers desiring it an opportunity of make personal representations to the Commissioners respecting their duties and grading. Prior arrangements had also been made for a more intensive investigation into the work of each officer by an Inspector from this office, while in addition towards the end of last year a comprehensive report on each officer was obtained from their respective Heads.

In the actual process of regarding, an attempt is made to ensure that officers are placed in such a grade or class as will provide each a salary relatively commensurate with the responsibilities and the duties performed.

There exists in some quarters the impression that each five-yearly regrading means a general raising of salary standards. This is entirely wrong. Such a practice would have most undesirable consequences, besides being quite unjustified. It should be apparent that with a systematic classification scheme which has been in vogue for a decade and a half there should be comparatively few officers whose salaries require material adjustment, particularly when it is borne in mind that a relatively large number of regraidings take place in the intervals between the five-yearly reviews. A general alteration of standards would be justified only in the event of some violent fluctuation in the cost of living causing a pronounced alteration in wage standards outside the Public Service.

It is not proposed to suggest an alteration in the existing salary scales in connection with the present regrading.

EFFICIENCY OF THE SERVICE.

The periodical surveys of the Service in connection with the regrading afford an excellent opportunity of gauging the general efficiency of the Service. The true test of efficiency is the promptitude, accuracy, and economy with which the public are served. The standard set to-day, when tests and comparisons can be made by means of balance-sheets and cost accounts on commercial lines, is much higher than it was before the advent of the Commissioner system and the introduction of more modern methods. Although, on account of the fundamental differences in policy between a State undertaking and private business, the relative efficiency cannot be judged entirely on a profit-and-loss basis, it can be claimed that the standard of intelligence of the staffs and the efficiency of the methods employed in the Public Service compares very favourably with outside standards.

Dealing with the administration of justice and the maintenance of law and order, the largest increase has been in connection with the police, who do not come within the scope of the Public Service Act. In regard to Justice and Prisons, the growth has been no more pronounced than is justified by a normal expansion in sympathy with the increase in population.

In connection with the developmental services, a fairly pronounced increase is to be observed, but this is to be expected in a comparatively young country as yet barely emerging from the primary to a stage of secondary development.

DEVELOPMENTAL SERVICES.

Department.	1913.	1923.	1928.
Public Works	523	619	689
Agriculture	392	464	524
Lands	424	615	635
State Forests	17	92	109
Immigration	6	9	12
Industries and Commerce	..	13	12
Scientific and Industrial Research	..	..	44

The increase in the staff of the Public Works Department has been necessitated by the growth of activities in connection with railway-construction, roads and highways, and hydro-electric development.

In the Department of Agriculture the expansion of activities can be gauged from the following analysis of staff growth, which is closely correlated with the growth of exports of primary produce:—

	1913.	1923.	1928.
Meat Inspectors	54	77	83
Stock Inspectors	40	92	91
Orchard Instructors	15	18	22
Dairy Inspectors	20	31	38
Professional Division	36	53	80

The position in the Lands Department can be attributed largely to the development of the soldier-settlers scheme. The number of field officers was increased from 28 in 1913 to 46 fifteen years later. In other Departments the increases have been due to normal development, while with the Departments of Industries and Commerce and Scientific and Industrial Research both of these are comparatively recent innovations for the promotion of the industrial development of the Dominion.

In connection with the trading Departments, which may be grouped in the following table, the growth is also extensive, but, in common with other staff increases in the Public Service, these have been fully justified by the expansion of business. As the salary bills of these Departments are met from profits earned, the increase does not fall on the Consolidated Fund.

TRADING DEPARTMENTS.

Department.	1913.	1923.	1928.
State Fire Insurance	49	92	145
Government Life	149	131	113
Public Trust	180	511	555
State Advances	53	56	83

The apparent reduction in the staff of the Government Life Office is due to the transfer of the Accident Branch to the State Fire Office, which is compensatingly increased. The normal growth is also to some extent obscured owing to the transfer of the charing staff, messenger staff, and actuarial staff to the Internal Affairs Department. The staff of the Public Trust Office has shown phenomenal growth, but this has been in harmony with the enormous expansion of the business of that Office. The State Advances Office may be grouped under the heading of development, social service, or trading—as its functions may be so described, but its staff has of necessity been increased with the growth of business.

After eliminating the above-mentioned Departments, the growth of which has been merely in accord with the normal progress of the Dominion, there are left the purely administrative Departments, under which head may be grouped

the revenue and finance Departments and those under Internal Affairs. These Departments show only an expansion in staff in keeping with the increased population and the development of the Dominion :—

ADMINISTRATIVE.					1913.	1923.	1928.
Department.							
Revenue—							
Customs	..	..	..	..	240	279	299
Land and Income Tax	..	..	..	..	72	145	153
Stamp Duties	..	..	..	..	37	74	77
Finance—							
Treasury	..	..	..	..	62	79	88
Audit	..	..	..	..	53	100	144
Miscellaneous—							
Internal Affairs	..	..	..	..	132	224	200
Census and Statistics	..	..	..	..	11	56	56
Registrar-General's	..	..	..	..	23	35	45
Land and Deeds	..	..	..	..	88	131	136
Native and Native Trust	..	..	..	..	53	82	89

Apart from the foregoing particulars of essential and inevitable increase in staff in the last fifteen years, due to national development, it should be mentioned that staff comparisons with 1913 and earlier periods are obscured by reason of the fact that prior to the introduction of Commissioner control a large number of temporary employees were paid out of appropriations other than salaries. These now appear under that head, making the inflation of the salary charge appear greater than it actually is. Another factor which has tended to swell the salary bill, but which is merely a readjustment showing a compensating reduction of another item, has been the conversion of emoluments to salary, which hitherto were shown under the heading of free rations, lodgings, quarters, &c. Free issues in kind were abolished by the Commissioner because of the abuses associated with this practice. The salary bill appears to be heavier, whereas actually in this connection there has been an economy in the total expenditure.

Where, as is clearly indicated by the foregoing review, the expansion of staff is the outcome of the normal development of the country coupled with the ever-increasing demand for additional services, it is both erroneous and unfair to ascribe the increased burden to extravagant administration. The public services of this country are run efficiently and economically. There is a plain reason for the presence of every person employed, and any curtailment of expenditure is not a matter of organization but of Government policy, as it lies with Government to determine whether it will discontinue or curtail services which time and experience have shown to be essential for the full development of the Dominion on a broad national basis.

A reference to Table III in the appendix hereto will show that, after making allowance for reductions and increases to staff, during the past financial year there has been a net addition of 228 in the personnel of the Public Service. In conformity with the policy outlined in the previous paragraphs, it will be noted that these increases have been mainly in Departments which are giving expression to Government policy by way of increased social services and the promotion of development of the country. The principal increases in staff during the past year were as follows :—

Agriculture Department	..	..	..	..	18
Education Department	..	..	..	..	18
Health	..	..	..	..	19
Mental Hospitals	..	..	..	..	81
Public Trust	..	..	..	..	44
Public Works	..	..	..	..	25
State Forest	..	..	..	..	10

which account for 215 of the 228 mentioned above.

COST OF THE PUBLIC SERVICE.

A review of the expansion of the Public Service from the staff point of view in itself is incomplete. It is interesting to note the distribution of the net expenditure from Consolidated Fund to the various purposes for which the taxpayer is burdened, as disclosed by the following comparative table, which has been compiled by Treasury :—

—	Net Expenditure.			Rate per Head of Population, Adjusted to Comparable Basis.		
	1913-14.	1920-21.	1928-29.	1913-14.	1920-21.	1928-29.
	£	£	£	£ s. d.	£ s. d.	£ s. d.
War pensions and war-debt charges	..	6,241,507	5,023,755	..	4 19 8	3 8 10
Other debt charges	..	1,402,222	2,226,416	1 17 4	1 3 6	1 10 6
Social	2,123,815	4,876,319	6,292,930	2 16 7	3 17 11	4 6 2
Defence	538,373	581,485	1,043,622	0 14 4	0 9 3	0 14 3
Justice	400,030	537,719	544,976	0 10 8	0 8 7	0 7 6
Agriculture	171,833	604,401*	464,533	0 4 7	0 9 8	0 6 4
Roads	186,916	244,650	1,536,517	0 5 0	0 3 11	1 1 1
General administration	..	882,060	1,287,917	1 3 6	1 2 7	0 17 8
Totals	5,705,249	15,971,725	18,420,666	7 12 0	12 15 1	12 12 4

* Increase due to butter subsidy.

The figures have been adjusted to make them comparable, and it will be seen that the expenditure has increased by approximately 65 per cent. during the last decade and a half. The increase in debt charges and pensions, which are largely a legacy from the late war, accounts for nearly three-fourths of this expansion. In regard to public expenditure which may be attributed to the cost of administration and the giving-effect to Government policy, it will be observed that the greatest increase has been in connection with the extension of social services, the cost of which has increased from £2,123,815 in 1913-14 to £6,292,930 in 1928-29. The cost of administration has not increased to anything like the same extent as the expenditure under the other headings. In the fifteen years it has risen from £882,060 in 1913 to £1,287,917 for the last financial year, while on the adjusted figures it will be noted that actually there has been a decrease in the cost *per capita*, the charge for general administration *per capita* being £1 3s. 6d. in 1913-14 and 17s. 8d. in 1928-29.

It will also be noted from the table that general administration costs have not increased in proportion to the expansion of the total burden, for in 1913-14 the expenditure under this head represented 15½ per cent. of the total expenditure from Consolidated Fund, whereas in 1928-29 general administration expenses amounted to only 7¼ per cent. of the total charges. These figures bear evidence of the care and economy exercised in matters pertaining to general administration, and in any criticism of the growing burden on Consolidated Fund it should be borne in mind that this is directly related to the ever-growing demand for increased governmental services, and that any curtailment is a matter of general policy rather than a question of "tightening up the slack" in the general administration of the Public Service.

A comparative statement of the salaries and personnel of the Public Service shows that during the last decade the increase in permanent staff has been 1,428, while the increase in salaries has been £808,251. Considering the expansion of public business in recent years, the growth in staff in the Public Service proper has been kept down to a much closer degree than is generally realized.

There has undoubtedly been a considerable growth in public expenditure when such term includes expenditure by local authorities; but the inclusion of such figures in a criticism of the cost of the administration of the Public Service rather confuses the issue, as the control of such expenditure does not rest with Ministers in charge of Departments and other State officials who are responsible for the economical administration of the Public Service. The extent of the expansion of

activities by local authorities may be gauged from the fact that in 1919 the amount paid in salaries and wages to employees of local authorities was £2,172,668, and in 1928 it had grown to £6,176,856. The amount paid in salaries to officers subject to the provisions of the Public Service Act was £1,431,720 in 1919, and £2,239,971 in 1929, a considerably lower ratio of increase.

In recent years the complexity of modern life has created a whole new range of civic and national problems, chiefly in connection with health, education, and social amenities, and any criticism or review of the cost of public administration must take these considerations into account.

EXAMINATIONS.

The regulations under the Public Service Act provide for a Public Service Entrance Examination for admission to cadetships in the Public Service. The syllabus for this examination is based on a two years' course at a secondary school.

The regulations further provide that lads who have gained a higher leaving-certificate or who have matriculated take precedence over those who have passed only the Entrance Examination. A large number of matriculated lads have been offering for cadetship during the year, with the result that a smaller number of appointments are being made from the Entrance Examination pass-list. As indicative of the keen competition for cadetships, it is noteworthy that of the lads offered appointment fifty-one had gained a higher leaving-certificate and 216 had matriculated. To enable matriculated lads to be placed on a footing equal to Public Service candidates the entry age is extended to nineteen.

It is recognized that fitness for advancement to the higher administrative and executive positions is enhanced by a continuance of study. Officers are therefore encouraged to qualify for the University and professional examinations. As an illustration of the extent to which officers have responded to the stimulus to improve their fitness for promotion by further study since the Commissioner system was inaugurated, it is to be noted that in 1913, when the Public Service Act first came into operation, the number of officers who had passed the Law Professional Examination, LL.B., or LL.M. was forty-three, whereas now there are 177 who have so qualified; and similarly the number who have passed the Accountant's Professional Examination, B.Com., or M.Com. in the Public Service has increased from eighteen in 1913 to 228 at the present time. The number who held Engineering degrees or diplomas in 1913 was 159, as against 200 at the present time. The number who possess other University degrees has increased from twenty-one to 197. With few exceptions, the higher executive positions are now filled by officers whose merit and fitness are substantiated by appropriate examination qualification.

It is not suggested that scholastic or professional examinations in themselves are instruments of scientific accuracy in estimating the calibre of an officer, as there are so many variable factors that influence examination results. The mere examination may not reveal all the special qualities that go to make up the ideal public servant—many a promising student in things practical often turns out a complete failure—but it can be said that the examination is a test impersonally and impartially directed to the estimation of merit, and in the administration of an Act which affirms the principle of selection for public appointments not by favour, not by chance, but by merit alone, the examination is of material assistance in the making of selections.

An encouraging feature of this principle which induces officers to pursue their studies is the fact that the majority of younger officers now embark upon a course of study upon entering the Service. This has an added virtue in that not only is the officer thereby becoming better equipped to take his place in the higher ranks of the Service, but also, as many lads recruited for the Public Service come from country homes, the utilization of leisure hours in profitable study has other indirect advantages from a social-welfare point of view.

ENTRANCE EXAMINATIONS.

The usual annual Public Service Entrance Examination for admission to cadetships in the Public Service was held in November, 1928, when 2,462 candidates, including boys and girls, entered for the examination, as compared with 2,362 in the previous November. Of the number presented, 1,090 candidates passed the examination, 1,307 failed, and 65 absented themselves from the examination. The examination was conducted at sixty-nine centres, including Suva (Fiji).

In addition, in November last Senior and Junior Entrance Examinations were held in thirty-one centres for shorthand-typists, for which there were 833 entries, an increase of 329 over the previous year: 470 of the candidates were successful in passing the examinations, 349 failed, and 14 did not present themselves.

The Senior Examination consists of a speed test in shorthand at the rate of 110 words a minute, and in typewriting at the rate of forty words a minute; and the Junior Examination is at the rate of eighty words a minute in shorthand and thirty words a minute in typewriting. Candidates are also required to pass a prescribed test in English.

Owing to the need for girls with a greater speed to fill the higher positions, it is proposed in future to hold an Intermediate Examination with a speed test in shorthand at the rate of 130 words a minute and in typewriting at the rate of fifty words a minute; and a Special Examination at a rate of 150 words a minute in shorthand and fifty words a minute in typewriting.

Those who desire to qualify as Court reporters are enabled to sit for the examination held by the Justice Department in terms of regulations made under the Shorthand Reporters Act, 1908.

THE UNIVERSITY AND THE PUBLIC SERVICE.

The Public Service Act provides that the Professional Division shall include officers whose offices or duties require in the persons holding or performing them some special skill or technical knowledge usually acquired in some profession or occupation different from the ordinary routine of the Public Service.

Public Service Regulation 161 (b) provides that holders of University degrees, or of approved certificates from any University college that the candidate has attained any special knowledge in any scientific subject, may be admitted in such subdivision and class of the Professional Division as the Commissioner thinks fit.

Regulation 217 provides that the Professional Division shall include actuaries, analysts, architects, bacteriologists, barristers, chemists, draughtsmen (if qualified as civil engineers, surveyors, or architects), engineers, land surveyors, medical practitioners, solicitors, veterinarians, and others who, subject to the approval of the Commissioner, are classified or admitted to the Public Service as such.

In addition to these positions referred to in the Professional Division, it is highly desirable that vacancies in administrative positions should as far as possible be filled by the holders of University degrees.

In so far as members of the Professional Division are concerned, every facility is afforded officers to keep terms at a University college, and special regulations have been made applying to the staffs of the various laboratories, Public Works civil-engineering and electrical-engineering cadets, and various professional positions in the Department of Agriculture and in other Departments. In addition to the leave which is granted to enable the officer to attend college, the Department makes arrangement for the payment of college fees, unless such fees are covered by bursary, and the officer is required to enter into an agreement with the Department to refund all such fees paid by the Department should he, within three years after completion of his college course, leave the Department for any reason save sickness or injury, or dismissal through no fault of his own. This system has resulted in officers being much better equipped to carry out their respective duties, with corresponding benefit to the Department and to the country generally. No provision exists, however, for the payment of college fees in the cases of officers who wish to graduate in economics, professional accountancy, or law.

It is essential that the future administrative officers of the Service should possess sound administrative training, and, while the practical training which all public servants receive in greater or lesser degree is of high value as well as in itself indispensable, a sound course of academic training would give a valuable background of knowledge and thought to the more practical qualities.

In the United Kingdom there are interesting examples of what can be done in this direction, such as the course in Army administration at the London School of Economics for Army officers, and the course in railway economics and administration for railway officials in the various University centres. What is required in this country are similar facilities at our Universities enabling selected promising officers to take a specialized course of training. In Victoria, under the provisions of the University Act, 1923, awards may be made annually of five free places to officers of the Public Service, in addition to free places awarded to teachers engaged in the teaching service. The five free places open to the Public

Service are tenable for the full length of a course for any degree, diploma, or license—except the degree of Bachelor of Dental Science. Officers who are awarded free places are admitted without fee to all lectures and examinations in the subjects of their course, and are granted the leave of absence necessary for that purpose. Successful applicants are required to enter into an agreement that they will continue in the employment of the Government for a period of at least three years immediately following the termination of the course for which they have been nominated. To ensure the selection of the most suitable candidates a Board was appointed, of which the Public Service Commissioner is Chairman.

The matter is one of Government policy, but I am confident that every encouragement in this direction should be given to selected officers.

SALARY-ADJUSTMENTS.

Reference continues to be made from time to time to the question of the restoration of the salary cuts. In view of the lapse of time since the salary cuts were introduced, and the subsequent appointments and changes of personnel, and also the fact that two general regradings have since taken place, it is difficult to conceive upon what logical basis any reasonable claim at this stage can exist. In order to set out the matter in its proper perspective, it is proposed to recount briefly the actual steps that were taken to afford relief to public servants to meet the abnormal economic conditions arising out of the war and post-war price fluctuations.

The following is a review of the adjustment in remuneration paid to officers to meet the variation in the cost of living since 1916 :—

Up to £315 per annum—

From 1st April, 1916, bonus granted as under :—

	Per Annum.		
	£	s.	d.
Married officers and widowers or widows with dependent children under fourteen years of age	15	0	0
Single officers and widowers or widows with no children dependent	7	10	0
Juveniles (under eighteen years of age)	3	0	0

From 1st April, 1917, bonus renewed as under :—

Married officers and widowers or widows with dependent children under fourteen years of age	15	0	0
Single officers and widowers or widows with no children dependent	7	10	0
Juveniles (under eighteen years of age)—			
If living at home	3	0	0
If living away from home	7	10	0

From 1st October, 1918, bonus increased as under :—

Married officers and widowers or widows with dependent children under fourteen years of age	30	0	0
Single officers and widowers or widows with no children dependent	15	0	0
Juveniles (under eighteen years of age)—			
If living at home	6	0	0
If living away from home	15	0	0

From 1st April, 1919, a general regrading of the Service was carried out, and the amount previously paid by way of bonus was incorporated with salary.

From 1st January, 1920, bonus granted as under :—

Up to £500 per annum—

	£	s.	d.
Married officers and widowers and others with children or others entirely dependent on them	15	0	0
Single officers and widowers or widows without dependants	7	10	0

1st April, 1920 : Bonus granted 1st January, 1920, dropped, and salaries of all officers increased as follows :—

	Per Annum.		
	£	s.	d.
Officers receiving £145 and under	20	0	0
Officers receiving over £145	50	0	0

When this latter adjustment in remuneration was made there was an understanding that the salary would be adjusted in the event of the cost of living falling.

In January, 1922, the Public Expenditure Adjustment Act was passed, the following portion of the recital to which gives an indication of the reason for its introduction :—

“Whereas the rates of remuneration of certain persons employed, whether permanently or temporarily, in the Government Service . . . have from time to time since the first day of April, nineteen hundred and sixteen, been increased, firstly by way of a bonus or grant, and afterwards by way of an increase in the rates of salaries or wages, such increase of remuneration being given partly in respect of special services and partly on account of the increased cost of living due to conditions arising out of the war with Germany . . . And whereas the increased rates of remuneration continue to be paid notwithstanding that a state of war no longer exists, and notwithstanding also that the cost of living has decreased and is likely further to decrease : And whereas it is essential in the public interest, having regard to the decreasing amount of revenue derivable from the usual and ordinary sources, that such increases as were made in the permanent charges on the public revenues by reason of the increased rates of remuneration aforesaid should be diminished. . . .”

The Act applied to practically every employee in receipt of remuneration from the Government, with the exception of His Excellency the Governor-General ; the Judges of the Supreme Court ; the Judge of the Court of Arbitration ; the High Commissioner for New Zealand ; any person employed by the Government or by any other authority for a specific limited term of office pursuant to a contract made out of New Zealand ; any person who was remunerated by fees or commission, and not by wages or salary ; and any person who at the time of the passing of the Act was on leave of absence prior to retirement.

The Act provided for the reduction in remuneration to be made by three instalments, the first cut to take effect as from the 1st January, 1922, the rate of reduction being as follows : Over £1,250, 10 per cent. ; £1,001 to £1,250, 9 per cent. ; £901 to £1,000, 8 per cent. ; £801 to £900, 7 per cent. ; £501 to £800, £25 ; £321 to £500, £20 ; £191 to £320, £15 ; £190 and under, £10.

The Act further provided that, except in the case of officers in receipt of a salary in excess of £800 per annum, in which case only one cut was made, subsequent reductions should be applied on the 1st July, 1922, and the 1st January, 1923, as might be determined by the Minister of Finance and notified by notice published in the *Gazette*. In accordance with this provision a reduction in salaries was made from the 1st July, 1922, as follows : £191 to £800, £10 ; £190 and under, £5.

It will be seen that adjustments by way of bonus were made in 1916, 1917, and 1918, and in 1919 the first adjustment by way of salary-increase was effected when the general regrading of the Service took place that year. In 1920, on account of the cost of living showing an increase of 62·4 per cent. over July, 1914, a further increase in salary was granted, making in the case of all lower-salaried officers, who were presumed to feel most keenly the increased cost of living, a total increase of £95. In 1922, when the cost of living had fallen to 47·1 per cent. above 1914, the Public Expenditure Adjustment Act was passed, bringing about the first salary cut, which, though general in application, affected officers receiving less than £320 to the extent of £15 only. The second cut was brought into effect in July, 1922, when the cost-of-living percentage had fallen to 43·6, and this cut resulted in a further £10 reduction, making a total reduction of £35, as against the total increase granted of £95. The cost-of-living figures continued to fall until towards the end of 1923, when they took an upward turn, giving rise to further requests for restoration of the cuts. In 1925 the cost-of-living figures reached their peak, although still considerably below the percentage upon which the increases had been made, and in 1926 they again showed a declining tendency, for some time past ranging round about the percentage that obtained when the first cut was made, some months being a point or two higher and others a few points lower.

In 1924 there was another general regrading of the Public Service, which took into consideration the relative salaries paid outside the Service, and adjustments were made to assess rates of remuneration commensurate with the actual worth of the services rendered to the State and in conformity with salaries paid outside.

Any general restoration of cuts at the present stage, apart from a reassessment of the value of individual positions, would create an entirely wrong standard of values, which would have a far-reaching general effect. Every officer in 1924 had a statutory right of appeal against his or her regrading. Full advantage was taken of this privilege, and a liberal comparison was made by officers with rates

paid outside the Service; hence it cannot reasonably be contended that the Classification List as published in 1924 did not show a scale of salaries commensurate with the responsibilities and duties pertaining to each position. As such regrading may be regarded as an individualized classification, a general readjustment is not warranted.

A comparison of the average rates of salary prior to the bringing into effect of the cuts, with the average prevailing at present, shows quite clearly that officers are not in a worse position than they were, thus substantiating the contention that all necessary adjustments have been made by way of the general regradings. Immediately prior to the cut being put into operation the average classified salary was £283·9 per annum. The effect of the cut was to reduce this average to £275·6, whereas the average salary paid last year was £291·7.

In the general regrading of the Service now being undertaken an effort will be made, as on previous occasions, to provide a classification that will do justice both to the taxpayer and to each individual officer.

RETIREMENT OF OFFICERS.

Except in a few isolated and special cases, the policy of retiring officers in conformity with the provisions of the Public Service Act on attaining sixty-five years of age has been continued.

In a limited number of cases younger officers who have qualified by virtue of having forty years' service and officers who have less service but who are sixty years of age have exercised their right to retire on superannuation.

The matter of the retirement of officers before sixty-five years of age has excited comment in some directions. On the one hand, it is considered that early retirements involve an undue strain on the Superannuation Funds, and in some cases a loss of valuable services to the State. Experience shows that, except in rare cases, the advantage lies in the practice of retiring officers after forty years' service on reaching sixty years of age. After forty years' service there is rarely that keenness of ambition with which the younger officer is imbued, and there is a tendency for officers nearing the statutory retiring-age to adopt a *laissez-faire* attitude in situations which are likely to become embarrassing or involved.

On the other hand, in a few cases officers who are drawing superannuation are also filling fairly remunerative positions outside the Service, allegedly on an unfair basis competitively, because of the fact that they are on superannuation. Such an attitude entirely overlooks that every unit of society is perfectly justified in remaining a producing unit so long as he is physically capable of so doing, and that in the long-run it is an economic advantage for him to do so.

The superannuation is an officer's "surplus of production"—in other words, his accumulated excess of income over expenditure. The amount contributed by the State is in the nature of a deferred payment for services rendered by him, whilst the major portion is bought by the officer himself as an annuity. The officer in taking up private business is practically in no way dissimilar to the private citizen who from the store of his savings embarks upon a new venture towards the evening of his career. It may be suggested, if the officer is physically fit to take up private work on retirement, that he should not be retired; but it must be borne in mind that these are exceptional cases. The general experience, as stated above, is that it is an advantage to retire officers in conformity with the statute, both in the interests of the Service and in the interests of the staff. It would be impracticable and undesirable to institute any proposal that would involve differential treatment for these odd cases.

SUPERANNUATION PRIVILEGES TO TEMPORARY EMPLOYEES.

In the Finance Act, 1928, provision is made that, with the concurrence of the Public Service Commissioner, a person who is temporarily employed in the Public Service may elect to become a contributor to the Public Service Superannuation Fund, either from the date of his election or from the date of his temporary appointment to the Public Service. In the event of the employee electing to become a contributor to the Fund as from the date of his appointment, he is required to pay arrears of contributions to the Superannuation Fund within such time and in such manner as the Public Service Superannuation Board may determine. The salary contribution is fixed by reference to his age on the date from which his election to become a contributor to the Fund takes effect.

It is the practice of the Public Service to retain shorthand-typists, typists, and female office assistants on the temporary staff, and the amending legislation was provided in order that such employees might be afforded the opportunity of becoming contributors to the Public Service Superannuation Fund. It is pleasing to note that a large number of applications to join the fund has been received from this class of employee.

So far the privilege has been given only to the class of employee already referred to.

PUBLIC SERVICE AMENDMENT ACT, 1927.

In last year's report reference was made to the amendment to the Public Service Act, 1912, by the Public Service Amendment Act, 1927, and details of the main alterations were given. It is satisfactory to note that the amendments have considerably facilitated the administration of the Service, particularly in the matter of promotions, appeals by officers, and complaints and charges against officers.

DEFALCATIONS.

It is satisfactory to note that the number of defalcations and misappropriations in the Service is steadily diminishing. At the same time, it is with a measure of regret that several officers have required to be dealt with in this connection during the past year. The publicity given to these matters to some extent conveys the impression that lapses are more frequent in the Public Service than in private employ. The fact that under the Public Revenues Act the Auditor-General is obliged to prosecute in every case tends to magnify the extent of the improprieties in the Service. It is well known that many private employers, either from a dislike of the publicity and the association of their firm's name with criminal proceedings, or from a misplaced sense of sympathy, hush up these unfortunate incidents.

The improved methods of accounting and system of internal check undoubtedly contribute in no small degree to the detection of improper practices, and at the same time the greater certainty of detection no doubt acts as a deterrent in many cases. When one considers the extremely wide ramifications of the Service, extending to remote localities where close supervision and check are difficult to maintain, it is indeed surprising that the number of lapses is not greater.

Offences by officers are dealt with as prescribed by sections 12 and 13 of the Public Service Amendment Act, 1927.

Minor offences may be dealt with by the head of the Department, but must be reported to the Public Service Commissioner. All the more serious cases are required to be referred to the Commissioner, who may conduct an inquiry himself or delegate his powers to others. In all cases the officer must be specifically charged in writing and is required to answer the charge in writing. In the case of the more serious charges the officer has a right of appeal to the Public Service Board of Appeal against both the finding of the Commissioner and the penalty inflicted. Three such appeals were made last year, and all were disallowed by the Appeal Board.

The principal classes of cases dealt with, and the decisions arrived at, are as follows :—

- (a) Misappropriations (3) : Forfeited office.
- (b) Irregularities in connection with stores (3) : Disrated.
- (c) Unsatisfactory conduct and work (4) : Appointments annulled, 2 ; dismissed, 2.
- (d) Breaches of discipline (4) : Fined.
- (e) Breach of Regulations (1) : Dismissed.
- (f) Making false statements at inquiry (4) : Dismissed, 3 ; resignation accepted, 1.
- (g) Unsatisfactory conduct (6) : Dismissed, 3 ; services terminated, 1 ; fined, 2.
- (h) Falsifying records (1) : Transferred and disrated.
- (i) Neglect of duty (3) : Fined, 1 ; censured, 2.
- (j) Unsatisfactory work (1) : Transferred.

EVASIONS OF THE ACT.

There is nothing to report under this heading.

PROBATION.

In terms of the Public Service Act, all appointments to the Public Service are on probation only, subject to confirmation on the officer proving his fitness for permanent appointment. This is a very necessary provision to ensure that only officers likely to turn out satisfactory are appointed to the Public Service. It has been found in some cases that controlling officers have not exercised sufficient discretion in dealing with probationers who show little promise of becoming suitable for appointment. In England an experiment was tried by means of psychological tests to determine the fitness of prospective appointees. This has not yet been brought down to a practical working basis, but it is clear that if the social waste arising from economic misfits is to be prevented it is desirable that "square pegs in round holes" should be discovered as early as possible, in order that a more suitable and congenial avenue of employment may be sought. This principle is confirmed by the 1912 Commission dealing with the Public Service of New Zealand.

In many instances, owing to the existing economic conditions, although the appointee may be quite well aware that he is not suited to the task at which he is engaged, he will be influenced by the difficulty of finding alternative employment, and unless definite action is taken by those in authority over him he drifts on, ultimately becoming more or less of a dead-weight and an unproductive overhead burden. In order to minimize this possibility arrangements have been made for progress probation reports to be sent to the Commissioner at frequent intervals—in some cases three-monthly reports are required, and prospective appointees are required to be advised of their deficiencies or inaptitude at an early stage.

During the year ended 31st March, 1929, thirty-seven appointments were annulled for various reasons, the number in the previous year being thirty-eight. In addition, several appointees have had their period of probation extended until such time as the Commissioner is satisfied that they are likely to become efficient officers.

STORES AND ACCOUNTS.

Close attention has been given to the matter of the more efficient control of stores and the improvement of methods of departmental accounting. The close co-operation of Audit and Treasury with departmental accounting officers is steadily bringing forward to practical fruition the idea for each Department to produce a departmental balance-sheet on commercial lines for incorporation in a national balance-sheet, thereby enabling the administration to be reviewed on a profit-and-loss basis as well as from a policy point of view.

The benefits of the improved methods are already being reflected in greater economy, due to the facilitation of the analysis and scrutiny of all expenditure and a closer check on the use and consumption of stores.

SUGGESTIONS FOR IMPROVEMENTS.

Under Public Service Regulation 17 officers are invited to forward, for the consideration of the Commissioner, any suggestions having for their object increased efficiency and economy. Even if these suggestions are not considered by the Commissioner to be suitable for adoption, the submission of an intelligent suggestion is regarded as an evidence of zeal, and it is duly noted on the personal file of the officer concerned.

Several suggestions were made during the year, and, although none was considered of sufficient novelty and merit to warrant monetary recognition, the following are deserving of mention herein :—

Name.	Department.	Suggestion.
Nestor, M. S. ..	Lands and Survey ..	Standardization of the various leases and licenses used by the Department.
Watson, J. H. ..	Lands and Survey ..	Amended Current Account Ledger-sheet.

LEAVE OF ABSENCE FOR EDUCATION AND TRAINING PURPOSES.

During the year the following officers were granted special leave of absence, in some cases to permit them to proceed abroad for the purpose of extending their knowledge and experience, and in others to enable them to pursue their studies :—

- Arnold, E. H., Clerk, Agriculture Department, Auckland : To take course at Hawkesbury Agricultural College.
 Waters, D. F., Assistant Analyst, Agriculture Department, Wellington : To prepare thesis for Honours degree in science.
 Calder, R. A., Instructor in Agriculture, Agriculture Department, Timaru : To proceed to Edinburgh to take Ph.D. degree in animal genetics.
 Wylie, Miss C. E., Organizing Teacher, Special School, Education Department, Otekaiki ; and Fraser, Miss A. S., Teacher, Special School for Girls, Education Department, Richmond : To visit United States of America, Canada, and Great Britain to study latest methods adopted in dealing with subnormal children.
 Campbell, R. M., Private Secretary, Internal Affairs Department, Wellington : To take up Commonwealth Fund Service Fellowship (America).
 Harrison, S. S., Engineer's Assistant, Public Works Department, Auckland : To gain further engineering experience abroad.

In addition to the foregoing, the following officers were granted leave of absence for the purpose stated :—

- Cunningham, I. J., Clerk, Chemical Laboratory, Agriculture Department, Wellington : To exchange with officer of the Rowett Institute, Aberdeen.
 Simmers, R. G., Meteorological Assistant, Scientific and Industrial Research Department, Wellington : To join Mawson Antarctic Expedition.
 Young, M. W., Marine Biologist, Marine Department, Wellington : To accompany Danish Scientific Fisheries Expedition.

DEPARTMENTAL OFFICERS ON LOAN TO OTHER ADMINISTRATIONS.

The following officers have been granted leave of absence from the New Zealand Public Service to enable them to take up duty with the Administrations named :—

Administration.				Name.	Department from which loaned.
High Commissioner's Office	..	..	..	Steel, R. W.	Agriculture.
				Wright, W.	"
				Ross, A. C.	"
				Steere, H. C.	Audit.
				Lawrence, F. W.	Customs.
				Mitchell, T.	"
				Sandford, F. T.	Immigration.
				Jervis, D. M.	Internal Affairs.
				Wilson, Miss P. C.	"
				Mitchinson, Miss E.	Public Trust.
				Ferguson, W. S.	Public Works.
				Lishman, G. W.	Tourist.
Samoa	..	..	..	Scott, L. C.	Agriculture.
				Gapes, H.	Audit.
				Johnson, J. R.	Customs.
				McKay, C. G. R.	External Affairs.
				Partridge, L. B.	Health.
				Henry, F. J. W.	"
				Clinkard, G. W.	Industries and Commerce.
				Millar, T. H.	Internal Affairs.
				Carroll, J. M.	Justice.
				Murphy, E. F.	Labour.
				Peck, E.	Native.
				Hardy, J. H.	Public Works.
Cook Islands	..	..	..	Lofley, W. G.	"
				Binfield, R. E.	Agriculture.
				Conway, T.	"
				Nottage, I. L.	"
				Reid, E. A.	"
				McMahon-Box, J. P.	Customs.
Secretariat to League of Nations	..	..	..	Luckham, A. A.	Prisons.
				Chapman, J. H.	Customs.
Falkland Islands	..	..	..	Carter, R. W...	Agriculture.

DEPARTMENTAL OFFICERS ON DUTY ABROAD.

During the year the following officers proceeded abroad for the purposes stated :—

- Campbell, J. A., Director of Horticulture Division, Agriculture Department, Wellington : To visit Australia to inquire into various matters affecting Department's activities.
- Cunningham, G. H., Mycologist, Agriculture Department, Palmerston North : To visit United States and Europe to make inquiries in connection with various plant-disease problems, and also to attend the Imperial Mycological Conference in Great Britain.
- Singleton, W. M., Director, Dairy Division, Agriculture Department, Wellington : To visit United States of America, Canada, United Kingdom, and Denmark to inquire into matters in connection with the dairy-produce export trade.
- Gill, D. A., Assistant Officer in Charge, Veterinary Laboratory, Agriculture Department, Wallaceville : To visit United States of America, Canada, United Kingdom, Europe, and Africa to investigate and study matters in connection with veterinary research.
- Fisher, W. H., Examining Officer, Customs Department, Wellington : To make inquiries in South Africa concerning certain goods exported to New Zealand.
- Garrard, C. W., Senior Inspector, Education Department, Auckland : To attend Conference of Australasian Inspectorate in Sydney.
- Dyer, Miss M., Inspector, Domestic Science Subjects, Education Department, Wellington : While visiting England, to study the latest methods adopted in the teaching of domestic subjects.
- Taylor, E. D., Supervisor of Vocal Music, Education Department, Wellington : To attend Summer Holiday Music Conference at Lausanne, and while visiting England and Continent to inquire into latest developments in school music.
- Fenton, R. W., Clerk, Internal Affairs Department, Wellington : To visit Australia to inquire into publicity matters.
- Fraser, M., Government Statistician, Internal Affairs Department, Wellington : To attend Conference of Statisticians at Canberra.
- Hodgkins, G. C., Chief Electoral Officer, Internal Affairs Department, Wellington : To visit Australia to inquire into electoral matters.
- Butcher, R. M., Deputy Chief Inspector of Explosives, Internal Affairs Department, Wellington : To attend Conference of Harbour and Explosives Authorities in Australia.
- Bicknell, Miss J., Director, Division of Nursing, Health Department, Wellington : To attend Conference of International Council of Nurses at Montreal.
- Kimbell, A. H., Under-Secretary of Mines, Wellington : To investigate and report upon various matters relating to mining industry in Australia.
- Maclaurin, Dr. J. S., Dominion Analyst, Scientific and Industrial Research Department, Wellington : To attend Pan-Pacific Conference at Batavia, Java.
- Marshall, Dr. P., Testing Officer, Scientific and Industrial Research Department, Wellington : To attend Pan-Pacific Conference at Batavia, Java.
- Henderson, Dr. J., Director, Geological Survey Branch, Scientific and Industrial Research Department, Wellington : To attend International Geological Conference at South Africa.
- Firth, R. M., Clerk, Tourist Department, Melbourne : To assist Pacific Tours Company in the United States in encouraging tourist traffic to New Zealand.
- Turner, E. Phillips, Director of Forestry, Wellington : To join British Empire Forestry Conference in Australia.
- Morrison, W. T., Conservator of Forests, Whakarewarewa : To join British Empire Forestry Conference in Australia.
- Hansson, A., Chief Inspector of Forestry, State Forest Service, Wellington : To join British Empire Forestry Conference in Australia.

AMENDMENTS TO THE GENERAL REGULATIONS.

During the year the principal amendments were as follows :—

- Regulation 24 : Altering the method of collecting fees payable to officers attending Court in their official capacity.
- Regulation 110 : Amending the allowance payable to officers using a railway sleeping-berth when travelling on public service.
- Regulation 111 : Amending the conditions under which relieving-allowances may be granted to officers.

ADMINISTRATIVE CHANGES.

Since the last report the following changes have taken place in the Administrative Division :—

- Agriculture Department : On the 31st March, 1929, Mr. F. S. Pope, Assistant Director-General, retired on superannuation. He was replaced by Dr. A. H. Cockayne, Director of Fields Division, Palmerston North, who was in turn replaced by Mr. J. W. Deem, Fields Superintendent, Palmerston North.
- Pensions Department : On the 30th June, 1929, Mr. G. C. Fache, O.B.E., Commissioner of Pensions, retired on superannuation. He was succeeded by Mr. J. H. Boyes, Assistant Commissioner, who was in turn replaced by Mr. H. D. Smith, Registrar of Pensions, Auckland.
- Mr. W. T. Neill, Surveyor-General, also retired on superannuation on the 31st December, 1928. He was succeeded by Mr. H. E. Walshe, Chief Draughtsman.
- Mr. G. N. Morris, Official Assignee, Justice Department, Auckland, was selected for a vacancy arising for a Stipendiary Magistrate. His resignation from the Public Service took effect as from the 9th June, 1929.

PUBLIC SERVICE BOARD OF APPEAL.

On the 15th May, 1929, Mr. G. N. Morris, one of the elected Service representatives on the Board of Appeal, received notice of his appointment as a Stipendiary Magistrate, and he tendered his resignation as a member of the Board of Appeal.

To fill the vacancy, an extraordinary election was held on the 8th July, 1929. Only one nomination was received, that of Mr. C. de R. Andrews, who had been unseated at the triennial election in May, 1928. Mr. Andrews was duly declared elected.

The constitution of the Board at the present time is :—

Chairman : Colonel J. J. Esson, C.M.G.

Government appointee : Mr. J. H. Jerram.

Elected Service representatives : Messrs. A. S. Houston (Agriculture Department) and C. de R. Andrews (Valuation Department).

There were two sittings of Appeal Board for the year ended 31st March, 1929. Sixty-two appeals were dealt with. The result of the appeals was as follows : Allowed, 1 ; disallowed, 42 ; did not lie, 12 ; withdrawn, 7.

Of these appeals 4 were classification appeals ; 54 were promotion appeals ; 1 was against decision to reduce the status of the officer ; and 3 were against the decision to dismiss the officer.

CONCLUSION.

During November and December of last year, at the request of Government, the Public Service Commissioner, the Assistant Secretary to Treasury, and the Secretary, External Affairs Department, visited Western Samoa for the purpose of investigating the staffing and financial arrangements of the various Departments of the Mandated Territory. During the absence of the Commissioner, Mr. A. D. Thomson, formerly Assistant Public Service Commissioner, was appointed Deputy Commissioner, in accordance with the provisions of the Public Service Act.

The Commissioner is indebted to Government for agreeing to recommend the appointment of Mr. B. L. Dallard, Controller-General of Prisons, as Assistant Commissioner to facilitate the quinquennial regrading of the Service, which is being effected this year. Mr. Dallard's wide experience of the Service as a whole, obtained during his previous association with this Office, has proved of valuable assistance in this connection.

I desire again to place on record my appreciation of the hearty co-operation and generous support accorded me by the Permanent Heads and by officers throughout the Service in maintaining the efficiency and the high traditions of the Service. Thanks are especially due to the members of my own staff for their loyal and devoted assistance.

All of which is humbly submitted for Your Excellency's gracious consideration.

P. VERSCHAFFELT, Commissioner.

B. L. DALLARD, Assistant Commissioner.

Office of the Public Service Commissioner,
Wellington, 29th October, 1929.

TABLES.

TABLE I.—PUBLIC SERVICE LIST, 31/3/29.—GENERAL SUMMARY OF CLASSIFICATION BY DEPARTMENTS
(EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION).

Department.	Number of Officers.	Salary, Year ending 31/3/29.	Salary, Year ending 31/3/30.	Scale Increase.
		£	£	£
Agriculture	542	186,339	189,654	3,315
(On loan)	5	..	..	..
(On leave)	2	..	..	..
Audit	156	47,550	49,660	2,110
Crown Law	6	3,915	3,935	20
Customs	302	94,545	97,130	2,585
(On loan)	2	..	..	..
(On leave)	1	..	..	..
Defence	49	12,490	12,705	215
Education	292	104,300	105,950	1,650
(Resigned 31/3/29)	2	525	..	..
(Appointed 1/4/29)	1	..	288	..
(On leave)	3	..	..	..
External Affairs	7	2,405	2,495	90
Government Insurance	111	32,770	33,775	1,005
Health	425	110,366	112,036	1,670
(Appointed 1/4/29)	1	..	490	..
(On loan)	1	..	..	..
(On leave)	1	..	..	..
Immigration	11	3,295	3,315	20
(On loan)	1	..	..	..
Industries and Commerce	10	3,720	3,805	85
(On loan)	1	..	..	..
Internal Affairs	373	97,383	99,703	2,320
(Resigned 31/3/29)	2	410	..	..
(On loan)	1	..	..	..
(On leave)	2	..	..	..
Justice	264	71,530	74,155	2,625
(On loan)	1	..	..	..
Labour	107	31,895	32,515	620
Land and Deeds	134	37,405	39,285	1,880
Land and Income Tax	159	38,070	40,415	2,345
(Resigned 31/3/29)	1	135	..	..
Lands and Survey	628	177,300	184,045	6,745
(Resigned 31/3/29)	1	450	..	..
Marine	188	63,845	64,680	835
(Resigned 31/3/29)	1	175	..	..
Mental Hospitals	937	210,275	212,463	2,188
(Resigned 31/3/29)	1	130	..	..
(Appointed 1/4/29)	2	..	320	..
(On loan)	1	..	..	..
Mines	51	16,625	16,995	370
National Provident and Friendly Societies	34	8,665	9,020	355
Native	67	19,270	19,700	430
Native Trust	27	8,025	8,245	220
Pensions	110	25,635	26,945	1,310
Police	6	1,920	1,975	55
Prime Minister's	1	825	825	..
Printing and Stationery	319	89,313	89,882	568
(Resigned 31/3/29)	1	338	..	..
Prisons	235	63,780	64,520	740
(Resigned 31/3/29)	1	270	..	..
(On loan)	1	..	..	..
Public Service Commissioner's	9	3,825	3,850	25
Public Service Superannuation	10	2,805	2,885	80
Public Trust	599	174,410	180,145	5,735
(On loan)	1	..	..	..
Public Works	714	224,720	230,280	5,560
(On loan)	2	..	..	..
(On leave)	2	..	..	..
Scientific and Industrial Research	51	19,355	19,705	350
Stamp Duties	75	20,260	21,110	850
State Advances	87	21,650	22,685	1,035
(Resigned 31/3/29)	1	295	..	..
State Fire Insurance	142	36,620	38,200	1,580
State Forest Service	119	36,930	37,860	930
Tourist	105	26,012	26,742	730
(Resigned 31/3/29)	1	135	..	..
Treasury	89	24,590	25,595	1,005
Valuation	83	29,565	29,985	420
Totals	7,634	2,184,201	2,238,873	54,671
Resigned 31/3/29	12	2,863	..	..
Appointed 1/4/29	4	..	1,098	..
On loan	17	..	..	..
On leave	11	..	..	..
Totals, 31/3/29*	7,646	2,187,064	..	..
Totals, 1/4/29*	7,638	..	2,239,971	..
Native-school teachers	281	..	59,490	..
Vacant, 1/4/29	20	..	..	..

* Excluding 17 officers on loan and 11 on leave.

NOTE.—Fractions of £1 are not taken into consideration in totals.

TABLE II.—PUBLIC SERVICE LIST, 31/3/29.—GENERAL SUMMARY OF CLASSIFICATION BY CLASSES
(EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION).

Class (excluding Administrative).							Number of Officers.	Total Salary, 31/3/29.	Classification Salary, 31/3/30.	Scale Increase.
Professional—								£	£	£
Over scale							90	77,021	77,281	260
A							112	73,745	74,395	650
A (on loan)							1	..	..	..
B							128	70,085	70,580	495
C							122	57,010	58,055	1,045
C (appointed 1/4/29)							1	..	490	..
C (on leave)							1	..	..	..
D							107	41,365	42,150	785
D (on leave)							1	..	..	..
E							43	12,540	12,735	195
F							41	6,495	7,200	705
F (on leave)							1	..	..	..
Clerical—										
Special							72	50,970	51,020	50
I							80	46,525	46,825	300
II							74	37,560	37,835	275
II (on loan)							2	..	..	..
III							115	52,860	53,305	445
III (on leave)							1	..	..	..
IV							261	108,655	109,460	805
IV (on leave)							1	..	..	..
V							229	85,335	86,110	775
VI							473	156,695	157,900	1,205
VII (£275-£295)							686	192,695	199,330	6,635
VII (resigned 31/3/29)							2	590	..	..
VII (on loan)							5	..	..	..
VII (£210-£250)							440	90,745	99,220	8,475
VII (£80-£190)							1,150	136,700	161,725	25,025
VII (resigned 31/3/29)							2	250	..	..
General—										
I (£320 and over)							763	292,890	294,519	1,629
I (resigned 31/3/29)							2	788	..	..
I (on loan)							4	..	..	..
I (on leave)							2	..	..	..
II (£191-£319)							1,953	489,329	492,838	3,508
II (resigned 31/3/29)							2	570	..	..
II (appointed 1/4/29)							1	..	200	..
II (on loan)							4	..	..	..
II (on leave)							1	..	..	..
III (£190 and under)							646	90,535	91,769	1,234
III (resigned 31/3/29)							3	440	..	..
III (appointed 1/4/29)							1	..	120	..
III (on loan)							1	..	..	..
Educational—										
I (£320 and over)							24	8,780	8,800	20
II (£191-£319)							22	5,165	5,305	140
II (resigned 31/3/29)							1	225	..	..
II (appointed 1/4/29)							1	..	288	..
II (on leave)							3	..	..	..
III (£190 and under)							3	500	515	15
Totals							7,634	2,184,201	2,238,873	54,671
Resigned 31/3/29							12	2,863	..	..
Appointed 1/4/29							5	..	1,098	..
On loan							17	..	..	..
On leave							11	..	..	..
Totals, 31/3/29*							7,646	2,187,064	..	..
Totals, 1/4/29*							7,639	..	2,239,971	..
Native-school teachers							281	..	59,490	..
Vacant, 1/4/29							20	..	..	..

* Excluding 17 officers on loan and 11 on leave.

NOTE.—Fractions of £1 are not taken into consideration in totals.

TABLE III.—SHOWING ALTERATIONS IN STAFFS AND SALARIES OF DEPARTMENTS BETWEEN CLASSIFIED LIST FOR 1928-29 AND 31ST MARCH, 1929.

Department.	Classified List, 1928-29.		Increase.														Decrease.														Net Increase or Decrease.		At 31st March, 1929.		Department.		
	Number of Officers.	Total Classified Salaries.	(1) Additions to Salary on Promotion, &c. (within Department).		By Transfer from other Departments or from Unclassified Positions.		By New Entrants.				Total Increase.		(8) By Reduction in Salary.		(9) By Transfer to other Departments or to Unclassified Positions.		(10) By Death.		(11) By Retirement on Superannuation or Pension.		(12) By Resignation.		(13) By Dismissal (including Cases where Services dispensed with).		Total Decrease.												
			Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.			Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.			Number.	Amount.	Number.	Amount.							
Agriculture ..	524	180,061	69	£ 3,253	4	£ 580	2	£ 370	13	£ 2,820	18	£ 6,000	..	£ ..	3	£ 970	40	£ 13,993	..	£ ..	8	£ 2,070	2	£ 630	3	£ 1,275	8	£ 3,490	1	£ 250	22	£ 7,715	+18	£ 6,278	542	£ 186,339	Agriculture.
Audit ..	145	45,680	22	455	6	995	2	650	4	320	6	480	..	..	..	..	18	2,900	..	..	..	..	..	7	1,030	..	..	7	1,030	+11	+ 1,870	156	47,550	Audit.			
Crown Law ..	6	3,813	4	102	..	..	..	..	..	..	..	..	..	..	..	..	..	102	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	3,915	Crown Law.		
Customs ..	299	95,155	49	1,710	..	..	1	250	10	925	..	..	..	..	..	..	11	2,885	..	..	..	..	..	5	3,115	2	265	1	115	8	3,495	+ 3	+ 610	302	94,545	Customs.	
Defence ..	48	12,275	..	..	..	..	..	..	2	330	..	..	..	..	..	..	2	330	..	..	..	..	..	1	115	..	..	1	115	+ 1	+ 215	49	12,490	Defence.			
Education ..	276	98,741	17	378	1	185	1	295	22	6,705	7	1,630	..	..	3	1,270	34	10,463	..	..	1	265	..	..	3	1,535	12	2,580	..	..	16	4,380	+18	+ 6,083	294	104,825	Education.
External Affairs ..	5	1,600	2	170	..	..	1	135	..	..	1	500	..	..	..	..	2	805	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	2,405	External Affairs.		
Government Insurance ..	113	33,570	..	..	..	..	..	2	160	..	..	..	..	..	..	..	2	160	..	..	..	..	..	1	470	3	490	..	..	4	960	- 2	- 800	111	32,770	Government Insurance.	
Health ..	406	108,223	51	3,193	1	380	1	765	2	195	41	3,515	3	670	..	..	48	8,718	1	130	1	335	2	760	3	840	20	4,155	3	355	29	6,575	+19	+ 2,143	425	110,366	Health.
Immigration ..	12	3,570	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	3,295	Immigration.		
Industries and Commerce ..	12	4,505	2	70	..	..	..	..	1	80	..	..	..	..	..	..	1	150	..	..	2	750	..	..	..	..	1	185	..	..	3	935	- 2	- 785	10	3,720	Industries and Commerce.
Internal Affairs ..	334	90,628	29	920	1	80	1	380	8	640	1	80	..	..	..	..	11	2,100	1	35	8	2,005	3	1,280	4	1,540	8	1,595	..	..	23	6,455	-12	- 4,355	322	86,273	Internal Affairs.
Internal Affairs (Relieving Staff) ..	59	12,598	4	82	..	..	4	870	3	240	4	490	..	..	..	..	11	1,682	..	..	10	1,740	..	..	..	..	7	1,020	..	..	17	2,760	- 6	- 1,078	53	11,520	Internal Affairs (Relieving Staff).
Justice (also Patents) ..	262	72,975	12	310	1	155	1	295	14	1,120	1	80	..	..	..	..	17	1,960	..	..	3	995	2	450	3	770	6	975	1	215	15	3,405	+ 2	- 1,445	264	71,530	Justice (also Patents).
Labour ..	102	31,170	11	185	2	360	..	..	8	1,090	1	80	1	270	..	..	12	1,985	..	..	4	555	..	..	..	2	370	1	335	7	1,260	+ 5	+ 725	107	31,895	Labour.	
Land and Deeds ..	136	38,655	5	105	..	..	..	..	3	240	1	80	..	..	..	..	4	425	..	..	1	295	1	425	..	4	955	..	..	6	1,675	- 2	- 1,250	134	37,405	Land and Deeds.	
Land and Income Tax ..	153	38,575	14	530	1	80	..	..	17	1,360	1	80	..	..	..	..	19	2,050	..	..	6	1,230	1	295	1	225	4	670	..	..	12	2,420	+ 7	- 370	160	38,205	Land and Income Tax.
Lands and Survey ..	635	183,850	43	1,025	11	1,395	..	..	19	1,745	1	80	..	..	2	590	33	4,835	8	265	12	2,630	1	135	8	3,940	16	3,420	2	545	39	10,935	- 6	- 6,100	629	177,750	Lands and Survey.
Marine ..	190	63,855	13	275	..	..	..	..	1	80	1	590	1	295	1	345	4	1,585	..	..	..	..	1	420	1	425	1	185	2	390	5	1,420	- 1	+ 165	189	64,020	Marine.
Mental Hospitals ..	857	194,530	291	4,585	..	..	..	..	233	35,010	31	7,890	..	..	1	264	265	47,750	1	20	4	985	5	1,054	5	1,525	144	23,964	26	4,326	184	31,875	+81	+15,875	938	210,405	Mental Hospitals.
Mines ..	53	17,190	2	30	1	135	..	..	3	1,185	..	..	..	..	..	..	4	1,350	..	..	3	540	..	..	2	835	1	540	..	..	6	1,915	- 2	- 565	51	16,625	Mines.
National Provident and Friendly Societies ..	35	9,265	..	..	..	..	..	..	3	240	..	..	..	..	..	..	3	240	..	..	2	305	..	..	1	380	1	155	..	..	4	840	- 1	- 600	34	8,665	National Provident and Friendly Societies.
Native ..	64	19,145	4	120	1	95	..	..	3	240	1	80	..	..	..	..	5	535	..	..	1	115	..	..	1	295	..	..	..	..	2	410	+ 3	+ 125	67	19,270	Native.
Native Trust ..	25	7,840	..	..	..	..	2	700	1	80	1	80	..	..	..	..	4	860	..	..	..	..	..	..	2	675	..	..	2	675	+ 2	+ 185	27	8,025	Native Trust.		
Pensions ..	112	26,565	4	170	..	..	..	..	6	480	..	..	..	..	..	..	6	650	..	..	2	195	..	..	2	700	4	685	..	..	8	1,580	- 2	- 930	110	25,635	Pensions.
Police ..	6	1,920	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	1,920	Police.	
Prime Minister's ..	1	750	1	75	..	..	..	..	..	..	..	..	..	..	..	..	..	75	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	825	Prime Minister's.	
Printing and Stationery ..	328	91,126	20	313	..	..	..	..	..	..	..	..	5	1,235	7	1,630	12	3,178	..	..	3	591	3	956	4	1,241	8	1,263	2	599	20	4,652	- 8	- 1,474	320	89,651	Printing and Stationery.
Prisons ..	223	61,605	10	120	..	..	1	135	21	4,490	5	1,185	2	470	..	..	29	6,400	..	..	..	..	2	640	..	..	10	2,325	4	990	16	3,955	+13	+ 2,445	236	64,050	Prisons.
Public Service Commissioner's ..	10	4,120	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	295	..	..	..	..	..	..	..	..	..	..	..	..	9	3,825	Public Service Commissioner's.	
Public Service Superannuation ..	9	2,725	..	..	..	..	..	..	1	80	..	..	..	..	..	..	1	80	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	2,805	Public Service Superannuation.
Public Trust ..	555	168,385	166	3,925	3	535	2	355	17	1,360	46	3,760	..	..	6	2,220	74	12,155	10	205	2	535	3	605	3	610	21	4,040	1	135	30	6,130	+44	+ 6,025	599	174,410	Public Trust.
Public Works ..	689	220,752	258	4,716	4	820	3																														

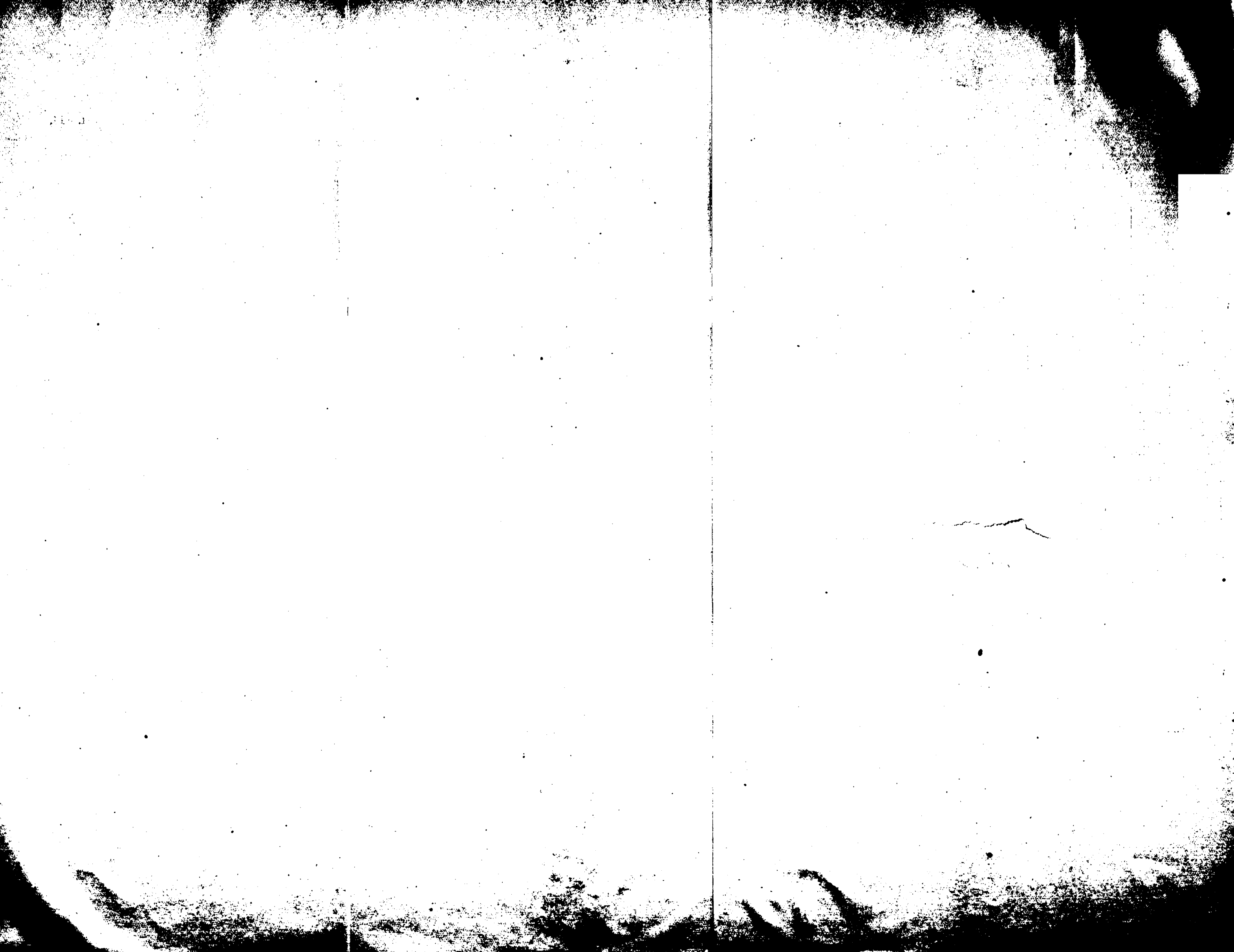


TABLE IV.—TEMPORARY EMPLOYEES OTHER THAN WORKMEN, ETC., AS AT 1ST APRIL, 1929.

Department.	Male Clerks.	Female Clerks.	Shorthand-typists, Typists, and Machinists.	Draughtsmen and Computers.	Draughtswomen.	Tracers.	Engineers.	Engineers' Assistants.	Inspectors.	Instructors.	Office Assistants.	Milk-testers.	Overseers.	Medical Officers.	Sorters.	Field Inspectors.	Miscellaneous.
Agriculture	7	..	16	..	..	..	..	..	21	33	7	27	2	..	1	..	19
Audit	..	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Crown Law	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Customs	1	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Defence	5	..	5	..	..	..	..	..	..	..	..	..	..	..	1	..	..
Education	2	13	18	..	..	..	..	..	..	..	8	..	..	..	2	..	21
External Affairs ..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Government Life Insurance	..	..	8	..	..	..	..	..	..	..	11	..	..	..	..	..	..
Health	13	..	12	..	..	..	3	..	7	2	8	..	1	17	1	..	27
Immigration	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Industries and Commerce	2	..	3	..	..	..	..	..	3	..	..	..	..	..	..	..	..
Internal Affairs ..	8	..	86	..	..	..	..	..	1	..	11	..	..	..	1	..	14
Justice	2	1	12	..	..	..	..	..	..	..	1	..	..	..	..	..	4
Labour	3	..	13	..	..	..	..	..	1	..	3	..	..	..	..	..	1
Land and Deeds ..	14	..	24	..	16	..	..	..	..	..	2	..	..	..	..	..	..
Land and Income Tax	..	..	5	..	..	..	..	..	..	..	11	..	..	..	2	..	..
Lands and Survey ..	7	..	51	11	1	..	..	..	..	..	..	..	..	..	4	5	6
Marine	5	..	11	..	..	..	1	..	..	..	..	..	..	..	1	..	1
Mental Hospitals ..	1	..	7	..	..	..	1	1	..	..	4	..	1	4	..	..	3
Mines	2	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	2
National Provident and Friendly Societies	..	..	4	..	..	..	..	..	..	..	16	..	..	..	..	..	..
Native	11	..	15	..	..	..	..	..	..	..	1	..	..	..	..	..	2
Native Trust	..	..	4	..	..	..	..	..	..	..	1	..	..	..	..	..	..
Pensions	18	..	20	..	..	..	..	..	..	..	19	..	..	..	..	..	1
Printing and Stationery	2	..	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..
Prisons	5	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	6
Public Service Superannuation	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..
Public Trust	50	..	115	..	..	..	..	..	2	..	3	..	..	..	5	..	3
Public Works	101	..	75	72	..	..	4	54	3	..	3	..	68	..	4	..	112
Scientific and Industrial Research	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	29
Stamp Duties	1	..	9	..	..	..	..	..	..	..	1	..	..	..	..	..	1
State Advances	10	..	16	..	..	..	..	..	..	..	6	..	..	..	12	..	..
State Fire Insurance	2	..	25	..	..	..	..	..	..	..	13	..	..	..	..	..	..
State Forest Service ..	2	..	17	5	..	..	..	..	..	..	4	..	..	..	1	..	7
Tourist	3	..	9	..	..	..	3	..	..	..	3	..	..	1	..	..	4
Treasury	..	..	4	..	..	..	..	..	..	..	10	..	..	..	1	..	..
Valuation	7	..	27	1	..	2	..	..	..	..	4	..	..	..	1	..	3
Totals	285	20	638	90	17	2	12	55	38	35	158	27	72	22	37	5	266

Approximate Cost of Paper.—Preparation, not given; printing (650 copies), £26 10s.

By Authority: W. A. G. SKINNER, Government Printer, Wellington.—1929.

Price 9d.]

TABLE IV.—EMPLOYMENT OF LABORERS IN THE UNITED STATES AT 1st APRIL 1939

Department	Male	Female	Total	Unemployed	Employed	Unemployed	Employed	Total	Unemployed	Employed	Total
Government	1	1	2	1	1	1	1	2	1	1	2
Justice	1	1	2	1	1	1	1	2	1	1	2
Interior	1	1	2	1	1	1	1	2	1	1	2
War	1	1	2	1	1	1	1	2	1	1	2
Health	1	1	2	1	1	1	1	2	1	1	2
Education	1	1	2	1	1	1	1	2	1	1	2
Public Health	1	1	2	1	1	1	1	2	1	1	2
Transportation	1	1	2	1	1	1	1	2	1	1	2
Communication	1	1	2	1	1	1	1	2	1	1	2
Finance	1	1	2	1	1	1	1	2	1	1	2
Insurance	1	1	2	1	1	1	1	2	1	1	2
Manufacturing	1	1	2	1	1	1	1	2	1	1	2
Construction	1	1	2	1	1	1	1	2	1	1	2
Trade	1	1	2	1	1	1	1	2	1	1	2
Services	1	1	2	1	1	1	1	2	1	1	2
Unemployed	1	1	2	1	1	1	1	2	1	1	2
Total	1	1	2	1	1	1	1	2	1	1	2

Source: Bureau of Economic Warfare, Department of War, Washington, D.C., 1940.