

These salaries are so inadequate that one naturally dislikes to disclose them, but they should supply an answer to those persons who are inclined to harshly criticize anything appertaining to the Public Service, but who do not trouble to ascertain the actual position.

Officers in all services in receipt of over £620 absorb £197,570 or 2·18 per cent. of the total salary bill of such services. Even if this group were eliminated altogether, the amount which would be saved would not go so far as some people think towards balancing the Budget.

The labourer is worthy of his hire, and I feel constrained to express the opinion that the salaries paid, especially to the higher officers, are woefully inadequate. These men have won their positions by preparation, industry, ability, and grit, and while they are loyally accepting the position as it exists at present with a feeling of stoicism, this may give way to an all-round pessimism with resultant loss of morale and efficiency, unless they may reasonably hope for some improvement in the near future.

It is understood that the reductions in salaries in the Australian services were effected by legislation which unless renewed remained in operation only for a specified period. Already an improvement has been effected in some instances. On the other hand, the New Zealand legislation will continue effective until repealed or until new salary scales are introduced. The following table shows the percentage of permanent staff (both for the Public Service under Public Service Commissioner control and for all State services) at various salary groups as at 1st April, 1933, and is rather illuminating:—

Salary Group.	Public Service (under Public Service Commissioner control, including Administrative Officers and Native-school Teachers).		Whole of State Services (excluding Judges).	
	Officers.	Salaries.	Officers.	Salaries.
	Per Cent.	Per Cent.	Per Cent.	Per Cent.
£900 and over	0·21	0·83	0·07	0·34
£726 and over	0·60	2·03	0·29	1·10
£649 and over	1·04	3·21	0·56	1·92
£621 and over	1·22	3·67	0·65	2·18
£383 and over	9·48	19·29	4·43	9·92
£241 and over	38·07	53·40	28·61	41·04
£215 and over	61·45	74·73	49·41	62·20
£198 and over	71·20	82·87	66·10	77·61
£181 and over	77·74	87·89	80·05	89·53
£151 and over	86·81	93·96	86·70	94·46
£150 and under	13·19	6·04	13·30	5·54
£150 and under	13·19	6·04	13·30	5·54
£180 and under	22·26	12·11	19·95	10·47
£197 and under	28·80	17·13	33·90	22·39
£214 and under	38·55	25·27	50·59	37·80
£240 and under	61·93	46·60	71·39	58·96
£382 and under	90·52	80·71	95·57	90·08
£620 and under	98·78	96·33	99·35	97·82
£648 and under	98·96	96·79	99·44	98·08
£725 and under	99·40	97·97	99·71	98·90
£899 and under	99·79	99·17	99·93	99·66
£900 and over	0·21	0·83	0·07	0·34

RECRUITMENT AND STATUS OF PUBLIC SERVANTS.

The first requisite of a good system of recruitment is that the most desirable candidates should be selected. This is the principle laid down in the Public Service Act, 1912, and the regulations made thereunder. Recruits to the Service naturally fall under two main headings—

- (1) Juniors—i.e., cadets, shorthand-typists, &c.
- (2) Those requiring professional or technical qualifications.