

LEAVE OF ABSENCE FOR EDUCATIONAL AND TRAINING PURPOSES.

During the year the following officers were granted leave of absence to enable them to proceed abroad for educational and training purposes:—

- F. A. Denz, M.Sc., Clerk, Chemical Laboratory, Agriculture Department, Wellington:
To further studies at Rowett Institute, Aberdeen.
- Miss E. M. Mason, M.Sc., Laboratory Assistant, Agriculture Department, Wellington:
To further studies in agricultural research in England.
- C. R. H. Taylor, M.A., Dip. Journalism, Clerk, Turnbull Library, Internal Affairs Department, Wellington: To take up Carnegie Library Fellowship and to study library methods abroad.
- C. W. O. Turner, B.Sc., Assistant Designing Engineer, Public Works Department, Wellington:
To take up Commonwealth Fund Service Fellowship and to study structural engineering abroad.
- P. H. Sykes, M.Sc., Clerk, Chemical Laboratory, Agriculture Department, Wellington:
To investigate various matters under direction of Scientific Liaison Officer in London.
- W. A. Joiner, M.Sc., A.I.C., Analyst, Scientific and Industrial Research Department, Wellington: To visit England to investigate fuel-utilization matters.

PUBLIC SERVICE BOARD OF APPEAL.

In accordance with the provisions of the Public Service Act, 1912, and its amendments, an election by ballot for two representatives of the Public Service to act on the Public Service Board of Appeal was held in May, 1934. Three nominations were received, the result being that Messrs. J. H. McKay and A. S. Houston were elected to the Board. The sitting members, Messrs. C. de R. Andrews and T. Pound, did not stand for re-election. Mr. A. S. Houston has previously served on the Board.

The following is a summary of appeals dealt with during the period 1st April, 1933, to 31st March, 1934:—

Decisions recorded.					Classification.	Non- appointment.	Dismissal.	Total.
Allowed	..	..	..	..	..	2	..	2
Not allowed	..	..	..	..	1	28	1	30
Do not lie	..	..	..	..	..	4	..	4
Withdrawn	..	..	..	..	..	12	1	13
					1	46	2	49

It is significant that the number of appeals upheld by the Board has on the whole been relatively small. This is as it should be in a well-regulated Service. Promotions are not made in a haphazard method, but only after very careful consideration of the merits of the applicants for promotion. It is stated on the other hand that the system of appeal is not efficient in that only a small number of appeals are allowed. I feel sure, however, that the real reason lies in the fact that not only is the Commissioner solicitous to appoint the applicant best qualified by "merit," but also that Departmental Heads realize that the old idea of promotion by seniority has been abandoned, and they have considerably assisted the Commissioner with a view of selecting the best qualified applicant, and have had the courage of their convictions in stating their views and the reasons for these views before the Appeal Board.

ADMINISTRATIVE DIVISION.

The Administrative Division consists principally of those officers known as Permanent Heads as distinct from Ministerial Heads in charge of the various Departments of State.

In the cases of officers of the other Divisions of the Service—Professional, Clerical, Educational, and General—statutory provision is made for fixed scales of salaries. These scales of salaries are presumed to be reviewed at, say, five-yearly periods, and the officers concerned are each personally entitled to a review of the salary fixed for the position held at the grading period.

In the case of officers of the Administrative Division, the provisions of the statute require the amount of salary in each case to be appropriated and voted by