

There is no regular method by which an administrative officer can obtain a review of his salary other than by application to the Minister in Charge for consideration when the estimates are being framed. Very few increases of this nature have been approved during the past few years, and the position has been accentuated by the payment of salaries to several recent appointees to new administrative positions far in excess of those paid to permanent heads of long service and in charge of important Departments of State.

In previous reports it has been pointed out that there should be a definite grading of administrative positions, due regard being taken of the duties, importance, and responsibilities of the positions. Minimum and maximum salaries would then be fixed for every position. When comparison is made of the salaries paid to the occupants of managerial positions in outside firms, to executive and professional employees of local bodies, quasi-Government concerns, control boards, &c., with those paid to similar classes of officers in the Public Service, it is obvious that the Service rates are relatively low.

If the Public Service is to be made attractive to men of capacity it is all important that the remuneration of officers exercising important administrative functions should be adequate and commensurate with the importance of their duties.

The following table shows the percentage of permanent staff (both for the Public Service under the control of the Public Service Commissioners and for all State Services) at various salary groups. The latest figures available are given :—

Salary Group.	Public Service (under Control of Public Service Commissioners, 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.
£1,150 and over	0·16	0·63	0·07	0·31
£920 and over	0·52	1·76	0·29	1·05
£800 and over	1·05	3·18	0·55	1·83
£760 and over	1·65	4·64	0·73	2·34
£475 and over	10·19	20·42	4·81	10·61
£290 and over	54·33	69·92	38·07	51·49
£265 and over	63·33	77·76	51·16	64·59
£235 and over	75·09	87·38	66·54	78·86
£215 and over	79·04	90·34	77·55	88·37
£180 and over	83·69	93·46	84·37	93·45
Under £180	16·31	6·54	15·63	6·55
Under £180	16·31	6·54	15·63	6·55
Under £215	20·96	9·66	22·45	11·63
Under £235	24·91	12·62	33·46	21·14
Under £265	36·67	22·24	48·84	35·41
Under £290	45·67	30·08	61·93	48·51
Under £475	89·81	79·58	95·19	89·39
Under £760	98·35	95·36	99·27	97·66
Under £800	98·95	96·82	99·45	98·17
Under £920	99·48	98·24	99·71	98·95
Under £1,150	99·64	99·37	99·93	99·69
£1,150 and over	0·16	0·63	0·07	0·31

EXPANSION OF THE PUBLIC SERVICE.

Reference has frequently been made in the annual reports of Public Service Commissioners to the rapid growth in the number of public servants due to the ever-increasing demand for expansion of social and other services. During the past year this growth has been more apparent than ever before. In the years of the depression services were cut down wherever possible, and, where still carried on, were operated with reduced staffs. As conditions improved the demand and the need for restoration and expansion of these services were felt. In many cases it was necessary to employ increased staffs to make up the loss of several years. Resumption of former activities and the passing of new legislation have resulted in unprecedented demands for increased trained staffs, not only in existing services, but also to equip new Departments of State created thereby.