

OVERSEAS RECRUITS.

Mention in the preceding note of the restrictions on the superannuation and the ill effect it has upon recruitment evokes a reference to the unusual difficulty that has been experienced in the period under review in inducing overseas specialists to enroll in the New Zealand Public Service. The development of the activities of the State in the fields of science, agriculture, public health, and in other directions has made it essential to seek abroad for men who have special training and experience which cannot be secured in this country.

We find three main causes why offers of appointment are rejected. The first has already been mentioned—namely, the limitations of the pension scheme. With this goes the fact that other Service features, such as leave conditions, are less generous than may be found in Services abroad. The second is the dismay that ensues when a monetary calculation is made of what New Zealand currency means in terms of sterling. The third is even more repugnant than the former two—that is, the lower standard of remuneration for the more senior professional officers that obtains generally in the Public Service of New Zealand. However, this is a matter that has been repeated in many places and on many occasions. It goes to the root of the question of the recruitment of the product of New Zealand to the service of the State and of making the Public Service a career service that can compete on reasonable terms with comparable services both in New Zealand and out of it, whether they be local bodies or public or private corporations.

MATTERS AWAITING CONSIDERATION BY GOVERNMENT.

The New Zealand Public Service Association, through its official organ, the *Public Service Journal*, has called attention to the fact that there are several matters outstanding concerning which a decision of Government is sought. Most of these matters have already been the subject of representation by the Commissioner to Government. The statement has been made by the Public Service Association that the delay in finalizing these matters is leading to a spirit of unrest in the Service.

The following questions, at present the subject of representations by the New Zealand Public Service Association, have been referred to Government for direction :—

- (1) *Improvements in Rates of Travelling-allowances.* All hotels throughout the Dominion have increased their tariffs during recent years. Public Service rates of travelling-allowance have remained stationary. Travelling officers—particularly the lower-paid ones—are experiencing considerable difficulty in living within their allowance. An improved scale has been recommended.
- (2) *Conditions and Payment for Overtime.*—The rates payable in the Public Service for overtime compare very unfavourably with those payable under awards. In some cases the overtime payable is lower than the ordinary rate of pay. An improved scale has been recommended.
- (3) *Minimum Award Rates of Pay for Artisans.*—Government decided that the Public Service rate of pay for artisans should be £275 per annum from 1st April, 1937. It has been recommended that this rate should be increased to £285 per annum.
- (4) *Extension of Clerical Award Wages to Clerical Workers who are Twenty-six Years of Age.*—Suggestions for improvement to the scale of pay for adult clerical employees in receipt of low salaries on account of late entry to the Public Service due to the depression have already been placed before Government.
- (5) *Minimum Wage for Married Officers.*—The minimum rate of pay to an adult married officer in the Public Service is at present £210 8s. 1d. Under present conditions this is thought to be on the low side, and accordingly a recommendation was made to Government that the rate be increased.
- (6) *Extension of Basic Wage at Twenty-one Years of Age to the Public Service.*—The submissions referred to in (4) above cover this matter.