

# REPORT OF THE CIVIL

## MERCANTILE FIRMS.

CHIEF MANAGER, NOT BRING A PARTNER. BRANCH MANAGERS, AND ACTING SOMETIMES AS CLERKS.	SALESMAN, SOMETIMES COMBINED WITH OTHER DUTIES.	CORRESPONDING CLERK, SOMETIMES COMBINED WITH OTHER DUTIES.	FIRST-CLASS ACCOUNTANT, GENERALLY COMBINED WITH CASHIER.	CASHIER.	CLERKS AND JUNIORS.
1.	2.	3.	4.	5.	6.
£300 £800	£300 and £150 £250	... Conducted by Manager.	£250 £300; to advance £50 in six months	£250 £350	£50 to £125 £100 to £250
£400 £300 £250	... ... £150	... ... ...	£300 £200 £150 (ordinary Accountant)	... ... ...	£150 to £250 £40, £75, and £150 £52 to £150
... £200 ...	£200 ... ...	... ... ...	... £160 ...	... ... ...	£120 £120 £50 to £100

## BANKS AND INSURANCE COMPANY.

MANAGER.	SECRETARY.	ACCOUNTANT.	TELLER.	LEDGER KEEPER.	JUNIORS.
£1500, and £300 for house £500 to £1000 per annum, with or with- out residence, as the Bank buildings permit £700	... ... £300	£550 £300 to £500 Chief Clerk, £250	£275 £150 to £275 ... ...	£225 £200 to £350 ... ...	£100 to £120 £50 to £125 Nominal for the first six months. Clerks, £150

We proceed to lay before your Excellency a series of Departmental Reports, and we desire to repeat our opinion that, in the adoption of our recommendations sudden and extensive changes should be avoided. Any precipitate abolition or dislocation of existing establishments would not only cause unnecessary distress, but also create confusion in the Public Service and probably in the end entail increased expense. The true method by which economy and efficiency in the Civil Service can be best effected is by its reconstruction on sound principles. A good service will be a cheap service. The diminution of useless offices, the consolidation of departments, and the substitution of a few able officers for a large number of less qualified persons are results which it only requires the cordial co-operation of the Executive and of the Legislature to secure; but the attainment of these results, as of all great objects, must be by a cautious and gradual process. In order, however, to secure them, it is indispensable that the present staff of officials should not be increased, but that advantage should be taken of every opportunity for the purposes of reduction and consolidation, by the effective means which we have previously indicated, namely the abolition of vacant offices, or their combination with others, or the transfer to them of officers whose existing offices could be dispensed with.

As a discrepancy exists between the number (1602) specified in our first Report, of individuals in official capacities under the General Government, and number (1430) which would be computed from the Index to the "Nominal Return of all Officers in the employ of the Government," laid before the House of Representatives, we would observe that this discrepancy is accounted for by the circumstance that the names of numerous boatmen and Native kareres (constables) have, for the sake of convenience, been omitted in the Index, although the officers themselves are included in the Return.

The Returns, supplied by the Superintendents of Provinces, of the Staff of the Provincial Civil Services have been confined (excepting those for Auckland and Nelson, which apparently are complete) to the officers only, excluding the Police Forces, &c. These Returns show a total number of 599 officers and men, employed at a cost of £136,000 per annum as nearly as the Returns will allow of computation, and without adding salaries paid to many Provincial officers who also hold offices under the General Government, or including the value of quarters and some other allowances.

## DEPARTMENTAL REPORTS.

### LEGISLATIVE COUNCIL.

The Hon. the Speaker is appointed by the Governor, salary £500 per annum.  
The Speaker recommends, for appointment by the Governor, all officers of this House, except the Chairman of Committees, who is elected by the House, and whose salary is £200 per annum.