

For the most part they are junior officers who enter the Service after receiving the Primary School Leaving Certificate. This is at least three, if not four, years below the minimum educational requirements for cadets and female employees entering the New Zealand Public Service. In three or four cases where officers have been sent to New Zealand for periods of training they have developed into competent officers, and are now holding responsible positions—namely, the Registrar of the High Court; the Hospital Bacteriologist; the Accountant in the Treasury; and the Field Assistant, Lands and Survey Department.

49. Comparatively few of the local Europeans, whether male or female, remain in the Service for any length of time. Almost invariably after three or four years' training they either seek transfers to New Zealand Departments as temporary employees, or resign and emigrate to New Zealand, where salaries and wages are generally higher and where they are free from the calls of their relatives upon their earnings. Where temporary transfers have been arranged it has been found that officers are usually reluctant to return to Samoa. The attraction and the greater scope which New Zealand is able to offer and the facilities available there for higher education are also responsible for the steady loss to this service of the more enterprising and ambitious junior officers.

50. There are 524 Samoans employed in the following Departments on a full-time basis :—

Government House	..	..	..	..	1
Education (including trainees)	..	..	..	..	244
Health (including cadets and probationers)	..	..	..	..	166
Justice .. .. .	..	..	..	..	1
Lands and Survey ..	..	..	..	..	2
Native Affairs ..	..	..	..	..	16
Police and Prisons ..	..	..	..	..	61
Postal and Radio ..	..	..	..	..	21
Public Works ..	..	..	..	..	5
Secretariat ..	..	..	..	..	2
Treasury ..	..	..	..	..	5

Their salaries average about £68 annually *per capita*, but most of those in the Health Department receive food and living quarters, and many of the others have houses and land for gardens provided free. About 70 of the above are on the established (classified) staff. Samoans are also employed on miscellaneous clerical duties, such as those of typist, radio operators, messengers, &c. The standard of education is generally not high, and there is a heavy annual reduction in staff (about 50 per cent. of the local-born Europeans and Samoans) through resignations, dismissals, marriages, and other causes. Generally the Samoan finishes school late and marries early, and the salaries paid for junior positions are usually insufficient to support him and his household unless there is family land in the vicinity of his employment where he can produce foodstuffs. Moreover the Samoan's way of life does not fit him for regular and constant employment six days a week, and after a short period in the Service the great majority return to their villages.