

Plain Words. It is instructive and entertaining. Do we in New Zealand and our Public Service need to stress the good sense of the campaign? Clearly yes. As this report is being written we have a letter from a senior official who had intended to go to a conference, and, meaning to say he did not go, writes, "My attendance did not eventuate." And, beyond the Service, a daily paper, by way of saying that a nearby Borough Council has been given some land, states "The Council has been made the recipient of a hillside section" So the examples could be multiplied (and from this report, no doubt). The Commission has ordered many copies of the *Plain Words* booklet for itself, its staff, and public servants generally.

RECOMMENDED LEGISLATION

For the better administration of the Public Service we have recommended consideration of the following:—

- (1) *Procedure in Making Senior Appointments (say, over £800 Per Annum); and Appeal Rights.*—The Commission is concerned, not only that present appeal rights are detrimental to good administration, but that they are embarrassing to senior appointees displaced after their appointment has been announced, and perhaps after they have taken up the new position. They suggest (a) the Commission, as now, to advertise vacancies and normally set up a selection committee to advise on the suitability of applicants and of other available persons; (b) where the position to be filled is that of a permanent head or closely related position, the Commission to have regard to the views of Ministers on the suitability of a proposed appointee; (c) the Commission, before announcing an appointment, to advise applicants of the intended appointee, and they may make any representations to the Commission further to their application; (d) in the light of such representations and of any other facts, the Commission to make a final appointment; no appeal to lie against appointments to senior positions filled in accordance with this procedure; but otherwise appeal rights to remain as at present.
- (2) *Appointments from Outside the Service.*—In place of the "in great degree" clauses in the Public Service Amendment Act, 1946, provision to govern appointments from outside the Public Service on the lines: "The Commission shall appoint the most efficient and suitable person available: Provided that where two or more persons are equally efficient and suitable, preference amongst such persons will be given to the senior applicant already in the Public Service."
- (3) *Exempted Positions.*—That section 22 of the Public Service Amendment Act, 1946, be amended by repealing paragraphs (a), (c), (d), (e), and (f); persons now holding these positions to be deemed to be officers of the Public Service. (NOTE.—Paragraph (g) was repealed by the Finance Act (No. 2), 1947.)

CONCLUSION

We appreciate the assistance given to us by Permanent Heads and their officers. We also thank the staff of our own office and the district representatives for their loyal and efficient service.

All of which is respectfully submitted for your Excellency's consideration.

R. M. CAMPBELL, Chairman.	} Members.
G. T. BOLT	
A. H. O'KEEFE	

Public Service Commission.

Office of the Public Service Commission, Wellington, 9th August, 1948.