

1911.
NEW ZEALAND.

PROPOSED CLASSIFICATION OF THE NEW ZEALAND CIVIL SERVICE

(REPORT OF COMMITTEE APPOINTED BY THE BOARD ON THE).

Laid upon the Table of the House of Representatives by Leave.

REPORT OF COMMITTEE.

The Chairman, Public Service Classification Board.

At a meeting of the Board held on the 20th July, 1908, a committee, consisting of the undersigned, was appointed to draw up a scheme of classification for the Public Service, under the Public Service Classification Act, 1907.

The committee took the matter in hand at once, and, on obtaining the necessary information from Departments as to their officers and the positions held by them, proceeded to classify the various positions as required by the Act.

The committee devoted a large amount of time to the work, and had practically completed the classification, when instructions were issued by the Cabinet for the amalgamation of offices, retirements, and retrenchments, so that the scheme as drawn up by the committee would not altogether meet the requirements of the Departments which had been affected by the alterations referred to.

Subsequently, on the 3rd February, 1911, the Board was called together, and it was resolved that the committee already set up should continue to act, and submit, at its earliest convenience, a draft scheme of classification for the Service. The committee accordingly obtained amended returns from the various Departments of all officers employed at the 1st March last, and, having made a careful analysis of the same, now submits for the consideration of the Board a scheme of classification which names the salaries for the several positions allotted to Divisions I and III, and gives for each Department the maximum number of officers allotted to it in the several classes of Division II, with the exception of Class 8, in which no limit of number is proposed to be made.

The committee would suggest that after the scheme has been considered by the Board it should, with such amendments as may be decided upon, be forwarded to the Government, with a suggestion that heads of Departments should be requested to prepare a nominal roll of the officers of their Departments showing the various positions held by such officers, and the divisions and classes of the proposed scheme of classification to which they will be allotted in accordance with the scheme. This, on being published, would enable every officer in the Service to become acquainted with the class in which he has been placed. It might further be pointed out that in the case of the general body of the Service each one will be placed in his class and position by the head of his Department, who is presumed to have the best knowledge of his capabilities, while his right of appeal against such classification will be to this Board, which consists of ten heads of Departments, thus assuring to him an independent review of his case.

R. J. COLLINS, Chairman.
H. J. H. BLOW.
G. HOGGEN.

24th June, 1911.

Approximate Cost of Paper.—Preparation, not given; printing (1,400 copies), £1.

By Authority: JOHN MACKAY, Government Printer, Wellington.—1911

Price 3s.

