

1916.  
NEW ZEALAND.

PUBLIC SERVICE COMMISSIONER

(FOURTH REPORT OF THE).

*Presented to both Houses of the General Assembly by Command of His Excellency.*

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To His Excellency the Right Honourable Arthur William de Brito Savile, Earl of Liverpool, Knight Grand Cross of the Most Distinguished Order of Saint Michael and Saint George, Member of the Royal Victorian Order, Governor and Commander-in-Chief in and over His Majesty's Dominion of New Zealand and its Dependencies.

MAY IT PLEASE YOUR EXCELLENCY.—

As Commissioner appointed under the Public Service Act, 1912, I have the honour to submit the following report, as required by section 15 of the Act:—

1. Owing to the large number of officers absent with the Expeditionary Forces, and the creation of new services within the Dominion on account of the war, exceptional difficulties have been encountered during the past year. It is satisfactory to record that it has been possible to reasonably meet staff requirements and at the same time to carry on existing services without reduction. To attain this result it is recognized that in some Departments the anxieties of the principal officers have been increased, particularly where the staff has suffered the loss of senior officers, but on the whole there is a reasonable normal efficiency.

2. As Heads of Departments and other principal officers have performed increased duties on account of the war, much credit is due to them for such a satisfactory result.

3. With 1,319 officers absent with the Expeditionary Forces the time has not been opportune for readjustments of staff, and important reforms have been temporarily arrested. In addition to the absence of these officers the natural wastage of the staff owing to deaths, retirements, and resignations has had to be contended with. The number of officers with the Expeditionary Forces represents approximately 45 per cent. of the total number of single men of military age in the Public Service.

4. Every encouragement has been given to officers desiring to volunteer, and so far as the Commissioners are aware no officer willing to join the Expeditionary Forces has been prevented from doing so. In order that officers on military service shall not be prejudiced by appointments during their absence it has been decided to consider them as applicants for any vacancy in their own Department which would be promotion for them.

#### ROLL OF HONOUR.

5. The two great divisions of the Service—the officers of the Post and Telegraph Department and of Departments other than the Post and Telegraph—have to mourn the loss of exactly the same number of their fellow-officers, namely, thirty-four from each division.

6. The names of the officers who have given their lives to their country are printed at the beginning of the List of Officers employed on the 31st March, 1916. No doubt a more permanent memorial will be a matter for favourable consideration later on.

#### WORK OF THE COMMISSIONERS.

7. In the Third Report it was stated that, owing to the unusual and unexpected work arising out of the war, for which no Department had the necessary machinery, the Government was offered such assistance as the Commissioners could afford. The services of Mr. Triggs, Assistant Commissioner, have been utilized for the continuance of the work mentioned last year, in addition to which the following duties have been added: The general direction of the business arrangements arising from the requisitioning of the Imperial Government for the supply of 15,000 tons of cheese; the work of requisitioning on behalf of the Imperial Government the total output of scheelite of the Dominion; and also undertaking generally the management of the operations being carried out under the provisions of the Kauri-gum Industry Act, 1914.

8. The three interests referred to above are attached to the Imperial Government Supply Department.

9. Mr. Thomson, Assistant Commissioner, acted as a member of the Enemy Aliens Commission from June to October, 1915, and also as a Royal Commissioner in the matter of a military appointment.

10. An inspection of the Education Department, referred to elsewhere, was completed during the year, and an inspection of the offices of several Departments in Dunedin and Auckland has been made.

#### ACCOUNT-KEEPING.

11. Under a similar heading to the above, reference was made in the last report to matters which appeared to require attention, but so far, owing in some measure to the absence of the Inspector of Departmental Accounts and the Assistant Inspector with the Expeditionary Forces, progress is not evident.

12. The Commissioners have again to bring under special notice that there is no proper arrangement under which the Treasury assumes control, not only of the accounts of the Dominion, but of the method of keeping accounts. It has been found that there is so much doubt as to the functions of the Audit and Treasury Departments and the Department particularly concerned that no one of the three appears to regard itself as responsible for the method of account-keeping. This was particularly referred to last year.

13. Recently it was considered desirable to bring under notice of the Minister the case of the kauri-gum industry accounts. It was discovered by the Commissioners that although an Act governing the kauri-gum industry had been passed in 1914, no proper method of account-keeping had been provided by any Department. It was immediately arranged that an officer of the Public Service Commissioner's Office should visit Auckland and put the accounts in order.

14. While the Commissioners are willing to assist Departments in every way, it is obvious that it should not be left to them to discover failures of the kind, and it was suggested to the Minister that in any future legislation affecting trade concerns, as in the Kauri-gum Industry Act, provision should be made for the Treasury to see that a correct system of accounts is arranged. Too much care cannot be exercised when initiating Government trading concerns to provide at the same time that there shall be no failure to establish the accounts on the best modern system. After some correspondence a very unsatisfactory reply was received from the Lands Department, whose duty it was to administer the Act. A year after the operations authorized under the Act had commenced it had done no more than discuss proposals. The Treasury appeared to disclaim all responsibility for the form of accounts of new trading Departments.

15. The Commissioners informed the Minister of Finance that it had been made abundantly clear that the average Department had no very extensive knowledge of the principles of modern accountancy, and, even if every Department had such knowledge, it would be very inadvisable to allow them to develop accounts according to their own ideas, which would be liable to change with every new accountant appointed to the Department. It was further urged that uniformity of method was imperative; besides, it was evident from the case under notice that unless a very sharp lookout is kept by some Department responsible there will be found Government trading concerns carrying on their operations without reliable accounts. There was no suggestion that the Treasury should actually open books, but it was considered that a demand should be made that the form of accounts should be submitted for approval and that the Treasury should also give advice when necessary. The Commissioners once more expressed their willingness to render every assistance, even to the actual opening of the books. The correspondence closed with a request from the Treasury that the question be postponed until affairs assumed a more settled aspect. The main question as to which Department is responsible remains unsettled.

16. Among the difficulties experienced by the Commissioners is the failure of some Departments to reply to suggestions made. As an example an inspection of the system of accounts of the Public Works Department was made in August, 1913, to which a sufficient reply has not yet been received, although the Department has been asked for one again and again.

#### TRAINING OF ACCOUNTANTS.

17. In the matter of account-keeping in Departments generally the Commissioners are of opinion that immediate steps should be taken to properly train officers in this important branch of work. In many cases it has been found that officers in charge of accounts have not received a proper training in accountancy. This condition of affairs is applicable not only to New Zealand, for in a report last year by Mr. R. McC. Anderson on the business management of the Department of Home Affairs, Commonwealth of Australia, the following pertinent remarks occur:—

“The matter of accountancy is of more importance in the Commonwealth Service than seems to be realized. . . . Further than that, steps should be taken to specially train men for this very important branch of the Commonwealth Service. At present men seem to blow in and drop out of the accountancy branches in quite a casual way, coming from records and thence to purely clerical duties, which prevents continuity and expertness of service.”

18. The Commissioners consider that this important matter should be taken up by the Treasury, and that a start should be made this year by the appointment of a number of cadets of special educational attainments, who are prepared to qualify in and follow accountancy. These cadets should be attached to the Treasury,

but should form no part of the Treasury staff. For such period as may be decided they should be kept under the “eye” of the Treasury, and should undergo a complete training in the routine and higher work of accountancy and finance generally. When they have qualified they should be available for transfer to Departments to fill vacancies that may arise in the accounting staffs.

19. As opportunity presents itself officers who are engaged on accounts work in other Departments should be temporarily transferred to the Treasury to undergo training.

#### MODERN METHODS, MULTIPLE SCHEMES, AND COMPOUND PROCESSES.

20. The economies which resulted from the introduction of mechanical appliances and modern methods in Departments during the past three years have been continued.

21. During the year the expert officer who was charged with the immediate details of the application of the mechanical appliances to departmental work resigned from the Public Service and the extension of the work has been brought to a standstill. Applications have been invited for a successor, but difficulty is being experienced in obtaining a suitable officer.

22. An indication of the importance of the introduction of improved methods can be seen from the results which have already been obtained. The following Departments have reported economies to the following extent:—

	Per Annum.
	£
Lands and Survey Department .. ..	6,100
Land and Income-tax Department .. ..	5,300
State Advances Department .. ..	1,330
Valuation Department .. ..	700*
Public Trust Department .. ..	1,000
Marine and Machinery Department .. ..	1,200
Total .. ..	£15,630

\* £1,000 in normal times.

23. There are contingent economies which cannot be definitely specified, but which have exercised an important influence on the work of many Departments, and which if ascertained would bring the economies actually realized to well over £20,000 per annum. As an example, one Permanent Head in reporting on the introduction of improved methods in his office states, “The multiple system of dealing with the accounts of this Department continues to work smoothly. Without that, and the abolition of certain work we considered superfluous, we should have been unable to collect the revenue which we have done during the financial year.” Another Permanent Head states, “The adoption of the new system has materially assisted the Department. There has been a considerable saving in cost, and the work has been performed by a smaller staff than would have been possible under the old scheme.”

24. Whilst much has already been done, the Commissioners recognize that only the fringe of possibilities in this direction has been touched, and there are still many ways for the extension of improved methods which will result in greater efficiency in Departments and at the same time secure considerable economy.

#### SPECIAL REPORT AT INSTANCE OF GOVERNMENT.

25. At the request of Government a special report was made on the 9th December last. The report, besides summarizing recommendations made in the first three reports of the Public Service Commissioner, invited attention to matters which appeared to require consideration. Among these were the expansion of the Service by the creation of new positions, the continued increase in the expenditure on travelling by departmental officers, and the establishment of a central store common to all Departments.

26. On the outbreak of war the Commissioners suggested to Government that the matter of expansion of the Service by the creation of new positions should receive

attention. Government immediately issued a circular instructing Departments that no proposals for the expansion of the Service should be made unless the circumstances were altogether extraordinary. In July of last year it was pointed out by the Commissioners that requests for the creation of new positions had not abated.

27. It may be necessary here to correct an impression which is generally held that the Commissioners are in some way responsible for the administration of Departments, and have the power to refuse appointments of officers for new purposes. While the power of refusal to appoint may be held to exist, it is obvious that it cannot be exercised in connection with the legitimate expansion of Departments. If, for example, the Minister desires to create a new Public Works district, to appoint Inspectors to carry out the provisions of the Footwear Act, to arrange for the inspection of ships' lifting-tackle, to conduct special experiments on experimental farms, to provide a special office to deal with returned soldiers, and so on, the Commissioners must supply the necessary officers. When a proposal for the expansion of the kind is made by Permanent Heads the matter is, when considered necessary, referred to the Minister in charge of the Department, and at the present juncture Ministers have at times decided that action is to be deferred until after the war.

28. From the careful analysis of the expansion of the Service which is published in the reports of the Public Service Commissioner from year to year it is apparent that normal expansion of the Public Service other than the Post and Telegraph Department involves the creation of new positions, excluding those in purely trading Departments, at the rate of about £35,000 a year. Some of these appointments are necessitated by the increased volume of such classes of business as are being performed, but in many cases new positions are the result of new legislation, or the decision of the Minister to grant greater facilities to the public. It is not necessary to refer to specific cases here, as they will be found in detail in Table IV.

29. The matter of expansion has been dealt with so decidedly by Government during the last six months that few proposals are being made at the present time, but there is an apparent tendency on the part of some Departments to chafe at restrictions on the introduction of new services, which as a rule return no direct revenue.

30. The amount of travelling to be performed by officers is a matter over which the Commissioners have no control, but the financial result of the operations of the past few years would make it appear that it should be the duty of some central authority to oversee such expenditure as a whole, instead of leaving it to the individual Departments to expend such total amounts as they think fit. On examining the estimates for some years past it was found that travelling-expenses had been increasing at the rate of approximately £12,000 per annum, and that for 1915-16 the vote was £17,000 higher than 1914-15. These figures are exclusive of travelling-expenses paid out of War Expenses vote.

31. After making such inquiry as was possible the Commissioners had no hesitation in advising Government that they were of opinion that there was a great deal of unnecessary travelling, and in some cases an extravagant method of doing it, and it was suggested that the total vote might easily be reduced by a large amount.

32. The amalgamation of Departments suggested in the Second Report of the Commissioners was again urged, and on further consideration the amalgamation of the State Fire Department with the Government Insurance was proposed. Considerable economy and increased efficiency in administration should result when it is possible to carry out the amalgamations. So far Government has only been able to arrange for the amalgamation of the Marine and Machinery Departments, and to hand over the Cook Islands Department to the Justice Department. As the Ministers concerned are agreeable, the amalgamation of the Native and Justice Departments will take place immediately on the retirement of the present Permanent Head of the Native Department in June next.

33. As an indication of the result to be expected from judicious amalgamation of Departments, it is worthy of note that the amalgamation of the Machinery Department (a small one, consisting, when the Commissioners assumed office, of twenty-two Inspectors, one Draughtsman, and fourteen clerks) with the Marine Department has resulted in an annual saving of £1,200 in Head Office expenses alone.

34. The following is a summary of possible savings :—

	Per Annum. £
Cessation of expansion of Service, at least during the war	35,000
Travelling-expenses should be reduced by .. ..	40,000
Amalgamation of Departments and branches of Departments could be undertaken now at a saving of about	19,000
Cohen Education Commission recommendations, referred to under " Inspection of Education Department " ..	40,000
Abolition of stamp commissions to private persons, and reduction of commissions to vendors .. ..	4,000
Ditto in Land and Deeds and Justice Departments ..	1,000
Lands and Survey Department: Staff, &c., could be reduced by .. ..	5,000
Examination fees, Public Service Examination, should be resumed .. ..	2,000
Other savings by close attention by Permanent Heads to details .. ..	5,000
	<hr/> £151,000

35. A further estimated amount of £16,000 in improved methods in regard to dealing with imprest accounts is not included in the above.

#### INSPECTION OF EDUCATION DEPARTMENT.

36. An inspection in detail of the Education Department, occupying a considerable time, was made by the Commissioners during the year, and a report furnished to the Minister of Education in December last. It would be desirable to publish the report, but the necessity for economy in printing and paper at the present time precludes this. Sufficient was brought under the notice of the Minister to warrant his taking action in the direction of reorganization which will lead to economy and efficiency.

37. It was found, amongst other things, that more than one officer described as an Inspector did practically no inspecting, and that two other Head Office Inspectors would be redundant if the recommendations made by the Commissioners were carried out. The Minister has dealt with three of these cases, but has, so far, been unable to agree about a fourth.

38. Other recommendations were—

- (1.) The reorganization of the Head Office staff.
- (2.) A reduction in the number of branches of the Head Office.
- (3.) Closing of one of the industrial schools for girls.
- (4.) More businesslike management of the commercial operations of the industrial schools.
- (5.) The necessity for departmental inspection of the industrial schools, including the accounts, &c.
- (6.) Production of proper balance-sheets of such trading concerns as industrial-school farms.
- (7.) Proper stock-taking, writing-off, &c.
- (8.) Centralization of purchase of supplies for all institutions. The present method of local purchasing is unbusinesslike and unsatisfactory.
- (9.) The abolition of special Inspectors of Native Schools, and the handing-over of the work to local Inspectors.
- (10.) Simplification of returns.
- (11.) That a committee of departmental officers examine every item of work in the Head Office, with a view to eliminating any work not really necessary. The Commissioners are satisfied that there is enough superfluous and duplicated work to warrant this.
- (12.) That travelling-expenses be reduced by making special arrangements for horse-hire and the purchase of horses for Inspectors.
- (13.) That unnecessary book-keeping in the Head Office be eliminated.

(14.) That the Education Department store be closed, and that the few articles handled be turned over to the general Government Stationery Store.

(15.) That arrangements be made for the purchase of requisites for all schools throughout the Dominion by a central authority.

39. Some of these recommendations have been carried out at a saving of £1,100 per annum in the Head Office, and under the new arrangements for the purchase of supplies for the industrial schools it is stated by the Department that £250 has been saved in two months. These economies are useful, but are only a trifling proportion of the total which might be attained in the administration of the educational expenditure, if centralization of all supplies were arranged.

40. It may be of interest to call attention here to the report of the Cohen Education Commission of 1912, which recommended the supply of all school requisites to the Education Boards direct from the manufacturers, on the order of the Council of Education. This, and other improvements mentioned by the Commission, were estimated to result in a saving of £50,000 per annum.

#### PUBLIC SERVICE ACT.

41. Experience has shown that some amendment in the Public Service Act is desirable, but owing to the war Government has not been able to consider the introduction of legislation for the purpose. The matter will be brought under notice again on a suitable opportunity arising.

#### BOARD OF APPEAL.

42. The Board of Appeal held four sessions during the year, the business dealt with being as follows:—

	Postal.	Telegraph.	General Service.	Total.
Appeals lodged ... ..	19	18	38	75
Appeals withdrawn ... ..	...	1	3	4
Appeals allowed ... ..	3	3	5	11
Appeals disallowed ... ..	16	14	30	60

43. The nature of the appeals was : (1) Against non-promotion, 43 ; (2) against penalties imposed, 7 ; (3) for regrading of position, 25 : total, 75. No appeals under the first two heads were allowed, and of the eleven allowed under the third head six were by consent. In one case in which the appeal was disallowed the appellants were ordered to pay costs (£1).

#### CLASSIFICATION.

44. In the Third Report full reasons were given why it was considered that mental hospital officers, and others on a similar footing, should be credited for superannuation purposes with the full value of emoluments received by them and not on the cash salary only. It was hoped that Government would be able to introduce legislation last year to secure this desirable improvement in the condition of the officers concerned, but it was not possible to do so. As the matter is one of considerable urgency, representations have again been made to Government that, if at all possible, some provision should be made this year which would remove a disability under which a body of deserving officers is suffering.

45. The attendants and nurses of the Mental Hospitals have been reclassified.

#### DEPUTATIONS FROM OFFICERS' ASSOCIATIONS.

46. During the year the Commissioners have received deputations from the Public Service, Post and Telegraph, and Printing and Stationery Officers' Associations. Many matters of importance have been discussed.

#### NEW BOOKS AND FORMS.

47. Reference was made in the previous report of the Commissioners to the good work which had been done in some Departments as the result of the appoint-

ment of committees of officers set up for the purpose of reviewing all books and forms. It is regretted that little progress in this direction has been made during the past year. Departments are required to submit for approval all new books and forms before authorizing the printing thereof; but, while satisfactory results have been obtained in regard to the new forms, much still remains to be accomplished from the revision of existing books and forms. The matter is of the more importance at the present time owing to the probable shortage in paper-supplies.

#### STORES.

48. Notwithstanding the remarks that have been made from year to year in the reports of the Commissioner on the subject of stores, little real advance has been made by Departments in improving their methods. The problem appears to be, not to devise a proper scheme of organization, but to have a scheme approved and carried out.

49. The stores management of the country is a notable example of failure to take advantage of the opportunities for organization on a business basis, to which the large operations of Government so readily lend themselves.

50. When the Commissioners assumed office it was found that, in addition to the stores of the larger Departments, a number of smaller Departments maintained stores and storekeepers apparently for no other purpose than to handle articles twice too often, with a corresponding result of increased overhead charges. After considerable trouble the Commissioners succeeded in transferring most of the small departmental stores to the Government Stationery Store. The Education Store, for example, was found to be quite unnecessary, unless devised to ensure overlapping and unnecessary cost. It is now in course of transfer to the Government Stationery Store.

51. These arrangements, while satisfactory so far as they go, are part of the question which has been recommended by the Commissioners to be dealt with in a larger aspect.

52. As frequently pointed out, the whole of the storekeeping operations should be concentrated in a central store, and purchasing and distributing carried out on proper lines.

53. At present the Government stores are those of the Defence, Railways, Post and Telegraph, Government Stationery, Public Works, Police, Marine, and Mental Hospitals.

54. As an instance of what is possible with proper co-ordination, the operations of the Supplies Board, established for the purpose of purchasing stores for the Defence Department, may be alluded to. Assisted by a Board of three business men, who volunteered for the purpose, the purchase of supplies for the Defence Department is now on such a footing that arrangements are made for many months ahead, and it is quite certain that the buying is on the most favourable basis. It is understood that the saving in money owing to the operations of the Board, as compared with the former system, has been very large.

#### STORES TENDER BOARD.

55. The Third Annual Report of the Board is printed in Appendix A hereto. Particular reference is again made by the Board to the advisability of one central authority dealing with all matters relating to tenders for stores. This matter has again been represented to Government by the Commissioners, and it is hoped that some definite action will be taken in the direction already suggested.

56. Government has also been recommended to improve the constitution of the Board.

#### AUDIT OF STORES.

57. In the Third Report reference was made to the necessity of placing the audit of stores on a satisfactory basis. Regulations were made and gazetted.

58. To enable the requirements of the regulations to be efficiently carried out the Controller and Auditor-General made a request for the appointment of an Inspector of Stores, and an advertisement inviting applications for the position was inserted in the New Zealand and Australian papers. The Auditor-General



however, subsequently asked that the appointment be held over. The matter still remains in the same unsatisfactory condition. It is needless to say that the stores transactions of the Dominion cannot be placed on a satisfactory footing until a proper system of audit has been instituted.

#### AMENDMENTS TO GENERAL REGULATIONS.

59. During the year the principal amendments made were as follows :—

Regulation 160 (3) (b) provides that officers promoted in the same financial year shall retain the same relative positions as they had before such promotion.

Regulation 173 was amended in the direction of requiring candidates for the Public Service Entrance Examination to pay an entrance fee, which would be refunded to the candidate on his accepting appointment in a Department of the Public Service.

Regulation 201 was amended to enable an officer with not less than twelve years' continuous service on the 31st March, 1913, and who was on that date engaged on clerical duties, to receive a salary of more than £260 per annum. This amendment also enables an officer with the required service to receive special promotion under Regulation 207.

Regulation 215 (a) provides for the payment of lodging-allowance in such cases where an officer is living with a widowed mother whose circumstances are not such as to allow of her giving any financial assistance to the officer.

60. Special regulations were made regarding the training required in connection with the staff in the Dominion Laboratory, Department of Internal Affairs, enabling the officers to attend science lectures at Victoria College.

#### EXAMINATIONS.

61. The question of establishing special efficiency tests for officers in all Departments, analogous to those which exist in the Post and Telegraph Department, has been under consideration during the year. The present practice, under which the Public Service Senior Examination covers all requirements for promotion, has not proved satisfactory. The examination, in its present form, had to be continued in order to keep faith with officers who had been studying for it, but it is becoming apparent that instead of the examination covering so many subjects, it would be of advantage to substitute the University Matriculation Examination for the purpose of enabling officers to qualify for promotion beyond £260 per annum, and to institute departmental examinations for promotions to higher grades. The question is now under consideration, and will be finally dealt with as early as possible.

#### *Examinations held during the Year.*

62. The examinations conducted during the year under the Public Service Regulations have been the Public Service Entrance Examination, the Public Service Senior Examination, the efficiency examinations in the Post and Telegraph Department, efficiency examinations in connection with mechanical appliances, and examinations for admission of shorthand-writers and typists.

#### *Senior and Entrance Examinations.*

62. The Public Service Senior Examination, held between the 5th and 19th January last, was conducted under regulations which came into force on the 1st April, 1915, but a last opportunity was given to those candidates who had previously obtained partial success in the examination to complete their passes under the previously existing regulation. The number of entrants was 876, as compared with 989 for the previous year. The fall in the number of candidates was no doubt due in part to the provision in the regulation requiring certificates of practical work in science subjects. There was thus applied to the Senior Examination for the first time a provision which has for some time been in operation in connection with other examinations. Of the 876 admitted at the last examination, 675 actually presented themselves in the examination-room, and 455 were successful in improving

their status and are now recorded in conjunction with earlier successes, if any, as having passed as follows: Passed the whole examination, 160, of whom 3 passed with distinction; passed in five or more subjects, 30; passed in four, 82; passed in three, 84; passed in two, 99.

64. The Public Service Entrance Examination was conducted at fifty-four centres between the 23rd November and 1st December, 1915, under regulations which came into force on the 1st April, 1914. The number of candidates entered was 1,232, as compared with 1,044 for the previous year. Of the total, 1,138 were present at the examination, and 666 passed. Only those boys were admitted to the Entrance Examination who expressed their intention of entering the Public Service.

65. Both the Senior and the Entrance Examinations were conducted by the Education Department by arrangement. The cost was as follows: Public Service Senior, £912; Public Service Entrance, £812.

66. *Post and Telegraph Efficiency Examinations.*—The number of officers who sat for the efficiency examinations during the year 1915–16 was 779. Of this number 551 (71 per cent.) were successful either wholly or partially. Details are as follows:—

	Passed (wholly or partially).	Failed.
Cadets, Telegraph .. .. .	64	..
Cadets, Technical .. .. .	56	74
Cadets, Postal .. .. .	203	115
Cadets, Sorting-test .. .. .	11	4
First (Postal General) .. .. .	71	76
First (Telegraph General) .. .. .	53	..
Junior Despatch Clerks .. .. .	2	..
Junior Counter Clerks .. .. .	1	..
Despatch and Counter Clerks' First .. .. .	11	..
Oral test .. .. .	68	..
Telephone-exchange Clerks' First .. .. .	4	..
Telephone-exchange Clerks' Technical .. .. .	2	3
Senior Technical .. .. .	5	6

#### CO-OPERATION OF DEPARTMENTS IN COMPILATION OF NATIONAL REGISTER.

67. For the collection of the schedules under the National Registration Act, 1915, the machinery of the Post and Telegraph Department was used with the greatest success and economy. To facilitate the registration a house-to-house delivery was made by the letter-carriers in all towns, while even in the country districts the local Postmasters were careful to see that every eligible male in their district received a schedule.

68. Considering the number of men who had been sent out of the country and those who were actually in camp or exempt, the fact that no fewer than 303,000 schedules were obtained during the registration period of a fortnight is a splendid testimony to the real personal interest and zeal exercised by the letter-carriers and local Postmasters in the collection and to the thoroughness with which the work was attended to. A proper house-to-house collection throughout the Dominion on the lines of an ordinary census could have given very little better results, and would have taken very much longer to complete. Moreover, for an ordinary census the cost of collection alone is £20,000, while the payment to the Postal Department for the collection work in connection with the National Register was approximately £400.

69. In the work of tabulation, too, the assistance rendered by the Postal Department was very great, the necessary staff, with the exception of a few (seven) available from the Census and Statistics Office, and accommodation having been provided by that Department in Wellington. The great mobility of the assistance thus given allowed the work involved being attacked by the greatest possible number at the most critical time, as many as 140 officers being engaged during the evenings at one stage of the work. It was only this mobility of supply of clerical assistance

necessary which enabled the completion of the two preliminary tables of results within four weeks of the close of the registration period.

#### TRAINING OF OFFICERS.

70. Special regulations were gazetted during the year providing facilities for officers of the Dominion Laboratory to qualify in their profession. These regulations are in continuance of the policy adopted by the Commissioners to give professional and technical officers every reasonable facility for higher training in their work.

71. Regulations are under consideration for the extension of similar facilities to other professional branches of the Public Service.

72. *Departmental Correspondence Classes.*—The correspondence classes for the instruction of officers of the Post and Telegraph Department in technical telegraphy and telephony, and in subjects of the Public Service Senior and Junior Examinations and Sixth Standard, which were inaugurated in 1910, have been continued with success during the year. The number of students for the years 1910 to 1915 was 2,354—980 technical and 1,374 general.

73. These classes were last year extended to officers of the other Departments residing in country districts, but, owing to the poor response by officers and also to the refusal by some Departments to provide the funds to meet the slight expenditure necessary, the concession has been discontinued.

#### EMPLOYMENT OF WOMEN.

74. The employment of women has assumed a new aspect, and Departments which prior to the war objected to female officers are now utilizing women for such work as assisting auditors, ledger work, and other minor accounting and clerical work.

75. A particular Department in which women, trained and untrained, can be employed at the present time is the Defence Department. In the Base Records Office the number of women employed is twenty-eight, and in the Pay Branch seventy-two. In the former fairly well educated women rapidly learn to provide good service. In the latter experienced women are employed.

76. When the Pay Branch first commenced its operations it was frequently pointed out by the Commissioners that it would be desirable to employ women, but this was not done for some time, partly owing to want of proper accommodation and partly owing to hesitation on the part of the Department. After a reasonable experience the Department acknowledges that women perform the work satisfactorily.

77. The total number of women employed on account of the war may be set down as follows: 513 to fill places of male officers absent with the Expeditionary Forces; 125 to fill new positions in connection with the Defence and other Departments.

78. In the Post and Telegraph Department women are being utilized, particularly at country offices, for counter-work. Wherever possible telephone-exchange attendants who are suitable are given preference for such work, at a remuneration additional to that drawn by them in the telephone exchange.

79. As a result of the conditions existing it has been decided to throw open Public Service Examinations to girls.

#### APPLICATIONS FOR EMPLOYMENT.

80. Table VIII gives particulars of the applications for employment, other than advertised positions, received during the year. The total number of applications received was 4,211.

81. In connection with employment preference has as far as possible been given to discharged soldiers. The Commissioners have also decided that during the present crisis applications will not be considered from single men eligible for military service.

82. Table VII gives details of the number of applicants for positions advertised both from within and outside the Service. The number of applications received during the year for the various positions show that appointments to the Public Service are still eagerly sought for.

## HEALTH OF STAFF.

83. The following table gives the average absence of officers on sick-leave :—

	Number of Officers on Staff, 30/11/15.	Number of Officers absent during the Year.	Number of Days Officers absent.	Average Number of Days each Officer absent sick.	Average Absence for the whole Staff (in Days).	Number of Deaths.
Male ... ..	10,741	3,193	44,075	14	4	48
Female ... ..	1,809	907	16,614	18	9	2
Totals ... ..	12,550	4,100	60,689	15	5	50

## RETIREMENT OF PRINCIPAL OFFICERS.

84. The following Permanent Heads of Departments retired during the year or are now on leave prior to retirement :—

*Mr. James Mackenzie, I.S.O.:* Although Mr. Mackenzie held the position of Permanent Head for only eighteen months, he had long service in such important positions as Commissioner of Crown Lands and Surveyor-General. Mr. Mackenzie's Government service commenced in 1872, when he became an Assistant Surveyor, since when he has held most of the principal positions in his Department. His career covers an important period in the history of the Lands and Survey Department, particularly in the North Island. Besides the work of his own Department he has rendered valuable services as a member of many important Commissions and Boards. Mr. Mackenzie received the decoration of the Imperial Service Order in 1915.

*Mr. H. J. H. Blow, I.S.O.:* Mr. Blow has commenced leave prior to his retirement on the 20th July next, when he will have served in the New Zealand Public Service for forty-three years. Mr. Blow has been Under-Secretary of the Public Works Department since 1891, prior to which he graduated through the position of Clerk to Record Clerk, and Record Clerk to Assistant Under-Secretary. He received the decoration of the Imperial Service Order in 1911. Mr. Blow's long service as Permanent Head of his Department has been marked by vigorous and able administration.

*Mr. John Mackay,* Government Printer, is now on leave of absence prior to retirement. Mr. Mackay's career until 1896 was in private printing firms, where he acquired such special knowledge of his profession that he was selected in that year as the successful candidate for the important position of Government Printer. Although his Government service does not exceed twenty years, these have been years of rapid progress, which have been marked by the introduction of much modern machinery and a threefold increase in the volume of the business of the Department. Mr. Mackay's services have been meritorious and valuable.

## EXPANSION OF SERVICE AND MOVEMENT OF STAFF.

*Departments other than Post and Telegraph.*

85. The classified staff on the following dates was,—

	Number.	Amount. £
1st April, 1913 .. ..	4,641	874,437
„ 1914 .. ..	5,095	953,343
„ 1915 .. ..	5,613	1,098,960
„ 1916 .. ..	5,983	1,158,854

In the figures quoted there is not taken into account overlapping increases under classification which fall due at other dates during the financial year. These will, in effect, reduce the amount actually required.

86. The classification increases provided on the 1st April, 1916, amount to £46,174, as against £47,262 in the preceding year.

87. The movement of the staff is shown in Table III.

88. The expansion of the Service will be seen by the following table :—

<i>Dr.</i>	£	<i>Cr.</i>	£
Increase of staff, 1st April, 1915, to 31st March, 1916 ..	18,076	Temporary officers made permanent ..	12,383
Balance .. ..	34,458	New positions created— Expansion of Service ..	40,151
	<u>£52,534</u>		<u>£52,534</u>

Crediting the new positions created (expansion of service), the balance of £34,458 shows savings in staff in other directions during the financial year.

89. The Departments principally responsible for the creation of new positions are: Public Works, £4,227; Public Trust, £3,204; Agriculture, £3,059; Lands and Survey, £3,679; Justice and Prisons, £2,780; Internal Affairs, £8,664; Audit £1,199; Defence, £2,406.

90. The average salaries at the following dates were,—

	£
1st April, 1913 .. .. .	188
„ 1914 .. .. .	187
„ 1915 .. .. .	195*
„ 1916 .. .. .	194

\* Converted emoluments account for £4 18s. of this increase.

91. The Native-school teachers are not included in the foregoing. They were on—

	Number.	Amount. £
1st April, 1914 .. .. .	241	26,861
„ 1915 (including nine vacancies) ..	256	34,875†
„ 1916 .. .. .	256	36,618

† Includes £2,940 value of converted emoluments.

#### *Post and Telegraph Department.*

92. The classified staff on the following dates was,—

	Number.	Amount. £
1st April, 1913 .. .. .	5,372	708,165
„ 1914 .. .. .	5,633	761,365
„ 1915 .. .. .	5,958	824,242
„ 1916 .. .. .	6,441	885,927

93. The increase as at the 1st April, 1916, over the preceding year, £60,685, includes £7,980, the salaries of temporary employees made permanent, and formerly paid out of other appropriations than salaries, leaving £53,705 additional to be provided for. As the expansion of the business of the Department required an increase to the staff of 257 officers in addition to temporary employees made permanent, the increase in the classified salaries may be regarded as normal. The savings owing to reorganization of positions during the year will be seen by the following :—

<i>Dr.</i>	£	<i>Cr.</i>	£
Increase of staff, 1st April, 1915, to 31st March, 1916 ..	6,525	Temporary officers made permanent ..	7,980
Balance .. .. .	26,167	New positions created ..	24,712
	<u>£32,692</u>		<u>£32,692</u>

94. The classification increments provided on the 1st April, 1916, represent £54,980, as against £53,229 for the preceding year.

95. It is estimated, as at 1st April, 1916, that classified salaries will be under-spent by approximately £167,000 for all Departments, including the Post and

Telegraph, owing to the absence of officers at the war ; but it will be necessary to set against this an expenditure estimated at £60,000 for permanent and temporary assistance other than that supplied to the Defence Department for its special work.

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All of which is humbly submitted for Your Excellency's consideration.

D. ROBERTSON, Commissioner.

R. TRIGGS,  
A. D. THOMPSON, } Assistant Commissioners.

Office of the Public Service Commissioner,  
Wellington, 31st May, 1916.

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TABLE I.—PUBLIC SERVICE LIST, 31/3/16.—GENERAL SUMMARY OF CLASSIFICATION BY DEPARTMENTS  
(EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION).

Department.	Number of Officers.	Salary, 31/5/16.	Salary, Year ending 31/3/17.	Increase.	Average Increase.	Average Salary, Year ending 31/3/17.
		£	£	£	£	£
Agriculture .. .. .	458	102,164	105,688	3,524	7.69	230.76
„ (retired 31/3/16) .. .. .	1	65	..	..	..	..
„ (vacant 1/4/16) .. .. .	2	..	..	..	..	..
Audit .. .. .	87	19,354	20,316	962	11.06	233.52
„ (vacant 1/4/16) .. .. .	13	..	..	..	..	..
Census and Statistics .. .. .	13	2,366	2,525	159	12.23	194.23
„ (vacant 1/4/16) .. .. .	2	..	..	..	..	..
Cook Islands .. .. .	2	425	450	25	12.50	225.00
Crown Law .. .. .	10	3,917	4,076	159	15.90	407.60
Customs .. .. .	254	49,876	52,363	2,487	9.79	206.15
Defence .. .. .	114	20,478	21,314	836	7.33	186.96
„ (vacant 1/4/16) .. .. .	1	..	..	..	..	..
Dominion Laboratory .. .. .	13	3,060	3,260	200	15.38	250.77
„ Museum .. .. .	5	1,403	1,487	84	16.80	297.40
Education .. .. .	259	60,510	62,830	2,320	8.96	242.59
„ (retired 31/3/16) .. .. .	5	1,081	..	..	..	..
„ (vacant 1/4/16) .. .. .	63	..	..	..	..	..
Government Life Insurance .. .. .	145	27,565	29,012	1,447	9.98	200.08
„ (vacant 1/4/16) .. .. .	3	..	..	..	..	..
Immigration .. .. .	6	1,210	1,270	60	10.00	211.66
Internal Affairs .. .. .	264	35,904	36,755	851	3.22	139.22
„ (retired 31/3/16) .. .. .	2	450	..	..	..	..
„ Relieving Staff .. .. .	110	9,940	11,326	1,386	12.60	102.96
Justice .. .. .	224	41,579	43,485	1,906	8.51	194.13
„ (vacant 1/4/16) .. .. .	7	..	..	..	..	..
Labour .. .. .	86	14,813	15,656	843	9.80	182.05
„ (vacant 1/4/16) .. .. .	1	..	..	..	..	..
Lands and Deeds .. .. .	105	20,041	21,189	1,148	10.93	200.37
„ (vacant 1/4/16) .. .. .	1	..	..	..	..	..
„ (appointed 1/4/16) .. .. .	1	..	50	..	..	..
Land and Income .. .. .	73	12,926	13,732	806	11.04	188.11
„ (vacant 1/4/16) .. .. .	8	..	..	..	..	..
„ (retired 31/3/16) .. .. .	1	305	..	..	..	..
Land Settlement .. .. .	3	1,195	1,210	15	5.00	403.33
Lands and Survey .. .. .	504	114,977	119,194	4,217	8.37	236.89
„ (retired 31/3/16) .. .. .	1	480	..	..	..	..
Marine .. .. .	171	38,141	39,096	955	5.58	228.63
Mental Hospitals .. .. .	703	98,326	100,873	2,547	3.62	143.40
„ (vacant 1/4/16) .. .. .	5	..	..	..	..	..
„ (retired 31/3/16) .. .. .	1	120	..	..	..	..
„ (appointed 1/4/16) .. .. .	3	..	370	..	..	..
Mines .. .. .	100	21,928	22,613	685	6.85	224.38
„ (appointed 1/4/16) .. .. .	1	..	50	..	..	..
National Provident and Friendly Societies .. .. .	27	4,821	5,130	309	11.44	190.00
„ (vacant 1/4/16) .. .. .	1	..	..	..	..	..
Native .. .. .	72	12,567	13,437	870	12.08	186.63
„ (retired 31/3/16) .. .. .	1	80	..	..	..	..
Patents .. .. .	8	1,828	1,883	55	6.88	235.38
Pensions .. .. .	33	4,976	5,348	372	11.27	162.06
Police .. .. .	4	815	865	50	12.50	216.25
„ (vacant 1/4/16) .. .. .	1	..	..	..	..	..
Printing and Stationery .. .. .	361*	58,012	59,594	1,582	4.38	165.08
„ (retired 31/3/16) .. .. .	1	114	..	..	..	..
Prisons .. .. .	164	31,455	32,255	800	4.88	196.15
„ (retired 31/3/16) .. .. .	1	180	..	..	..	..
„ (appointed 1/4/16) .. .. .	1	..	110	..	..	..
Private Secretaries .. .. .	8†	2,810	2,835	25	3.13	354.38
Public Health .. .. .	75	16,098	16,912	814	10.86	225.49
„ (vacant 1/4/16) .. .. .	1	..	..	..	..	..
Public Service Commissioners .. .. .	16	2,243	2,466	223	13.94	154.13
„ (vacant 1/4/16) .. .. .	3	..	..	..	..	..
Public Service Superannuation .. .. .	6	1,199	1,261	62	10.33	210.16
Public Trust .. .. .	276	41,087	44,743	3,656	13.25	162.11
„ (vacant 1/4/16) .. .. .	1	..	..	..	..	..
Public Works .. .. .	708	139,904	144,938	5,034	7.11	204.71
„ (retired 31/3/16) .. .. .	2	331	..	..	..	..
Registrar-General .. .. .	24	4,565	4,829	264	11.00	201.20
Stamps .. .. .	37	6,591	7,040	449	12.13	190.27
„ (vacant 1/4/16) .. .. .	1	..	..	..	..	..
State Advances .. .. .	58	10,988	11,562	574	9.89	199.34
State Fire .. .. .	73	10,750	11,674	924	12.66	159.92
Tourist .. .. .	152	23,155	23,978	823	5.41	157.75
„ (vacant 1/4/16) .. .. .	12	..	..	..	..	..
Treasury .. .. .	57	11,419	11,898	479	8.40	206.00
„ (retired 31/3/16) .. .. .	1	50	..	..	..	..
„ (appointed 1/4/16) .. .. .	1	..	50	..	..	..
„ (vacant 1/4/16) .. .. .	1	..	..	..	..	..

\* Does not include two officers on piecework.  
Service Act).

† Not including two officers shown on Post and Telegraph List (section 28, Public

TABLE I—continued.

Department.	Number of Officers.	Salary, 31/3/16.	Salary, Year ending 31/3/17.	Increase.	Average Increase.	Average Salary, Year ending 31/3/17.
Valuation .. .. .	108	£ 24,669	£ 25,856	£ 1,187	£ 10.99	£ 239.41
„ (vacant 1/4/16) .. .. .	2	..	..	..	..	..
Totals .. .. .	5,976	1,112,050	1,158,224	46,174	7.73	..
Vacancies (1/4/16) .. .. .	117	..	..	..	..	..
Left Service (31/3/16) .. .. .	17	3,256	..	..	..	..
New appointments (1/4/16) .. .. .	7	..	630	..	..	..
Totals, 31/3/16 .. .. .	5,993	1,115,306	..	..	..	..
Totals, 1/4/16 .. .. .	5,983	..	1,158,854	..	..	193.69
Native schools (not included in above) .. .. .	256	36,618	..	..	..	Average Salary, 31/3/16, 143.04
„ (vacancies 1/4/16) .. .. .	14	..	..	..	..	..
Totals .. .. .	270	36,618	..	..	..	143.04
Post and Telegraph, 31/3/16 .. .. .	6,440	830,767	885,747	54,980	8.54	137.54
„ (appointed 1/4/16) .. .. .	1	..	180	..	..	..
Total of Post and Telegraph List, 1/4/16 .. .. .	6,441	..	885,927	..	..	137.54

TABLE II.—PUBLIC SERVICE LIST, 31/3/16.—GENERAL SUMMARY OF CLASSIFICATION BY CLASSES (EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION AND POST AND TELEGRAPH DEPARTMENT).

Class (excluding Administrative).	Number of Officers.	Total Salary, 31/3/16.	Classification Salary, 31/3/17.	Total Increase.	Average Increase.	Average Salary, Year ending 31/3/17.
<i>Summary by Classes.</i>						
Professional—A .. .. .	47	£ 32,248	£ 32,723	£ 475	£ 10.10	£ 696.23
„ A (left service 31/3/16) .. .. .	1	616	..	..	..	..
„ B .. .. .	56	28,870	29,755	885	15.80	531.34
„ C .. .. .	46	20,390	20,950	560	12.17	455.43
„ C (left service 31/3/16) .. .. .	1	480	..	..	..	..
„ D .. .. .	148	51,799	53,254	1,455	9.83	359.82
„ E .. .. .	129	33,746	35,421	1,675	12.98	273.58
„ F .. .. .	50	6,205	6,990	785	15.70	139.80
Clerical—I .. .. .	35	19,865	20,065	200	5.71	573.29
„ II .. .. .	36	16,390	16,705	315	8.75	464.03
„ III .. .. .	56	22,720	23,210	490	8.75	414.46
„ IV .. .. .	95	33,237	33,942	705	7.21	357.28
„ V .. .. .	209	61,627	63,047	1,420	6.79	301.66
„ V (left service 31/3/16) .. .. .	1	305	..	..	..	..
„ VI .. .. .	365	88,833	91,268	2,435	6.67	250.05
„ VIIA (£150 and over) .. .. .	635	117,775	124,205	6,430	10.12	195.60
„ VIIb (under £150) .. .. .	307	36,970	40,945	3,975	12.94	133.37
„ VIII .. .. .	696	46,335	57,035	10,700	15.37	81.81
„ VIII (appointed 1/4/16) .. .. .	3	..	450	..	..	..
„ VIII (left service 31/3/16) .. .. .	3	195	..	..	..	..
General—I (£150 and under) .. .. .	1,214	125,296	131,105	5,809	4.78	108.03
„ 1 (appointed 1/4/16) .. .. .	4	..	480	..	..	..
„ 1 (left service 31/3/16) .. .. .	5	529	..	..	..	..
„ 2 (over £150) .. .. .	1,816	360,626	368,232	7,606	4.19	202.77
„ 2 (left service 31/3/16) .. .. .	6	1,131	..	..	..	..
Education—E. 1 (over £150) .. .. .	32	8,623	8,857	234	7.31	276.78
„ E. 2 (£150 and under) .. .. .	4	495	515	20	5.00	128.75
Totals .. .. .	5,976	1,112,050	1,158,224	46,174	7.73	..
Vacancies (31/3/16) .. .. .	117	..	..	..	..	..
Left Service (31/3/16) .. .. .	17	3,256	..	..	..	..
New appointments (1/4/16) .. .. .	7	..	630	..	..	..
Totals, 31/3/16 .. .. .	5,993	1,115,306	..	..	..	..
Totals, 1/4/16 .. .. .	5,983	..	1,158,854	..	..	193.69
Native Schools—						Average Salary, 31/3/16, 223.53
E. 1 (over £150) .. .. .	107	23,918	..	..	..	..
„ (vacant 31/3/16) .. .. .	5	..	..	..	..	..
E. 2 (£150 and under) .. .. .	149	12,700	..	..	..	85.23
„ (vacant 31/3/16) .. .. .	9	..	..	..	..	..
Totals, 31/3/16 .. .. .	256	36,618	..	..	..	143.04



TABLE III.—SHOWING ALTERATIONS IN STAFF AND SALARIES OF DEPARTMENTS BETWEEN CLASSIFIED LIST FOR 1915-16 AND 31ST MARCH, 1916.  
Alterations during Year ended 31st March, 1916.

Departments.	Classified List, 1915-16.		Increase.												Decrease.												At 31st March, 1916.		Department.												
	Number of Officers.	Total Classified Salaries.	Additions to Salary on Promotion, &c. (within Department).		By Transfer from Other Departments or from Unclassified Positions.		By New Entrants.				Total Increase.		By Reduction in Salary.		By Transfer to Other Departments or to Unclassified Positions.		By Death.		By Retirement on Superannuation or Pension.		By Resignation.		By Dismissal (including Cases where Services dispensed with).		Total Decrease.		Net Increase.			Net Decrease.		Number of Officers.	Total Classified Salary.								
			Number.	Amount.	Number.	Amount.	Appointments from Outside the Service.		Temporary Employees made Permanent.				Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.		Number.	Amount.			Number.	Amount.						
							To fill Vacancies.	As Additions to Staff.	To fill Vacancies.	As Additions to Staff.	To fill Vacancies.	As Additions to Staff.																								To fill Vacancies.	As Additions to Staff.	To fill Vacancies.	As Additions to Staff.	To fill Vacancies.	As Additions to Staff.
Agriculture..	440	101,411	9	414	5	395	6	415	9	1,447	21	3,585			6	778	47	7,034			2	480	7	1,675	3	880	14	2,906	2	275	28	6,216	19	818	459	102,229	Agriculture.				
Audit ..	72	18,605	2	20			4	425			12	774			1	180	17	1,399					1	190	1	460				2	650	15	749		87	19,354	Audit.				
Cook Islands ..	2	425																																	2	425	Cook Islands.				
Crown Law..	9	3,967	2	100			7	465	7	650	1	50					2	800					1	850					1	850	1			50	10	3,917	Crown Law.				
Customs ..	236	49,367	21	314	4	650	3	232	7	730	10	515					28	2,674			1	260	4	1,040	3	535			10	2,165	18	509		254	49,876	Customs.					
Defence ..	91	18,141	1	10		95	3	232			23	2,834			2	300	29	3,471			1	12	2	265			1	180	6	1,134	23	2,337		114	20,478	Defence.					
Education ..	278	63,030	14	487			3	392	15	2,930	5	910					23	4,719			1	20	2	390	3	1,137	1	140	26	3,776	5	695	37	6,158		14	1,439	264	61,591	Education.	
Government Insurance	133	27,886	4	45			13	695	7	350	1	50					21	1,140					4	626	1	165	1	475	2	130	1	65	9	1,461	12		321	145	27,565	Government Insurance.	
Immigration ..	7	1,375																				1	165							1	165			1	165	6	1,210	Immigration.			
Internal Affairs	311	48,836	14	263	9	1,371	7	1,307	18	1,822	14	1,379			1	60	49	6,202			1	22	6	1,009	1	173	7	1,287	13	1,583	4	406	31	4,480	18	1,722		329	50,558	Internal Affairs.	
Internal Affairs, Relieving Staff	67	6,631	1	15			12	1,830	4	234	69	4,427											38	2,918					2	130	2	149	42	3,197	43	3,309		110	9,940	Internal Affairs, Relieving Staff.	
Justice (also Prisons and Patents)	390	76,727	18	260	3	360	11	825	23	2,755	13	1,320					50	5,520			1	10	4	720	5	1,230	3	480	23	3,465	8	1,300	43	7,205	7		1,685	397	75,042	Justice (also Prisons and Patents).	
Labour ..	77	14,046	2	47					6	422	7	1,015			2	120	15	1,604					2	218					2	350	2	269	6	837	9	767		86	14,813	Labour.	
Land and Deeds ..	100	20,206	2	20			6	590	4	222	3	150					13	982					2	545				6	602			8	1,147	5		165	105	20,041	Land and Deeds.		
Land and Income Tax	70	13,990	5	146	1	72			8	400	2	100					11	718															7	1,477	4		759	74	13,231	Land and Income Tax.	
Lands for Settlement	3	1,195																																			3	1,195	Lands for Settlement.		
Lands and Survey ..	481	115,191	24	520			12	1,587	4	222	19	1,050			25	4,045	60	7,424			1	10	6	1,356	11	2,674	4	1,230	11	1,146	4	742	36	7,158	24	266		505	115,457	Lands and Survey.	
Marine and Machinery	175	38,940	3	23	1	135	1	50	11	1,265	7	1,105					20	2,578					5	952	1	140	2	355	16	1,930			24	3,377			4	799	171	38,141	Marine and Machinery.
Mental Hospitals ..	667	93,451	90	905	1	400	1	310	138	18,862	64	7,255					204	27,732			12	182	6	890	5	630	2	400	126	17,535	28	3,100	167	22,737	37	4,995		704	98,446	Mental Hospitals.	
Mines ..	99	22,156	3	105	1	65	3	455	6	575					1	235	11	1,435						2	385	1	208	3	400	4	670	10	1,663	1			228	100	21,928	Mines.	
National Provident and Friendly Societies	26	4,921			1	200					2	100					3	300										2	400			2	400	1			100	27	4,821	National Provident and Friendly Societies.	
Native ..	62	12,127	2	17	4	245	5	250	1	60	5	488					15	1,060										2	230	2	310	4	540	11	520		73	12,647	Native.		
Pensions ..	28	4,950	1	36	1	50	2	110	2	100	4	200					9	496					1	150	1	135			2	185			4	470	5	26		33	4,976	Pensions.	
Police ..	6	1,275																					2	460							2	460				2	460	4	815	Police.	
Printing and Stationery	340	58,562	27	308							5	147			37	1,942	42	2,397					2	287	2	318	3	893	13	1,335			20	2,833	22		436	362	58,126	Printing and Stationery.	
Public Health and Hospitals	66	15,809	3	123	2	272	1	50	4	525	11	1,345					18	2,315					1	120			1	236	5	1,420	2	250	9	2,026	9	289		75	16,098	Public Health and Hospitals.	
Public Service Commissioner's	14	2,582	1	15	3	242	2	350	1	50	3	196					9	853															7	1,192	2			339	16	2,243	Public Service Commissioner's.
Public Service Superannuation	6	1,199																																				6	1,199	Public Service Superannuation.	
Public Trust ..	235	38,600	15	273	3	690	7	510	8	422	41	2,889			1	72	60	4,656					4	432	2	385			13	1,352			19	2,169	41	2,487		276	41,087	Public Trust.	
Public Works ..	657	133,664	39	626	1	50	11	840	13	1,665	48	7,245			22	3,886	95	14,312			4	156	4	920	8	1,308	4	1,056	19	2,971	7	1,330	42	7,741	53	6,571		710	140,235	Public Works.	
Stamp ..	31	6,490	3	65			1	60	2	100	5	266					8	491					2	390								2	390	6	101		37	6,591	Stamp.		
State Advances ..	55	10,952	2	20			2	100	1	50	2	100					5	270										2	234			2	234	3	36		58	10,988	State Advances.		
State Fire Insurance..	64	10,133							4	237	8	682					12	919					1	65					1	165	1	72	3	302	9	617		73	10,750	State Fire Insurance.	
Tourist ..	148	23,316	8	220	1	65	3	235	9	1,132	6	502			6	765	25	2,919					3	690	2	290	2	409	11	1,351	3	340	21	3,080	4		161	152	23,155	Tourist.	
Treasury ..	55	11,962	1	15	1	65	6	418	1	50							8	548					1	80	3	865			1	96			5	1,041	3		493	58	11,469	Treasury.	
Valuation ..	108	25,112	3	22			1	50	2	325							3	397															3	840			443	108	24,669	Valuation.	
Totals ..	5,609	1,097,230	320	5,434	43	5,422	130	12,551	809	37,602	411	40,479			104	12,383	997	113,871			24	442	107	14,815	60	13,025	45	11,294	325	46,066	76	10,153	613	95,795	405	26,119	21	8,043	5,993	1,115,306	Totals.

## POST AND TELEGRAPH DEPARTMENT.

## POST AND TELEGRAPH DEPARTMENT.

Post and Telegraph ..	5,958	824,242	935	11,912	2	355			835	27,898	88	1,251	20	2,734	34	5,246	929	49,396			7	120	23	1,538	40	6,331	33	8,840	292	22,076	59	3,966	447	42,871	482	6,525		6,440	830,767	Post and Telegraph.
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The above table does not include officers of the Administrative Division, or Native-school teachers (258, salaries £36,618).

NOTE.—The staff of the whole Service shows an increase of 925. Of these 158 were temporary officers made permanent and formerly paid out of other votes than salaries; 1,319 were on the 31st March absent with the Expeditionary Forces or in the training-camps; 564 temporary officers were employed in place of officers absent with the Expeditionary Forces, the balance of assistance necessary being provided by appointments of cadets, &c., included in the total staff of 12,433 shown as employed on the 31st March, 1916. There was thus an increase in the working-staff of twelve officers, as compared with the 31st March of the previous year, as shown below:—

Staff, 31/3/16 ..	12,433
Staff, 31/3/15 ..	11,508
Increase ..	925
Add: Temporary appointments ..	564
	1,489
Deduct: Temporary officers made permanent...	158
Officers absent at war ..	1,319
	1,477
Balance ..	12

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TABLE IV.—NEW POSITIONS CREATED.

The following table furnishes an analysis of the new positions created in the various Departments, and shows the reasons why they were created:—

Position.	Place.	Number created.	Salary.	Reason for Appointment.
AGRICULTURE, INDUSTRIES, AND COMMERCE DEPARTMENT.				
			£	
Veterinarian .. .. .	Wellington .. .. .	1	310	Expansion of business.
Trade Commissioner .. .. .	" .. .. .	1	600	"
Assistant Meat Inspector .. .. .	" .. .. .	1	180	"
Seed Assistant .. .. .	" .. .. .	1	48	"
Cadet .. .. .	" .. .. .	5	265	"
Relieving Cadet .. .. .	" .. .. .	1	50	To replace an officer absent with Expeditionary Force.
Experimentalist .. .. .	Ruakura .. .. .	1	260	Expansion of business.
Matron .. .. .	" .. .. .	1	70	Temporary officer permanently appointed.
Cadet .. .. .	Foxton .. .. .	1	50	To replace an officer absent with Expeditionary Force.
Rabbitier .. .. .	Masterton .. .. .	1	141	Temporary officer permanently appointed.
Cadet .. .. .	Wanganui .. .. .	1	50	Expansion of business.
Farm Hand .. .. .	Havelock North .. .. .	1	105	"
Veterinarian .. .. .	Christchurch .. .. .	1	310	"
Storeman .. .. .	" .. .. .	1	140	Temporary officer permanently appointed.
Assistant Meat Inspector .. .. .	" .. .. .	1	180	Expansion of business.
Housekeeper .. .. .	Moumahaki .. .. .	1	90	"
Storeman .. .. .	Palmerston North .. .. .	1	140	"
Typist .. .. .	" .. .. .	1	108	Temporary officer permanently appointed.
Fields Inspector .. .. .	Te Kuiti .. .. .	1	180	Expansion of business.
Cadet .. .. .	Invercargill .. .. .	1	50	"
" .. .. .	Dunedin .. .. .	1	50	"
Rabbitier .. .. .	Kaitoke .. .. .	1	141	To replace temporary officer resigned.
Farm Hand .. .. .	Mamaku .. .. .	1	105	Temporary officer permanently appointed.
Overseer .. .. .	Milton .. .. .	1	200	"
Farm Hand .. .. .	" .. .. .	1	105	"
" .. .. .	Motuihi .. .. .	1	120	"
Total number of additions to Department (not including 8 temporary employees permanently appointed)		22	£3,059	Total amount of extra salaries involved in creation of new positions.

AUDIT DEPARTMENT.				
			£	
Examiner .. .. .	Wellington .. .. .	1	180	Temporary officer permanently appointed.
Clerk .. .. .	" .. .. .	5	600	Expansion of business.
Cadet .. .. .	" .. .. .	8	415	"
" .. .. .	" .. .. .	2	100	To replace officers absent with Expeditionary Force.
Typist .. .. .	" .. .. .	1	84	Expansion of business.
Total number of additions to Department (not including 1 temporary employee permanently appointed)		16	£1,199	Total amount of extra salaries involved in creation of new positions.

CROWN LAW DEPARTMENT.				
			£	
Cadet .. .. .	Wellington .. .. .	1	50	Expansion of business.
Total number of additions to Department .. .. .		1	£50	Total amount of extra salary involved in creation of new position.

CUSTOMS DEPARTMENT.				
			£	
Messenger .. .. .	Dunedin .. .. .	1	150	Expansion of business.
Cadet .. .. .	New Plymouth .. .. .	1	50	To replace an officer lent to Cook Islands Administration.
Relieving Cadet .. .. .	Westport .. .. .	1	50	To replace an officer absent with Expeditionary Force.
" .. .. .	Wellington .. .. .	6	315	Ditto.
" .. .. .	Blenheim .. .. .	1	50	"
Cadet .. .. .	Wellington .. .. .	1	50	Expansion of business.
" .. .. .	Christchurch .. .. .	2	100	"
" .. .. .	Nelson .. .. .	1	50	"
" .. .. .	Auckland .. .. .	2	100	"
" .. .. .	Dunedin .. .. .	1	50	"
" .. .. .	Timaru .. .. .	1	50	"
Total number of additions to Department .. .. .		18	£1,015	Total amount of extra salaries involved in creation of new positions.

TABLE IV—*continued.*

Position.	Place.	Number created.	Salary.	Reason for Appointment.
DEFENCE DEPARTMENT.				
			£	
Machinist .. .. .	Wellington .. .. .	1	132	Expansion of business.
Relieving Cadet .. .. .	" .. .. .	2	100	To replace officers absent with Expeditionary Force.
Cadet .. .. .	" .. .. .	1	50	Expansion of business.
Shorthand-typist .. .. .	Auckland .. .. .	1	84	"
Group Clerk .. .. .	Dunedin .. .. .	2	240	"
" .. .. .	Wellington .. .. .	3	360	"
" .. .. .	Timaru .. .. .	1	120	"
" .. .. .	Greymouth .. .. .	1	120	"
" .. .. .	Kaiapoi .. .. .	1	120	"
" .. .. .	Paeroa .. .. .	1	120	"
" .. .. .	Milton .. .. .	1	120	"
" .. .. .	Masterton .. .. .	1	120	"
" .. .. .	Palmerston North .. .. .	1	120	"
" .. .. .	Auckland .. .. .	1	120	"
" .. .. .	Hamilton .. .. .	1	120	"
" .. .. .	Nelson .. .. .	1	120	"
" .. .. .	Christchurch .. .. .	1	120	"
" .. .. .	Whangarei .. .. .	1	120	"
Caretaker .. .. .	Penrose .. .. .	1	120	Temporary officer permanently appointed.
Clerk .. .. .	Dunedin .. .. .	1	180	"
Total number of additions to Department (not including 2 temporary employees permanently appointed)		22	£2,406	Total amount of extra salaries involved in creations of new positions.
EDUCATION DEPARTMENT.				
			£	
Statistical Clerk .. .. .	Wellington .. .. .	1	..	Reorganization of the head office.
Cadet .. .. .	" .. .. .	1	50	Addition to staff.
" .. .. .	" .. .. .	1	50	To replace an officer with Expeditionary Force.
Assistant Inspector of Schools .. .. .	Auckland .. .. .	1	440	Extra assistance.
Instructor and Teacher, Physical Training .. .. .	" .. .. .	1	200	"
<i>Special Schools.</i>				
Attendant .. .. .	Auckland Industrial Schools .. .. .	1	55	Expansion of business.
Second General Attendant .. .. .	Boys' Training Farm, Nelson .. .. .	1	105	Increase in number in residence.
Manager .. .. .	Receiving Home, Nelson .. .. .	1	160	New receiving home opened.
Clerk Attendant .. .. .	" .. .. .	1	..	Not yet appointed.
Assistant Clerk Attendant .. .. .	Te Oranga Home .. .. .	1	80	Extra assistance.
Assistant Matron .. .. .	" .. .. .	1	120	"
Clerk and Head Attendant .. .. .	Otekaike .. .. .	1	220	Addition to staff.
<i>Native Schools.</i>				
Sole Teacher .. .. .	Moerangi .. .. .	1	126	New school opened.
Assistant Teacher .. .. .	Whakarewarewa .. .. .	1	60	Increased attendance.
" .. .. .	Te Waotu .. .. .	1	25	"
" .. .. .	Oparure .. .. .	1	25	"
" .. .. .	Tikitiki .. .. .	1	60	"
" .. .. .	Raukokere .. .. .	1	60	"
" .. .. .	Pukepoto .. .. .	1	85	"
Total number of additions to Department .. .. .		19	£1,821	Total amount of extra salaries in creation of new positions.
GOVERNMENT INSURANCE DEPARTMENT.				
			£	
Relieving Cadet .. .. .	Wellington .. .. .	9	450	To replace officers absent with Expeditionary Force.
" .. .. .	Christchurch .. .. .	1	50	Ditto.
" .. .. .	Timaru .. .. .	1	65	"
" .. .. .	Greymouth .. .. .	1	65	"
" .. .. .	Auckland .. .. .	1	50	"
" .. .. .	Nelson .. .. .	1	65	"
Total number of additions to Department .. .. .		14	£745	Total amount of extra salaries involved in creation of new positions.
INTERNAL AFFAIRS DEPARTMENT.				
			£	
Officer in Charge, National War Funds .. .. .	Wellington .. .. .	1	425	Owing to war.
Shorthand-typist .. .. .	" .. .. .	4	486	Increase of work. One temporary officer made permanent.
Clerk .. .. .	" .. .. .	1	135	Increase of work.
Cutter .. .. .	" .. .. .	1	60	Temporary officer made permanent.
Cadet .. .. .	Christchurch .. .. .	1	50	"
Compiler in Charge .. .. .	Census and Statistics Office, Wellington .. .. .	1	245	Increase of work.
Compiler .. .. .	Ditto .. .. .	1	200	"
Clerk .. .. .	" .. .. .	1	240	"
Inspector of Explosives .. .. .	Dominion Laboratory, Wellington .. .. .	1	180	"

TABLE IV—continued.

Position.	Place.	Number created.	Salary.	Reason for Appointment.
INTERNAL AFFAIRS DEPARTMENT—continued.				
Professional Cadet .. .. .	Dominion Laboratory, Wellington	1	£ 70	To replace officer absent with Expeditionary Force.
" .. .. .	Ditto .. .. .	1	70	Ditto.
" .. .. .	" .. .. .	1	70	"
Museum Assistant .. .. .	Dominion Museum, Wellington	1	200	Temporary officer made permanent.
<i>Messenger Service, &amp;c.</i>				
Charwoman .. .. .	Wellington .. .. .	2	163	Temporary officer made permanent.
" .. .. .	Auckland .. .. .	1	81	Increase of work.
Messenger .. .. .	Dunedin .. .. .	1	150	Transfer of general messenger service.
Charwoman .. .. .	Gisborne .. .. .	2	163	Increase of work, opening new buildings.
" .. .. .	Christchurch .. .. .	1	35	"
Motor-bicycle Messenger .. .. .	Wellington .. .. .	1	60	"
Lift Attendant .. .. .	Auckland .. .. .	1	80	"
<i>Relieving Staff.</i>				
Clerk .. .. .	Wellington .. .. .	9	2,040	To furnish staff of relief officers to assist in work mainly of other Departments.
Cadet .. .. .	" .. .. .	36	1,800	Ditto.
Shorthand-typist .. .. .	" .. .. .	25	2,226	"
Total number of additions to Department (not including 4 temporary officers permanently appointed)		92	£8,664	Total amount of extra salaries involved in creation of new positions.

## JUSTICE DEPARTMENT.

			£	
Cadet in Court .. .. .	Gisborne .. .. .	1	50	Increase of work.
Bailiff, Magistrate's Court .. .. .	Taumarunui .. .. .	1	140	To relieve police of bailiff's duties.
Cadet, Magistrate's Court .. .. .	Te Kuiti .. .. .	1	50	Increase of work.
Assistant Matron .. .. .	Addington .. .. .	1	90	Increase of women prisoners.
Probationary Warder .. .. .	Paparua .. .. .	1	140	To act as overseer of works in progress in Paparua.
Clerk .. .. .	Auckland .. .. .	1	165	To replace an officer absent with Expeditionary Force.
Probationary Warder .. .. .	Wellington .. .. .	2	270	Ditto.
Cadet .. .. .	Auckland .. .. .	2	100	"
" .. .. .	Timaru .. .. .	1	50	"
" .. .. .	Invercargill .. .. .	1	65	"
" .. .. .	Wellington .. .. .	3	150	"
" .. .. .	Nelson .. .. .	1	50	"
" .. .. .	Naseby .. .. .	1	50	"
" .. .. .	Christchurch .. .. .	1	65	"
Probationary Warder .. .. .	Auckland .. .. .	2	270	Expansion of business.
" .. .. .	" .. .. .	1	135	"
" .. .. .	" .. .. .	1	135	"
" .. .. .	Lyttelton .. .. .	2	270	"
" .. .. .	Wellington .. .. .	1	135	"
" .. .. .	" .. .. .	1	175	Temporary officer permanently appointed.
Cadet .. .. .	Dunedin .. .. .	1	50	Expansion of business.
" .. .. .	Riverton .. .. .	1	50	"
" .. .. .	Cromwell .. .. .	1	50	To replace officer absent with Expeditionary Force.
" .. .. .	Whangarei .. .. .	1	50	Ditto.
" .. .. .	Te Kuiti .. .. .	1	50	"
" .. .. .	Greymouth .. .. .	1	50	Expansion of business.
Total number of additions to Department (not including 1 temporary employee permanently appointed)		31	£2,780	Total amount of extra salaries involved in creation of new positions.

## LABOUR DEPARTMENT.

			£	
Cadet .. .. .	Wellington .. .. .	1	50	} Taking over of new work from Public Trust Office in connection with workers' dwellings.
Accounts Clerk .. .. .	" .. .. .	1	215	
Cadet .. .. .	Auckland .. .. .	1	95	
Inspectors of Factories and Footwear	Wellington .. .. .	5	925	Footwear Regulation Amendment Act, 1915.
	Christchurch .. .. .			
	Dunedin (2) .. .. .			
Cadet .. .. .	Gisborne .. .. .	1	50	Vice temporary officer dispensed with.
" .. .. .	Wellington .. .. .	1	50	Expansion of business.
Total number of additions to Department (not including 1 temporary officer made permanent)		9	£1,080	Total amount of extra salaries involved in creation of new positions.

TABLE IV—continued.

Position.	Place.	Number created.	Salary.	Reason for Appointment.
LAND AND DEEDS DEPARTMENT.				
Cadet .. .. .	New Plymouth ..	1	£ 50	Increase of work caused by operation of Finance Act.
" .. .. .	Napier .. .. .	1	50	To replace an officer absent with Expeditionary Force.
" .. .. .	Nelson .. .. .	1	50	Ditto.
Assistant .. .. .	Wellington .. ..	1	200	"
Relieving Cadet .. .. .	" .. .. .	1	50	"
" .. .. .	Christchurch .. ..	2	100	"
" .. .. .	Invercargill .. ..	1	50	"
Clerk .. .. .	Gisborne .. .. .	1	190	Expansion of business.
Total number of additions to Department .. .. .		9	£740	Total amount of extra salaries involved in creation of new positions.
LAND AND INCOME TAX DEPARTMENT.				
Cadets .. .. .	Wellington .. .. .	2	£ 100	Increased work occasioned by alteration in the Finance Act.
LANDS AND SURVEY DEPARTMENT.				
Senior Shorthand-typist .. .. .	Wellington .. .. .	1	168	Reorganization.
Shorthand-typist .. .. .	" .. .. .	1	108	Temporary officer made permanent.
Tracer .. .. .	" .. .. .	1	175	"
Draughtsman .. .. .	" .. .. .	1	180	Expansion of business.
Shorthand-typist .. .. .	" .. .. .	1	144	"
Surveyor .. .. .	Auckland .. .. .	1	210	"
Surveyor's Assistant .. .. .	" .. .. .	1	196	Temporary officer made permanent.
Clerk .. .. .	" .. .. .	1	190	Expansion of business.
Survey Cadet .. .. .	" .. .. .	1	120	"
Draughting Cadet .. .. .	" .. .. .	9	450	"
Accounts Clerk, Kauri-gum Office .. .. .	" .. .. .	1	315	"
Clerical Cadet, Kauri-gum Office .. .. .	" .. .. .	1	50	"
Drainage Engineer's Assistant .. .. .	Thames .. .. .	1	196	Temporary officer made permanent.
Surveyor .. .. .	Napier .. .. .	1	235	"
Survey Cadet .. .. .	" .. .. .	1	100	Expansion of business.
Draughting Cadet .. .. .	" .. .. .	2	160	"
Draughtsman .. .. .	" .. .. .	1	165	Temporary officer made permanent.
Surveyor .. .. .	New Plymouth .. ..	1	210	Expansion of business.
Survey Cadet .. .. .	" .. .. .	1	100	"
Draughting Cadet .. .. .	" .. .. .	1	50	"
Draughtsman and Computer .. .. .	Wellington .. .. .	1	190	Temporary officer made permanent.
Draughtsman .. .. .	" .. .. .	1	190	"
Tracer .. .. .	" .. .. .	1	180	"
Draughting Cadet .. .. .	" .. .. .	1	50	Expansion of business.
" .. .. .	" .. .. .	1	50	"
Surveyor .. .. .	Nelson .. .. .	1	210	Temporary officer made permanent.
Clerk .. .. .	" .. .. .	1	260	Reorganization.
Cashier .. .. .	" .. .. .	1	200	"
Tracers .. .. .	Hokitika .. .. .	2	390	Temporary officers made permanent.
Draughting Cadet .. .. .	" .. .. .	1	50	Expansion of business.
" .. .. .	Christchurch .. ..	2	145	"
Surveyor .. .. .	Dunedin .. .. .	1	210	"
Surveyor's Assistant .. .. .	" .. .. .	1	196	Temporary officer made permanent.
Tracer .. .. .	" .. .. .	1	190	"
Draughting Cadet .. .. .	" .. .. .	1	50	Expansion of business.
" .. .. .	Invercargill .. ..	1	50	"
Forester .. .. .	Tapanui .. .. .	1	150	"
Assistant Forester .. .. .	" .. .. .	4	573	Temporary officers made permanent.
Nurseryman .. .. .	" .. .. .	1	141	"
Assistant Forester .. .. .	Conical Hills .. ..	2	282	"
" .. .. .	Ranfurly .. .. .	1	141	"
Nurseryman .. .. .	" .. .. .	1	141	"
Assistant Forester .. .. .	" .. .. .	1	141	"
" .. .. .	Naseby .. .. .	1	141	"
Nurseryman .. .. .	Hammer Springs .. ..	1	145	"
Blacksmith .. .. .	Rotorua .. .. .	1	141	"
" .. .. .	" .. .. .	1	165	"
Total number of additions to Department (not including 27 temporary employees permanently appointed)		34	£3,679	Total amount of extra salaries involved in creation of new positions.
MARINE AND INSPECTION OF MACHINERY DEPARTMENT.				
Surveyor of Ships .. .. .	Wellington .. .. .	2	£ 500	To see that provisions of regulations for protection of life and property on ships are carried out.
Launch-driver .. .. .	" .. .. .	1	156	In connection with appointment of above Surveyors.
Cadet .. .. .	" .. .. .	1	50	To replace officer absent with Expeditionary Force.
" .. .. .	" .. .. .	1	50	Ditto.
Clerk .. .. .	" .. .. .	1	200	Expansion of business.
Probationary Lightkeeper .. .. .	Dog Island .. .. .	1	90	"
" .. .. .	" .. .. .	1	90	To replace officer absent with Expeditionary Force.
" .. .. .	Brothers .. .. .	1	90	Ditto.
Total number of additions to Department .. .. .		9	£1,226	Total amount of extra salaries involved in creation of new positions.

TABLE IV—continued.

Position.	Place.	Number created.	Salary.	Reason for Appointment.
<b>MENTAL HOSPITALS DEPARTMENT.</b>				
			£	
Attendants .. .. .	Auckland .. .. .	2	280	Increase in number of patients.
Head Attendant, 2nd Grade .. .. .	Christchurch .. .. .	1	230	Reorganization.
Cadet .. .. .	" .. .. .	1	50	Extra clerical assistance.
Butcher, &c. .. .. .	" .. .. .	1	160	
Stokers .. .. .	Seacliff .. .. .	..	..	No addition; merely change of designation.
Assistant Storekeeper .. .. .	" .. .. .	1	135	Increased work.
Attendant .. .. .	" .. .. .	1	85	To replace officer absent with Expeditionary Force.
Assistant Medical Officer .. .. .	Porirua .. .. .	1	310	Ditto.
Attendant .. .. .	" .. .. .	2	170	"
Assistant Clerk .. .. .	" .. .. .	1	165	"
Assistant Clerk and Storekeeper .. .. .	" .. .. .	1	165	"
Estate-manager .. .. .	Tokanui .. .. .	1	400	To replace farm-manager, who got £240. As £200 of above salary is paid by Justice Department, there is an actual saving of £40.
Stoker .. .. .	" .. .. .	1	150	To serve boilers for electric light and hot water.
Charge Nurse .. .. .	" .. .. .	1	100	On occupation of female quarters.
Junior Nurses .. .. .	" .. .. .	3	255	"
Probationer Nurses .. .. .	" .. .. .	5	400	"
Total number of additions to Department .. .. .		22	£2,845	Total amount of extra salaries involved in creation of new positions.
<b>MINES DEPARTMENT.</b>				
			£	
Motor-mechanic .. .. .	Wellington .. .. .	1	200	Temporary employee permanently appointed.
Cadet .. .. .	" .. .. .	1	50	Expansion of business.
Underviewer .. .. .	Greymouth .. .. .	1	235	Temporary employee permanently appointed.
Inspector of Ropes .. .. .	" .. .. .	1	195	"
Electrician .. .. .	" .. .. .	1	208	"
Total number of additions to Department (not including 4 temporary employees permanently appointed)		1	£50	Total amount of extra salaries involved in creation of new positions.
<b>NATIONAL PROVIDENT AND FRIENDLY SOCIETIES DEPARTMENT.</b>				
			£	
Cadet .. .. .	Wellington .. .. .	1	50	Expansion of business.
" .. .. .	" .. .. .	1	50	"
Clerk .. .. .	" .. .. .	1	220	"
Total number of additions to Department .. .. .		3	£150	Total amount of extra salaries involved in creation of new positions.
<b>NATIVE DEPARTMENT.</b>				
			£	
Relieving Cadet .. .. .	Gisborne .. .. .	1	50	To replace officer absent with Expeditionary Force.
" .. .. .	Wellington .. .. .	3	150	Ditto.
" .. .. .	Auckland .. .. .	1	50	"
Clerk and Interpreter .. .. .	" .. .. .	1	150	Temporary officer resigned.
Typist .. .. .	" .. .. .	1	72	"
Shorthand-writer and Typist .. .. .	Rotorua .. .. .	1	84	Expansion of business.
Relieving Cadet .. .. .	" .. .. .	1	50	To replace officer absent with Expeditionary Force.
Total number of additions to Department .. .. .		9	£606	Total amount of extra salaries involved in creation of new positions.
<b>PENSIONS DEPARTMENT.</b>				
			£	
Cadet .. .. .	Wellington .. .. .	2	100	On account of war pensions.
" .. .. .	" .. .. .	3	150	To replace officers absent with Expeditionary Force.
Shorthand-writer and Typist .. .. .	" .. .. .	1	60	Expansion of business.
Total number of additions to Department .. .. .		6	£310	Total amount of extra salaries involved in creation of new positions.
<b>POST AND TELEGRAPH DEPARTMENT.</b>				
			£	
Secretary's Office, G.P.O.—				
Messenger .. .. .	Wellington .. .. .	2	300	Temporary employees permanently appointed.
Office-cleaner .. .. .	" .. .. .	1	150	"
Accountant's Branch, G.P.O.—				
Examiner .. .. .	Wellington .. .. .	1	245	Expansion of business.
Laboratory—				
Technical Clerk .. .. .	Wellington .. .. .	2	455	Expansion of engineering branch.
Stores Branch, G.P.O.—				
Carpenter .. .. .	Wellington .. .. .	2	355	Temporary employees permanently appointed.
Chauffeur .. .. .	" .. .. .	1	160	"
Storeman .. .. .	" .. .. .	5	762	"
Yardman .. .. .	" .. .. .	6	896	"

TABLE IV—continued.

Position.	Place.	Number created	Salary.	Reason for Appointment.
<b>POST AND TELEGRAPH DEPARTMENT—continued.</b>				
Carpenters' Workshop, G.P.O.—			£	
Painter .. .. .	Wellington .. .. .	1	160	Temporary employee permanently appointed.
Message-boy .. .. .	" .. .. .	1	31	To relieve tradesman of errands.
C.S. "Tutanekai" .. .. .				
Chief Officer .. .. .	Wellington .. .. .	1	235	Position formerly held by temporary employee.
Second Engineer .. .. .	" .. .. .	1	200	Temporary employee permanently appointed.
Auckland Chief Post-office—				
Clerk .. .. .	Auckland .. .. .	3	400	Expansion of business.
Relieving Postmistress .. .. .	" .. .. .	1	120	"
Letter-carrier .. .. .	" .. .. .	1	50	Rearrangement of deliveries.
Auckland District—				
Telegraph Message-boy .. .. .	Auckland S.C. .. .. .	1	31	Expansion of business.
Switchboard Attendant .. .. .	Dargaville .. .. .	1	40	"
Assistant .. .. .	Devonport .. .. .	1	130	Temporary employee permanently appointed.
Counterwoman .. .. .	Hamilton .. .. .	1	50	Expansion of business.
Switchboard Attendant .. .. .	" .. .. .	2	80	"
Junior Exchange Clerk .. .. .	Helensville .. .. .	1	50	"
Postmistress .. .. .	Hoanga .. .. .	1	50	Office made permanent.
Cadet .. .. .	Kaero .. .. .	1	80	Expansion of business (transmitting for Man-gonui).
Junior Exchange Clerk .. .. .	Kaikohe .. .. .	1	50	Expansion of business.
Cadet .. .. .	Kaitaia .. .. .	1	80	"
Switchboard Attendant .. .. .	" .. .. .	1	40	"
Messenger .. .. .	Kawakawa .. .. .	1	70	Mail conveyance formerly performed as a mail-service.
Telegraph Message-boy .. .. .	Kawhia .. .. .	1	31	Expansion of business.
Assistant .. .. .	Kingsland .. .. .	1	130	"
Cadet .. .. .	Matiere .. .. .	1	60	"
Telegraph Message-boy .. .. .	" .. .. .	1	31	"
" .. .. .	New Lynn .. .. .	1	31	"
" .. .. .	Ngaruawahia .. .. .	1	31	"
" .. .. .	Ohaupo .. .. .	1	31	"
Switchboard Attendant .. .. .	Ohura .. .. .	1	40	"
Letter-carrier .. .. .	Otahuhu .. .. .	1	50	"
" .. .. .	Papatoetoe .. .. .	1	60	"
Postmistress .. .. .	Patumahoe .. .. .	1	85	Office made permanent.
Switchboard Attendant .. .. .	Piopio .. .. .	1	50	Expansion of business.
Instructor, Telegraph Learners' School .. .. .	Ponsonby .. .. .	1	230	Opening of new training-school.
Postmistress .. .. .	Remuera .. .. .	1	130	Temporary employee permanently appointed.
Assistant .. .. .	" .. .. .	1	50	Expansion of business.
Counterwoman .. .. .	Rotorua .. .. .	1	84	"
Assistant Despatch Clerk .. .. .	" .. .. .	1	100	"
Letter-carrier and Messenger .. .. .	" .. .. .	1	50	"
Telegraph Message-boy .. .. .	" .. .. .	1	31	" (position reinstated).
Junior Exchange Clerk and Assistant .. .. .	Takapuna .. .. .	1	50	"
Telegraphist .. .. .	Taumarunui .. .. .	1	165	Temporary employee permanently appointed.
Cadet .. .. .	Taupo .. .. .	1	50	Position reinstated
Switchboard Attendant .. .. .	" .. .. .	1	40	Expansion of business (appointment for summer months only).
" .. .. .	Te Awamutu .. .. .	1	40	Expansion of business.
Junior Exchange Clerk .. .. .	Te Kuiti .. .. .	2	140	"
Telegraph Message-boy .. .. .	" .. .. .	1	31	"
Telegraph Messenger .. .. .	Tokaanu .. .. .	1	31	Temporary employee permanently appointed.
Switchboard Attendant .. .. .	Whangarei .. .. .	1	40	Expansion of business.
Auckland Engineering District—				
Cadet .. .. .	Auckland .. .. .	2	140	Expansion of business.
Carpenter and Joiner .. .. .	" .. .. .	1	190	Temporary employee permanently appointed.
Telegraphist .. .. .	Radio-Awanui .. .. .	1	150	For relief purposes.
Clerk .. .. .	Hamilton .. .. .	1	200	Expansion of business.
Lineman .. .. .	" .. .. .	1	150	Temporary employee permanently appointed.
" .. .. .	Pukekohe .. .. .	1	150	Expansion of business.
Thames District—				
Assistant .. .. .	Tauranga .. .. .	1	130	Expansion of business.
Telegraph Message-boy .. .. .	Te Aroha .. .. .	1	31	"
Junior Exchange Clerk .. .. .	Te Puke .. .. .	1	50	"
Assistant .. .. .	Whakatane .. .. .	1	50	"
Telegraph Message-boy .. .. .	" .. .. .	1	31	"
Gisborne District—				
Clerk .. .. .	Gisborne .. .. .	2	325	Expansion of business.
Letter-carrier .. .. .	" .. .. .	1	80	"
Assistant Supervisor, Telephone Exchange .. .. .	" .. .. .	1	110	Expansion of business (not replaced as Switchboard Attendant).
Switchboard Attendant .. .. .	" .. .. .	1	40	Expansion of business.
Telegraph Message-boy .. .. .	Tokomaru Bay .. .. .	1	31	"
Junior Exchange Clerk .. .. .	Tolaga Bay .. .. .	1	50	"
Napier District—				
Assistant Supervisor, Telephone Exchange .. .. .	Napier .. .. .	1	110	In lieu Senior Exchange Clerk.
Junior Exchange Clerk .. .. .	" .. .. .	1	70	Expansion of business and for relief purposes.
Switchboard Attendant .. .. .	" .. .. .	1	40	Expansion of business.
Telegraph Message-boy .. .. .	Clive .. .. .	1	31	"
Cadet .. .. .	Hastings .. .. .	1	80	"
Counterwoman .. .. .	" .. .. .	1	70	"



TABLE IV—*continued.*

Position.	Place.	Number created.	Salary.	Reason for Appointment.
POST AND TELEGRAPH DEPARTMENT— <i>continued.</i>				
<b>Napier District—<i>continued.</i></b>				
Assistant Supervisor, Telephone Exchange	Hastings .. ..	1	£ 110	Expansion of business.
Telegraph Message-boy	Nuhaka .. ..	1	31	"
Cadet .. ..	Otane .. ..	1	80	In lieu Junior Exchange Clerk.
" .. ..	Waipukurau ..	1	95	In lieu Telegraph Message-boy.
<b>New Plymouth District—</b>				
Senior Clerk .. ..	New Plymouth ..	1	260	Extension of district.
Clerk .. ..	" .. ..	1	200	"
Cadet .. ..	" .. ..	1	80	Expansion of business.
Letter-carrier .. ..	" .. ..	1	50	"
" .. ..	" .. ..	1	60	In lieu of Messenger.
Telegraphist .. ..	Manaia .. ..	1	135	Expansion of business.
Cadet and Messenger .. ..	" .. ..	1	50	"
Letter-carrier and Messenger .. ..	Normanby .. ..	1	50	"
Letter-carrier .. ..	Opunake .. ..	1	50	"
<b>Wanganui District—</b>				
Letter-carrier .. ..	Wanganui .. ..	1	130	Expansion of business.
Relieving Postmistress .. ..	" .. ..	1	50	For relief purposes.
Assistant Supervisor, Telephone Exchange	" .. ..	1	110	In lieu Senior Telephone Exchange Clerk.
Switchboard Attendant .. ..	" .. ..	2	80	Expansion of business.
" .. ..	Marton .. ..	1	40	"
Telegraph Message-boy .. ..	Ohakune Junction ..	1	31	"
Postmaster .. ..	Ohingaiti .. ..	1	150	Office taken over from Railway.
Switchboard Attendant .. ..	Taihape .. ..	1	40	Expansion of business.
<b>Wellington Chief Post-office—</b>				
Clerk in Charge of Messengers .. ..	Wellington .. ..	1	245	Expansion of business.
Clerk .. ..	" .. ..	4	560	"
Sorter .. ..	" .. ..	3	500	"
Messenger .. ..	" .. ..	2	230	"
" .. ..	" .. ..	13	1,950	Temporary employees permanently appointed.
Chauffeur .. ..	" .. ..	3	480	"
Counterwoman .. ..	" .. ..	1	90	Expansion of business.
<b>Wellington District—</b>				
Messenger .. ..	Adelaide Road ..	1	50	Expansion of business (in lieu of temporary Message-boy).
Assistant .. ..	Carterton .. ..	1	90	Expansion of business.
Postmaster .. ..	Eastbourne .. ..	1	140	Office made permanent.
Letter-carrier .. ..	" .. ..	1	50	"
Telegraph Message-boy .. ..	" .. ..	1	31	"
Telegraphist .. ..	Featherston .. ..	1	200	Expansion of business.
Cadet .. ..	" .. ..	1	95	"
Junior Exchange Clerk .. ..	" .. ..	2	100	"
Postmaster .. ..	Featherston Military Camp	1	260	New office.
Telegraphist .. ..	Ditto .. ..	4	510	"
Cadet .. ..	" .. ..	8	715	"
Telegraph Message-boy .. ..	" .. ..	2	71	"
Chauffeur .. ..	" .. ..	1	180	"
Junior Exchange Clerk .. ..	Feilding .. ..	2	140	Expansion of business.
Telegraph Messenger .. ..	Glen Oroua .. ..	1	31	"
Telegraph Message-boy .. ..	Levin .. ..	1	31	"
Letter-carrier .. ..	Masterton .. ..	1	50	"
Junior Exchange Clerk .. ..	" .. ..	1	50	"
Switchboard Attendant .. ..	" .. ..	3	120	"
Telegraph Message-boy .. ..	Miramar .. ..	1	31	"
" .. ..	Ohau .. ..	1	31	"
Senior Mail Clerk .. ..	Palmerston North ..	1	245	Reorganization of office.
Clerk, Telephone Exchange .. ..	" .. ..	1	180	In lieu of Junior Exchange Clerk.
Cadet .. ..	" .. ..	1	100	Expansion of business.
Counterwoman .. ..	" .. ..	1	80	"
Shorthand-writer and Typist .. ..	" .. ..	1	50	"
Switchboard Attendant .. ..	" .. ..	1	100	"
Letter-carrier .. ..	" .. ..	1	50	"
Messenger .. ..	" .. ..	1	100	"
Letter-carrier and Messenger .. ..	Petone .. ..	1	50	"
Letter-carrier .. ..	Plimmerton .. ..	1	110	•Expansion of business (for summer months only).
Junior Exchange Clerk .. ..	Rongotea .. ..	1	60	Expansion of business.
Telegraph Message-boy .. ..	Sanson .. ..	1	31	"
Clerk .. ..	Trentham Military Camp	1	120	"
Telegraphist .. ..	" .. ..	2	300	"
Telegraph Message-boy .. ..	Upper Hutt .. ..	1	40	"
" .. ..	Wellington South ..	1	31	"
<b>Wellington Telegraph Office—</b>				
Telegraph Message-boy .. ..	Wellington .. ..	6	186	Expansion of business.
<b>Wellington Engineering District—</b>				
Assistant Controller of Workshops .. ..	Wellington .. ..	1	275	Reorganization.
Cadet .. ..	" .. ..	2	145	Expansion of business.
Mechanician .. ..	" .. ..	1	50	Learner.
Clerk .. ..	Napier .. ..	1	200	Expansion of business.
<b>Blenheim District—</b>				
Distributor .. ..	Blenheim .. ..	1	50	Expansion of business.

TABLE IV—*continued.*

Position.	Place.	Number created.	Salary.	Reason for Appointment.
<b>POST AND TELEGRAPH DEPARTMENT—<i>continued.</i></b>				
Nelson District—			£	
Switchboard Attendant .. ..	Nelson .. ..	1	40	Expansion of business.
Junior Exchange Clerk .. ..	Motueka .. ..	1	50	"
Greymouth District—				
Cadet .. ..	Blackball .. ..	1	50	Expansion of business.
Hokitika District—				
Cadet .. ..	Hokitika .. ..	1	80	For relief purposes.
Christchurch Chief Post-office—				
Nightwatchman .. ..	Christchurch .. ..	1	150	Watch taken over from Department of Internal Affairs.
Christchurch District—				
Letter-carrier .. ..	Ashburton .. ..	1	50	Expansion of business.
Telegraph Message-boy .. ..	" .. ..	1	31	"
" .. ..	Darfield .. ..	1	31	"
" .. ..	Ferry Road .. ..	1	31	"
Cadet .. ..	Hawarden .. ..	1	100	"
Messenger .. ..	Kaipoi .. ..	1	50	"
" .. ..	Lyttelton .. ..	2	100	"
Junior Exchange Clerk .. ..	Methven .. ..	1	50	"
" .. ..	Waiata .. ..	1	50	"
Telegraph Message-boy .. ..	Waipara .. ..	1	31	"
Christchurch Telegraph-office—				
Junior Exchange Clerk .. ..	Christchurch .. ..	2	100	Expansion of business.
Switchboard Attendant .. ..	" .. ..	6	240	"
Christchurch Engineering District—				
Senior Clerk .. ..	Christchurch .. ..	1	245	Expansion of business.
Lineman .. ..	" .. ..	1	150	Temporary employee permanently appointed.
" .. ..	Waimate .. ..	1	180	Expansion of business.
Timaru District—				
Cadet .. ..	Fairlie .. ..	1	50	For tourist season.
Oamaru District—				
Assistant Instructor, Telegraph Learners' School .. ..	Oamaru .. ..	1	165	Enlargement of school.
Postmistress .. ..	Shag Point .. ..	1	50	Office made permanent.
Dunedin Chief Post-office—				
Shorthand-writer and Typist .. ..	Dunedin .. ..	1	84	Expansion of business.
Dunedin District—				
Cadet .. ..	Balclutha .. ..	1	50	For relief purposes.
Telegraph Message-boy .. ..	Milton .. ..	1	31	Expansion of business.
Junior Exchange Clerk .. ..	Mosgiel .. ..	1	50	In lieu of Telegraph Message-boy.
Dunedin Telegraph-office—				
Clerk, Telephone Exchange .. ..	Dunedin .. ..	1	120	In lieu of Junior Exchange Clerk.
Dunedin Engineering District—				
Senior Clerk .. ..	Dunedin .. ..	1	245	Expansion of business.
Clerk .. ..	Invercargill .. ..	1	220	"
Mechanician .. ..	" .. ..	1	210	"
Invercargill District—				
Messenger .. ..	Invercargill .. ..	1	50	Expansion of business.
Junior Exchange Clerk .. ..	" .. ..	1	50	"
Cadet .. ..	Bluff .. ..	1	80	Reorganization.
Postmaster .. ..	Edendale .. ..	1	230	Office taken over from Railway.
Cadet and Messenger .. ..	" .. ..	1	50	Expansion of business.
Assistant and Messenger .. ..	" .. ..	1	50	"
Postmistress .. ..	Orepuki .. ..	1	90	Office taken over from Railway.
Cadet (in charge) .. ..	Tuatapere .. ..	1	80	"
Telegraph Message-boy .. ..	" .. ..	1	31	Expansion of business.
Total additions to Department .. ..	.. ..	257	£24,712	Total amount of extra salaries involved in creation of new positions.

**PRINTING AND STATIONERY DEPARTMENT.**

			£	
Chief Photographer .. ..	Wellington .. ..	1	240	Reorganization of staff.
Relieving Cadet .. ..	" .. ..	1	50	To replace officer absent with Expeditionary Force.
Engine-driver .. ..	" .. ..	1	170	Temporary employees permanently appointed.
Folder .. ..	" .. ..	27	1,384	"
Apprentice .. ..	" .. ..	5	136	"
Stamp Assistant .. ..	" .. ..	3	161	"
Assistant Caster Attendant .. ..	" .. ..	1	150	"
Compositor .. ..	" .. ..	1	175	"
Reader Girl .. ..	" .. ..	1	44	"
Litho-machine Feeder .. ..	" .. ..	3	214	"
Assistant Railway Printer .. ..	" .. ..	1	44	"
Female Assistant .. ..	" .. ..	1	58	"
Assistant, Binding .. ..	" .. ..	1	65	"
Total number of additions to Department (not including 45 permanently appointed) .. ..	.. ..	2	£70	Total amount of extra salaries involved in creation of new positions.

TABLE IV—continued.

Position.	Place.	Number created.	Salary.	Reason for Appointment.
PUBLIC HEALTH DEPARTMENT.				
			£	
Cadet .. .. .	Auckland .. .. .	1	50	Vice temporary office-boy.
Matron, Townley St. Helens Hospital .. .. .	Gisborne .. .. .	1	150	Institution taken over by Department.
Assistant to District Nurse to Natives .. .. .	Kawakawa .. .. .	1	50	Increase in work.
Relieving Cadet .. .. .	Wellington .. .. .	1	50	To replace officer absent with Expeditionary Force.
District Nurse to Natives .. .. .	Tauranga .. .. .	1	150	Ditto.
" .. .. .	Hamilton .. .. .	1	150	"
" .. .. .	Rotorua .. .. .	1	150	"
" .. .. .	Te Karaka .. .. .	1	150	Expansion of business.
" .. .. .	Auckland .. .. .	1	100	Replacing officer on extended leave of absence.
Total number of additions to Department .. .. .		9	£1,000	Total amount of extra salaries involved in creation of new positions.
PUBLIC SERVICE COMMISSIONER'S OFFICE.				
			£	
Clerk, &c. .. .. .	Wellington .. .. .	1	190	Expansion of business.
Record Clerk .. .. .	" .. .. .	1	230	"
Shorthand-writer and Typist .. .. .	" .. .. .	1	84	"
Relieving Cadet .. .. .	" .. .. .	2	100	To replace officers absent with Expeditionary Force.
Total number of additions to Department .. .. .		5	£510	Total amount of extra salaries involved in creation of new positions.
PUBLIC TRUST DEPARTMENT.				
			£	
Assistant Accountant .. .. .	Wellington .. .. .	1	360	Expansion of business.
Clerk .. .. .	" .. .. .	1	180	"
" .. .. .	" .. .. .	1	150	"
" .. .. .	" .. .. .	3	360	"
Cadet .. .. .	" .. .. .	15	750	"
Relieving Cadet .. .. .	" .. .. .	9	465	To replace officers absent with Expeditionary Force.
Typist .. .. .	" .. .. .	3	216	Expansion of business (including 1 temporary officer made permanent).
Sorter .. .. .	" .. .. .	1	60	Expansion of business.
Cadet .. .. .	Auckland .. .. .	3	150	"
Relieving Cadet .. .. .	" .. .. .	1	50	To replace officer absent with Expeditionary Force.
Cashier .. .. .	Christchurch .. .. .	1	150	Expansion of business.
Clerk .. .. .	" .. .. .	1	120	"
Cadet .. .. .	" .. .. .	1	50	"
" .. .. .	Dunedin .. .. .	1	50	"
Relieving Cadet .. .. .	" .. .. .	1	50	To replace officer absent with Expeditionary Force.
Typist .. .. .	" .. .. .	1	60	Expansion of business.
Cadet .. .. .	Wanganui .. .. .	2	100	"
" .. .. .	Nelson .. .. .	1	50	"
Relieving Cadet .. .. .	New Plymouth .. .. .	1	50	To replace officer absent with Expeditionary Force.
Clerk .. .. .	Hawera .. .. .	1	120	Expansion of business.
Cadet .. .. .	Invercargill .. .. .	1	50	"
Typist .. .. .	Masterton .. .. .	1	72	Temporary employee permanently appointed.
Total number of additions to Department (not including 2 temporary employees permanently appointed) .. .. .		49	£3,204	Total amount of extra salaries involved in creation of new positions.
PUBLIC WORKS DEPARTMENT.				
			£	
Clerk .. .. .	Whangarei District .. .. .	1	150	Previously Storeman performing similar duties.
Clerk and Storekeeper's Assistant .. .. .	" .. .. .	1	170	Previously Storekeeper's Assistant performing similar duties.
Clerical Cadet .. .. .	" .. .. .	1	50	In place of an officer absent with Expeditionary Force.
Engineer's Assistant .. .. .	" .. .. .	1	180	Previously Head Chainman performing similar duties.
Overseer .. .. .	" .. .. .	1	200	Temporary employee made permanent.
" .. .. .	" .. .. .	1	190	Expansion of business.
Chainman .. .. .	" .. .. .	1	160	Temporary employee made permanent.
Clerk .. .. .	Auckland District .. .. .	1	150	Expansion of business.
Clerical Cadet .. .. .	" .. .. .	1	80	"
" .. .. .	" .. .. .	1	65	In place of an officer absent with Expeditionary Force.
" .. .. .	" .. .. .	1	50	Ditto.
" .. .. .	" .. .. .	1	50	Predecessor (temporary office-boy) dispensed with.
Draughtsman .. .. .	" .. .. .	1	190	Expansion of business.
Inspector of Works .. .. .	" .. .. .	1	260	Reorganization.
Overseer .. .. .	" .. .. .	1	190	Previously Road Foreman performing similar duties.
" .. .. .	" .. .. .	1	180	Expansion of business.
Dredgemaster and Overseer .. .. .	" .. .. .	1	280	Temporary employee made permanent.
Dredge Engineer .. .. .	" .. .. .	1	250	"
Carpenter .. .. .	" .. .. .	1	180	"

TABLE IV—*continued.*

Position.	Place.	Number created.	Salary.	Reason for Appointment.
<b>PUBLIC WORKS DEPARTMENT—<i>continued.</i></b>				
Apprentice Carpenter .. .. .	Auckland District .. .. .	1	2s. p. d.	Expansion of business.
Gardener .. .. .	" .. .. .	1	146	Position previously filled by temporary employee.
Assistant Engineer .. .. .	Tauranga District .. .. .	1	210	Expansion of business.
Engineer's Assistant .. .. .	" .. .. .	1	180	"
Engine-driver .. .. .	" .. .. .	1	160	Temporary employee made permanent.
Fireman .. .. .	" .. .. .	1	140	"
Fitter .. .. .	" .. .. .	1	145	"
Draughtsman .. .. .	Gisborne District .. .. .	1	220	Expansion of business.
Typiste, &c. .. .. .	" .. .. .	1	72	"
Engineer's Assistant .. .. .	" .. .. .	1	180	Temporary employee made permanent.
Engine-driver .. .. .	" .. .. .	1	170	"
Storekeeper's Assistant .. .. .	" .. .. .	1	180	Previously Storeman performing similar duties.
Storeman .. .. .	" .. .. .	1	170	"
Draughtsman .. .. .	Napier District .. .. .	1	160	Temporary employee made permanent.
Engineer's Assistant .. .. .	" .. .. .	1	190	In place of an officer absent with Expeditionary Force.
Overseer .. .. .	" .. .. .	1	180	Temporary employee made permanent.
Timekeeper and Storeman .. .. .	" .. .. .	1	220	Expansion of business.
Chainman .. .. .	" .. .. .	1	160	Temporary employee made permanent.
Draughting Cadet .. .. .	" .. .. .	1	160	"
Storekeeper .. .. .	Taumarunui District .. .. .	1	65	Expansion of business.
Engineer's Assistant .. .. .	" .. .. .	1	190	Previously Storekeeper's Assistant performing similar duties.
Foreman Brickmaker .. .. .	" .. .. .	1	180	To take the place of an officer joining the Expeditionary Force.
Blacksmith .. .. .	" .. .. .	1	250	Predecessor (temporary) resigned.
Engineering Cadet .. .. .	Stratford District .. .. .	1	175	Temporary employee made permanent.
Draughtsman .. .. .	" .. .. .	1	110	Expansion of business.
Engineer's Assistant .. .. .	" .. .. .	1	230	"
Storekeeper's Assistant .. .. .	" .. .. .	1	180	Previously Head Chainman performing similar duties.
Fitter .. .. .	" .. .. .	1	170	Previously storeman performing similar duties.
Timekeeper .. .. .	" .. .. .	1	160	Temporary employee made permanent.
Labourer .. .. .	" .. .. .	1	150	"
Draughtsman .. .. .	" .. .. .	1	145	"
Relieving Cadet .. .. .	Wanganui District .. .. .	1	190	Predecessor (temporary) resigned.
Road Foreman .. .. .	" .. .. .	2	50	Taking place of officers absent with Expeditionary Force.
Engineering Cadet .. .. .	Wellington Head Office .. .. .	1	160	Temporary employee made permanent.
Clerical Cadet .. .. .	" .. .. .	1	100	Following out the Department's policy of training its own officers.
Relieving Cadet .. .. .	" .. .. .	1	85	Ditto.
Draughtsman .. .. .	" .. .. .	1	50	For purposes of training in accounts work.
Typiste, &c. .. .. .	" .. .. .	1	50	Expansion of business.
Tracer (female) .. .. .	" .. .. .	2	50	Taking the place of an officer absent with Expeditionary Force.
Apprentice Carpenter .. .. .	" .. .. .	1	200	Expansion of business.
Electrician .. .. .	" .. .. .	2	190	Temporary employees appointed permanently.
Apprentice Electrician .. .. .	" .. .. .	1	84	Predecessor (temporary) resigned.
Storeman .. .. .	" .. .. .	1	72	"
Clerical Cadet .. .. .	" .. .. .	1	110	Predecessor (temporary) transferred to another Department.
Overseer .. .. .	Blenheim District .. .. .	1	190	Expansion of business.
Acting Assistant Engineer .. .. .	" .. .. .	1	220	Temporary employee appointed permanently.
Relieving Cadet .. .. .	" .. .. .	1	190	"
Chainman .. .. .	Nelson District .. .. .	1	210	Expansion of business.
Draughtsman .. .. .	" .. .. .	1	50	Taking the place of an officer absent with Expeditionary Force.
Typiste, &c. .. .. .	" .. .. .	1	160	Temporary employee appointed permanently.
Foreman Bridge Carpenter .. .. .	Greymouth District .. .. .	1	190	Taking the place of officer absent with Expeditionary Force.
Surfaceman .. .. .	" .. .. .	1	72	Reorganization.
Resident Engineer .. .. .	" .. .. .	1	190	Temporary employee appointed permanently.
Relieving Cadet .. .. .	" .. .. .	1	190	"
Overseer .. .. .	Otira District .. .. .	1	400	"
Storeman .. .. .	" .. .. .	1	50	Taking place of officer absent with Expeditionary Force.
Assistant Engineer .. .. .	" .. .. .	1	190	Expansion of business.
Electrical Engineer's Branch—	" .. .. .	1	160	Temporary employee appointed permanently.
Electrical Engineering Cadet .. .. .	Christchurch District .. .. .	1	210	Expansion of business.
Draughtsman .. .. .	" .. .. .	1	85	"
Operating Engineer .. .. .	" .. .. .	1	190	"
Relieving Cadet .. .. .	" .. .. .	1	200	"
Overseer .. .. .	" .. .. .	3	190	In place of officer absent with Expeditionary Force.
Staff Plumber .. .. .	Dunedin District .. .. .	1	50	Ditto.
	" .. .. .	1	220	Temporary employee appointed permanently.
	" .. .. .	1	185	Performing work previously carried out by private firms.

TABLE IV—continued.

Position.	Place.	Number created.	Salary.	Reason for Appointment.
PUBLIC WORKS DEPARTMENT—continued.				
Carpenter .. .. .	Dunedin District ..	1	£ 1/6 p. h.	Temporary employee appointed permanently.
Storekeeper's Assistant .. .. .	" ..	1	170	Previously Timekeeper performing similar duties.
Typiste, &c. .. .. .	Invercargill District ..	1	72	Temporary employee appointed permanently.
Total number of additions to Department (not including 31 temporary employees permanently appointed)		48	£4,227	Total amount of extra salaries involved in creation of new positions.
STAMP DEPARTMENT.				
Cadet .. .. .	Wellington ..	1	£ 50	Increase of work caused by operation of Finance Act.
Typist .. .. .	" ..	1	66	Ditto.
" .. .. .	" ..	1	60	Expansion of business.
Cadet .. .. .	Auckland ..	1	50	"
Relieving Cadet .. .. .	" ..	1	50	To replace officer absent with Expeditionary Force.
" .. .. .	Christchurch ..	1	50	Ditto.
Total number of additions to Department .. .. .		6	£326	Total amount of extra salaries involved in creation of new positions.
STATE ADVANCES DEPARTMENT.				
Relieving Cadet .. .. .	Wellington ..	2	100	To replace officers absent with Expeditionary Force.
" .. .. .	" ..	2	100	Ditto.
Total number of additions to Department .. .. .		4	£200	Total amount of extra salaries involved in creation of new positions.
STATE FIRE INSURANCE DEPARTMENT.				
Cadet .. .. .	Wellington ..	2	£ 130	Expansion of business and temporarily replacing officers who have enlisted.
Relieving Cadet .. .. .	" ..	3	165	Ditto.
Clerk .. .. .	Christchurch ..	1	135	"
Cadet .. .. .	" ..	1	50	"
Shorthand-writer and Typist .. .. .	" ..	1	72	"
Clerk .. .. .	Dunedin ..	1	165	"
Cadet .. .. .	" ..	1	50	"
Clerk .. .. .	Wellington ..	1	165	"
Total number of additions to Department .. .. .		11	£932	Total amount of extra salaries involved in creation of new positions.
TOURIST AND HEALTH RESORTS DEPARTMENT.				
Masseur .. .. .	Hanmer Springs ..	1	£ 162	Temporary employee permanently appointed.
Masseuse .. .. .	" ..	1	132	To replace temporary employee.
Junior Gardener .. .. .	Queenstown ..	1	96	"
Bath Attendant .. .. .	Rotorua ..	1	80	"
Electric Lineman .. .. .	" ..	1	130	Temporary employee permanently appointed.
Bath Attendant and Assistant Masseur .. .. .	" ..	1	105	Expansion of business.
Gardener .. .. .	" ..	1	140	Temporary employee permanently appointed.
" .. .. .	" ..	2	280	"
Labourer .. .. .	" ..	1	140	"
Laundress .. .. .	" ..	1	65	"
Relieving Cadet .. .. .	" ..	1	50	To replace officer absent with Expeditionary Force.
Shorthand-writer and Typist .. .. .	Wellington ..	1	108	Addition to staff.
Relieving Cadet .. .. .	" ..	2	100	To replace an officer absent with Expeditionary Force.
" .. .. .	Dunedin ..	1	50	Ditto.
" .. .. .	Christchurch ..	1	50	"
Total number of additions to Department (not including 6 temporary employees permanently appointed)		11	£911	Total amount of extra salaries involved in creation of new positions.
TREASURY DEPARTMENT.				
Machinist .. .. .	Wellington ..	1	£ 108	Expansion of business.
Relieving Cadet .. .. .	" ..	6	315	"
Total number of additions to Department .. .. .		7	£423	Total amount of extra salaries involved in creation of new positions.
VALUATION DEPARTMENT.				
Relieving Cadet .. .. .	Auckland ..	1	£ 50	To replace an officer absent with Expeditionary Force.
Total number of additions to Department .. .. .		1	£50	Total amount of extra salaries involved in creation of new positions.



TABLE V.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912—continued.

Department.	Name of Officer.	Place.	From	To	Reason.
Public Works	Sharp, H. H.	Stratford	Resident Engineer (max. £400)	Resident Engineer (max. £480)	Revaluation of duties.
"	Patterson, R. A.	Wellington	Architectural Draughtsman, £180	Architectural Draughtsman, £210	"
"	Brosnan, J. D.	"	Proclamation Clerk (max. £260)	Proclamation Clerk (max. £315)	"
"	Ferguson, G. F.	Addington Sub-station	Superintendent, General Division	Superintendent, Professional Division	"
			Addington Substation—	Addington Substation—	
			1st Attendant (min. £160; max. £180)	1st Attendant (min. £200; max. £220)	"
			2nd Attendant (min. £150; max. £170)	2nd Attendant (min. £180; max. £200)	"
			3rd Attendant (min. £140; max. £160)	3rd Attendant (min. £160; max. £180)	"
			Lake Coleridge Electric Power-station—	Lake Coleridge Electric Power-station—	
			Operating Engineer—	Operating Engineer—	
			2nd (min. £260; max. £280)	2nd (min. £270; max. £280)	"
			3rd (min. £250; max. £270)	3rd (min. £250; max. £270)	"
			4th (min. £220; max. £250)	4th (min. £230; max. £250)	"
			5th (min. £200; max. £220)	5th (min. £210; max. £230)	"
			6th (min. £190; max. £210)	Shift Engineers—	"
			7th (min. £180; max. £200)	(Min. £190; max. £210)	"
			Electricians, 2nd Grade (min. £156; max. £180)	Electricians, 2nd Grade (min. £175; max. £180)	"
			Storeman (min. £140; max. £180)	Storeman (min. £140; max. £160)	"
			Timekeepers and Storemen (min. £140; max. £180)	Timekeepers and Storemen (min. £140; max. £160)	"
			Engineer's Assistant (max. £180)	Engineer's Assistant (min. £180; max. £250)	"
Tourist	Real, D. E.	Rotorua	Electrical Engineer, £300	Electrical Engineer, £310	"
"	Graham, P.	Hermitage	Chief Guide, £220	Chief Guide, £335	"
"	Croker, H.	Rotorua	Bath Attendant and Assistant Masseur, £110	Bath Attendant and Assistant Masseur, £115	"
			Bath Mechanic (min. £160; max. £180)	Mechanic (min. £160; max. £200)	"
			Electricians—	Electricians—	
			Foreman (min. £185; max. £200)	Foreman (min. £195; max. £210)	"
			1st Grade (min. £175; max. £180)	1st Grade (min. £185; max. £190)	"
			2nd Grade (min. £156; max. £170)	2nd Grade (min. £175; max. £180)	"
			Masseurs—	Masseurs—	
			Head (min. £188; max. £204)	1st Grade (min. £192; max. £240)	"
			1st Grade (min. £144; max. £180)	2nd Grade (min. £156; max. £180)	"
			2nd Grade (min. £132; max. £138)	3rd Grade (min. £108; max. £150)	"
			Clerk (max. £260)	Clerk (max. £290)	"
			"	"	"
			"	"	"
			"	"	"
Valuation	Biss, C. H.	Wellington	"	"	"
"	Fisher, E. H.	"	"	"	"
"	Rowse, T. J.	"	"	"	"

POST AND TELEGRAPH DEPARTMENT.—POSITIONS REGRADED.  
*Clerical Division.*

Name of Officer.	Place.	From	To	Reason.
Mann, C. B. . .	Wellington	Controller of Stores, I (max. £550)	Controller of Stores, I (max. £600)	Revaluation of work.
Burton, C. H. . .	New Plymouth	Chief Postmaster, II, £475	Chief Postmaster, I (max. £525) . .	Expansion of business.
Kirk, J. . .	Wellington	Clerk, Telegraph Engineer's Office, VI, £260	Senior Clerk, Telegraph Engineer's Office, V, £275 (max. £315)	Increased importance of duties.
Johnston, S. J. . .	Queenstown	Postmaster, VI, £260	Postmaster, V, £275 (max.)	Expansion of business.
McKinnon, W. . .	Riverton	"	"	"
Brebner, F. . .	Port Chalmers	"	"	"
Roberts, A. . .	Temuka	"	"	"
Martin, R. . .	Auckland	Relieving Postmaster, VI, £260	Relieving Postmaster, V, £275 (max.)	"
McGuire, P. D. . .	Milton	Postmaster, VI, £260	Postmaster, V, £275 (max.)	"
Kiernan, H. W. . .	Balclutha	"	"	"
Johnston, A. J. W. . .	Hunterville	"	"	"
Nevitt, J. C. . .	Wellington	Draughtsman, VII, £220	Draughtsman, VI, £230 (max. £260)	Revaluation of work.
Hodge, C. E. . .	Auckland	Mechanician, G 6, £220	Mechanician, C, VII, £230	"
Piper, C. A. . .	Wellington	"	"	"
Claridge, G. C. . .	Hastings	"	"	"
Ryalls, R. A. . .	Wellington	"	"	"
Molloy, V. W. . .	"	Junior Storeman, G 12, £110	Storeman, G, 12, £140	"
		Ganger, min. £150, max. £180	Min. £190, max. £200	"



TABLE VI.—SCHEDULE OF INQUIRIES HELD UNDER THE PUBLIC SERVICE ACT, 1912.

Department in which Officer concerned was employed.	Nature of Charges.	Decision of Commissioner.
Agriculture, Industries, and Commerce	Negligently passing for importation a consignment of trees of which a large number were affected with a disease known as "root-knot"	Officer reinstated. Exchange of station effected between him and officer at Wellington.
Education .. .. .	Wilful disobedience of instructions of superior officer	Officer dismissed.
" .. .. .	Inefficient in performance of duties ..	Services terminated.
Justice .. .. .	Improperly obtaining and making use of Public Service Senior Examination papers	Officer allowed to tender resignation.
" (Prisons) .. .. .	Improper conduct at drill .. .. .	Officer dismissed.
Lands and Deeds .. .. .	Insubordination .. .. .	Officer called upon to resign.
Mental Hospitals .. .. .	Neglect of duties and insubordination ..	Officer disrated.
" .. .. .	Insubordination and insolence to superior officer	Officer dismissed.
Post and Telegraph .. .. .	Alleged disloyal remarks .. .. .	Officer to forfeit annual leave, also salary during period of suspension, and to be transferred.
Public " Health, .. .. .	Improper language on telephone circuit ..	Officer dismissed.
Hospitals, and Charitable Aid	Misconduct .. .. .	Officer resigned.
Ditto .. .. .	Misappropriation of official stamps ..	Officer dismissed.
Lands and Survey .. .. .	Making seditious and disloyal utterances ..	"
Customs .. .. .	Under influence of liquor while on duty ..	Officer allowed to resign.

TABLE VII.—RETURN OF POSITIONS APPLICATIONS FOR WHICH WERE INVITED BY ADVERTISEMENT IN THE PRESS, GAZETTE, OR OFFICIAL CIRCULAR DURING YEAR 1915-16.

Department and Position.	Salary (per Annum).	Division.	Number of Vacancies.	Number of Applicants.
<i>Department of Agriculture, Industries, and Commerce.</i>				
*Manager, Ruakura Experimental Farm .. .. .	£ 365	Professional ..	1	13
†Storeman, Christchurch .. .. .	140	General ..	1	25
*Editor, Wellington .. .. .	310	Professional ..	1	20
†Seed Assistant, Wellington .. .. .	48	General ..	1	7
†Fields Inspector, Hokitika .. .. .	180	" ..	1	43
†Fields Inspector, Ohura .. .. .	180	" ..	1	49
†Housekeeper, Learners' Residence, Moumahaki .. .. .	90	" ..	1	2
†Farm Hand, Moumahaki Experimental Farm .. .. .	105	" ..	1	3
†Fields Inspector, Te Awamutu .. .. .	190	" ..	1	57
*Manager, Tauranga Experimental Farm! .. .. .	220	" ..	1	18
†Rabbitier, Kaitoke .. .. .	9s. per day	" ..	1	12
†Manager, Moumahaki Experimental Farm .. .. .	310	" ..	1	17
†Hemp-grader, Wellington .. .. .	250	" ..	1	21
*Orchard Instructor, Nelson .. .. .	260	" ..	1	6
*Assistant Director of Orchards, Wellington .. .. .	345-400	Professional ..	1	11
*Correspondence Clerk, Wellington .. .. .	200-260	Clerical ..	1	9
*Orchard and Garden Overseer, Weraroa .. .. .	180	General ..	1	9
*Clerk, Live-stock Division, Wellington .. .. .	275-315	Clerical ..	1	7
*District Agent, Napier .. .. .	200-260	" ..	1	11
†Experimentalist, Ruakura Experimental Farm .. .. .	260	Professional ..	1	9
†Orchard Instructors, Wellington .. .. .	170	General ..	2	17
*Fields Inspector, Seddon .. .. .	180	" ..	1	62
†Fields Inspector, Queenstown .. .. .	180	" ..	1	51
*Clerk, Live-stock Division, Wellington .. .. .	200-260	Clerical ..	1	13
<i>Audit Department.</i>				
Junior Clerks, Wellington .. .. .	120	Clerical ..	2	34
*Examiner, Wellington .. .. .	260-315	" ..	1	5
†Stores Auditor, Wellington .. .. .	440-475	" ..	1	51
<i>Cook Islands Administration Department.</i>				
*Assistant to Resident Commissioner, Niue Island .. .. .	200	Clerical ..	1	9
<i>Customs Department.</i>				
*Locker and Searcher, Timaru .. .. .	170	General ..	1	1
*Boarding Inspector, Bluff .. .. .	200-260	Clerical ..	1	6
*Collector of Customs, Napier .. .. .	475	" ..	1	24
<i>Defence Department.</i>				
*Machinist and Typist, Wellington .. .. .	132	General ..	1	2
†Group Clerks, Whangarei and Hamilton .. .. .	120	" ..	2	16
†Accountant, War Expenses Division .. .. .	£5 per week	Clerical ..	1	73
<i>Education Department.</i>				
*Director of Education, Wellington .. .. .	850	Administrative ..	1	2
*Manager and District Agent, Infant-life Protection, Caversham .. .. .	280-300	General ..	1	3
†Assistant Schoolmaster and Female Instructor, Burnham .. .. .	(£100 for keep) 150	Educational ..	1	16
†Assistant Director of Education, Wellington .. .. .	750	Professional ..	1	9
*Statistical Clerk, Wellington .. .. .	200-260	Clerical ..	1	4
†Teacher, Caversham Industrial School .. .. .	140-190	Educational ..	1	4
Assistant Matron, Te Oranga Home .. .. .	90-100	General ..	1	6
†Head Teacher, Mangamuka Native School .. .. .	(and keep) ..	Educational ..	1	2
†Assistant Teacher, Mangamuka Native School .. .. .	..	" ..	1	1
*Inspector of Schools, Hawke's Bay .. .. .	550	Professional ..	1	7
*Matron, Caversham Industrial School .. .. .	..	General ..	1	..
†Accountant, Wellington .. .. .	..	Clerical ..	1	53
*Teacher, Te Oranga Home .. .. .	200-250	Educational ..	1	8
*Matron, Receiving Home, Christchurch .. .. .	90-100	General ..	1	3
<i>Government Insurance Department.</i>				
*Assistant Actuary, Wellington .. .. .	500	Professional ..	1	2
*Chief Clerk, Wellington .. .. .	..	Clerical ..	1	3
<i>Internal Affairs Department.</i>				
†Junior Messenger, Nelson .. .. .	50-80	General ..	1	2
†Shorthand-typist (male), Wellington .. .. .	156	" ..	1	6
†Lift Attendant, Auckland .. .. .	80	" ..	1	5
*Senior Messenger, Wellington .. .. .	180	" ..	1	1
*Boilerman and Sanitary Cleaner, Wellington .. .. .	170	" ..	1	3
†Motor-cycle Messengers, Wellington .. .. .	50-80	" ..	2	2
Lift Attendant, Dunedin .. .. .	80	" ..	1	5
*Accountant, Wellington .. .. .	330	Clerical ..	1	28
*Officer in Charge, Government Buildings, and Inspector of Messengers for the Dominion .. .. .	270-300	General ..	1	23
*Compilers, Government Statistician's Office, Wellington .. .. .	200-260	Clerical ..	3	28
*Officer in Charge, Government Buildings, Christchurch .. .. .	220	General ..	1	16
*Cadet, Dominion Laboratory, Wellington .. .. .	..	Professional ..	1	8

\* From within Service.

† From outside Service.

‡ No appointment made.

TABLE VII.—RETURN OF POSITIONS APPLICATIONS FOR WHICH WERE INVITED BY ADVERTISEMENT IN THE PRESS, GAZETTE, OR OFFICIAL CIRCULAR DURING YEAR 1915-16—*continued*.

Department and Position.	Salary (per Annum).	Division.	Number of Vacancies.	Number of Applicants
<i>Justice Department.</i>				
*Gaoler, Invercargill .. .. .	£ 320	General ..	1	5
§Farm Overseer, Waikeria .. .. .	220	" ..	1	43
Farm Overseer, Topleton .. .. .	220	" ..	1	32
Official Assignee, Wellington .. .. .	460	Clerical ..	1	24
*Gaoler, Napier .. .. .	310-360	General ..	1	3
†Matron, Addington Prison .. .. .	200-250	" ..	1	10
†Third Bailiff, Christchurch .. .. .	140	" ..	1	22
*Clerk of Court, Hawera .. .. .	200-260	Clerical ..	1	12
*Clerk of Court, Invercargill .. .. .	330-370	" ..	1	11
†Assistant Matrons, Addington Prison .. .. .	90-110	General ..	2	10
*Clerk, Magistrate's Court, Auckland .. .. .	440-475	Clerical ..	1	12
<i>Labour Department.</i>				
†Inspectors of Factories, Auckland, Wellington, Christchurch, Dunedin .. .. .	185	General ..	4	129
*Accounts Clerk, Wellington .. .. .	200-260	Clerical ..	1	11
†Clerk, Dunedin .. .. .	150	" ..	1	32
†Inspector of Factories, Invercargill .. .. .	175	General ..	1	4
<i>Land and Income Tax Department.</i>				
*Section Clerk, Wellington .. .. .	260-315	Clerical ..	1	5
<i>Lands and Survey Department.</i>				
†Draughtsman, Auckland .. .. .	165	Clerical ..	1	17
*Clerk, Nelson .. .. .	260	" ..	1	12
*Cashier, Nelson .. .. .	220	" ..	1	10
*Commissioner of Crown Lands and Chief Surveyor, Wellington .. .. .	575	Professional ..	1	20
*Senior Shorthand-writer and Typist, Head Office, Wellington .. .. .	180	General ..	1	9
*Land Transfer Draughtsman, Wellington .. .. .	380 (maximum)	Professional ..	1	16
*Commissioner of Crown Lands and Chief Surveyor, Christchurch .. .. .	575	" ..	1	16
*Under-Secretary, Wellington .. .. .	..	Administrative ..	1	11
<i>Marine Department.</i>				
*Surveyors of Ships, Wellington .. .. .	260	Professional ..	2	21
†Harbourmasters and Customs Officers, Picton and Hokianga .. .. .	250-300	" ..	2	28
†Signalman, Hokianga .. .. .	170-200	General ..	1	17
†Clerk, Mercantile Marine Office, Wellington .. .. .	200-220	Clerical ..	1	11
<i>Mental Hospitals Department.</i>				
*Clerk-Storekeeper, Porirua .. .. .	220	Clerical ..	1	31
*Estate-manager, Waikeria and Tokanui .. .. .	400	General ..	1	42
<i>Mines Department.</i>				
*Underviewer, Liverpool State Colliery, Greymouth .. .. .	235	General ..	1	20
<i>Native Department.</i>				
‡Shorthand-typist, Rotorua .. .. .	60	General ..	1	1
<i>Post and Telegraph Department.</i>				
*Telegraph Engineer, Christchurch .. .. .	500	Professional ..	1	..
* .. .. . Dunedin .. .. .	500	" ..	1	..
*Chief Postmaster, Auckland .. .. .	600 ¶	Clerical ..	1	..
* .. .. . Christchurch .. .. .	550	" ..	1	6
* .. .. . Dunedin .. .. .	550	" ..	1	..
* .. .. . Thames .. .. .	385	" ..	1	..
* .. .. . Westport .. .. .	385	" ..	1	..
*Assistant Postmaster, Auckland .. .. .	385	" ..	1	5
*District Accountant, Auckland .. .. .	330	" ..	1	8
*Superintendent, T.O., Invercargill .. .. .	330	" ..	1	..
*Inspector Post-offices, Midland District .. .. .	385	" ..	1	..
*Head of Mail Staff, Dunedin .. .. .	275	" ..	1	..
*District Storekeeper, Christchurch .. .. .	260 (maximum)	" ..	1	..
*Third M.O. and S.B. Clerk, Christchurch .. .. .	260	" ..	1	..
*Assistant Head of Mail Staff, Dunedin .. .. .	260	" ..	1	20
*Assistant Parcels Clerk, Auckland .. .. .	260	" ..	2	..
* .. .. . Clerk in Charge of Letter-carriers, Dunedin .. .. .	260	" ..	1	26
*Stamp Clerk, Auckland .. .. .	260	" ..	1	23
*Senior Clerk and Telegraphist, Ashburton .. .. .	260	" ..	1	22
* .. .. . Rotorua .. .. .	260	" ..	1	25
* .. .. . Stratford .. .. .	260	" ..	1	20
* .. .. . Waihi .. .. .	260	" ..	1	11
*Clerk in Charge of Messengers, Wellington .. .. .	260	" ..	1	23
*Senior Mail Clerk, Greymouth .. .. .	260	" ..	1	10
* .. .. . Gisborne .. .. .	260	" ..	1	10
* .. .. . Palmerston North .. .. .	260	" ..	1	22
*Examiner, G.P.O., Wellington .. .. .	260	" ..	1	3
*Senior Despatch Clerk, Christchurch .. .. .	260	" ..	1	18

\* From within Service. † From outside Service. ‡ No appointment made. § Advertised; Estate-manager, Tokanui Mental Hospital. ¶ Not proceeded with. ¶ Also £50 per annum, subject to Parliamentary vote.

TABLE VII.—RETURN OF POSITIONS APPLICATIONS FOR WHICH WERE INVITED BY ADVERTISEMENT IN THE PRESS, GAZETTE, OR OFFICIAL CIRCULAR DURING YEAR 1915-16—*continued*.

Department and Position.	Salary (per Annum).	Division.	Number of Vacancies.	Number of Applicants.
<i>Post and Telegraph Department—continued.</i>				
*Postmaster, Bull's	£ 260 (maximum)	Clerical	1	59
* " Burnett's Face ..	220 "	"	1	2
* " Dunedin North..	260 "	"	1	30
* " Edendale ..	220 "	"	1	10
* " Featherston ..	275 "	"	1	48
* " Feilding ..	330 "	"	1	30
* " Geraldine ..	275 "	"	1	49
* " Kaero ..	220 "	"	1	18
* " Kaitaia ..	220 "	"	1	17
* " Manaia ..	260 "	"	1	48
* " Ohakune Junction ..	220 "	"	1	8
* " Ohingaiti ..	220 "	"	1	5
* " Ohura ..	220 "	"	1	8
* " Ongarue ..	220 "	"	1	5
* " Otaki ..	260 "	"	1	66
* " Otira ..	220 "	"	1	6
* " Otorohanga ..	260 "	"	1	23
* " Paeroa ..	275 "	"	1	36
* " Patea ..	275 "	"	1	46
* " Porangahau ..	220 "	"	1	11
* " Rakaia ..	220 "	"	1	29
* " Te Araroa ..	220 "	"	1	3
* " Tokomaru Bay ..	220 "	"	1	9
* " Tuatapere ..	220 "	"	1	1
* " Waikouaiti ..	220 "	"	1	23
* " Waipu ..	220 "	"	1	20
* " Wairoa ..	260 "	"	1	36
*Drafting Cadet, G.P.O., Wellington	110 "	"	1	4
†Chief Officer, N.Z. c.s. " Tutanekei," Wellington	235	Professional	1	27
In addition to the foregoing, applications were also invited for the following positions outside New Zealand :—				
*Postmaster, Apia ..	..	..	1	..
*Clerk, Samoa ..	..	..	1	69
*Lineman, Samoa ..	..	..	1	12
*Fourth Class Clerk and Telegraphist, Suva, Fiji	..	..	1	2
<i>Printing and Stationery Department.</i>				
*Chief Photographer, Wellington ..	240	General	1	2
*Government Printer, Wellington ..	..	Administrative..	1	8
<i>Public Health, Hospitals, and Charitable Aid Department.</i>				
§ Native Health Nurses, South Bay of Plenty, North Bay of Plenty, and Rotorua	150	General	3	..
†Bacteriologist, Auckland ..	600	Professional	1	4
*Secretary, Plumbers Board ..	200	Clerical	1	6
†District Health Officer ..	500	Professional	1	1
<i>Public Service Commissioner's Office.</i>				
*Senior Clerk, Wellington ..	Class V	Clerical	1	3
*Record Clerk, Wellington ..	200-260	"	1	21
†Clerk, Wellington ..	220 (maximum)	"	1	18
<i>Public Trust Department.</i>				
*Officer in Charge, Intestacy Branch, Wellington ..	330-370	Clerical	1	13
†Cashier, Wellington ..	200-260	"	1	22
†Clerks, Wellington ..	150	"	2	54
†Junior Clerks, Wellington ..	120	"	5	34
*Assistant Accountant, Wellington ..	360	"	1	10
Search Clerks, Auckland and Christchurch ..	120	"	3	18
*Chief Examiner, Wellington..	330	"	1	5
*Ranger, Hawera ..	200	General	1	90
†Clerks (Conveyancing), Wellington ..	10s. per day	Clerical	3	27
<i>Public Works Department.</i>				
†Storeman, Te Kuiti ..	140	General	1	5
*Buildings Inspector, Auckland ..	260	"	1	96
†Overseer, Canterbury District ..	190	"	1	33
* " Whangarei District ..	190	"	1	39
†Resident Engineer, Otira ..	400	Professional	1	2
†Engineer's Assistant, Wairoa ..	180	General	1	9
*Resident Engineer, Tauranga ..	380	Professional	1	8
*District Engineer, Dunedin ..	500	"	1	5
*Resident Engineer, Head Office ..	440	"	1	4
†Engineer, Waehou Dredge ..	250	General	1	22
†Dredgemaster and Overseer, Waehou Dredge ..	280	"	1	20
†Clerk, Kawhia ..	150	Clerical	1	19
†Overseer, Arthur's Pass Tunnel, Otira ..	190	General	1	16
†Electrical Engineering Cadets, Christchurch ..	..	Professional	2	9

\* From within Service. † From outside Service.

‡ No appointment made.

§ No applicants.

|| One position filled from

outside Service; other positions not filled.

TABLE VII.—RETURN OF POSITIONS APPLICATIONS FOR WHICH WERE INVITED BY ADVERTISEMENT IN THE PRESS, GAZETTE, OR OFFICIAL CIRCULAR DURING YEAR 1915-16—*continued*.

Department and Position.	Salary (per Annum).	Division.	Number of Vacancies.	Number of Applicants.
<i>Public Works Department—continued.</i>				
†Fifth Engineer, Lake Coleridge Electric Power-station ..	200	General ..	1	39
†Sixth Engineer, Lake Coleridge Electric Power-station ..	190	General ..	1	39
*Seventh Engineer, Lake Coleridge Electric Power-station ..	180			
†Eighth Engineer, Lake Coleridge Electric Power-station ..	180			
*Overseer, Kawhia ..	190	" ..	1	43
*Clerks, Whangarei, Oakleigh, and Kaikohe ..	150	Clerical ..	3	30
†Temporary Engineering Draughtsman, Whangarei ..	220	" ..	1	8
†Clerk, Napier ..	150	Clerical ..	1	14
†Engineer's Assistant, Waihi-Tauranga Railway ..	180	General ..	1	8
†Draughtsmen ..	190	Clerical ..	4	12
†Packer-storeman, Auckland ..	160	General ..	1	70
*Draughtsmen, Wellington ..	200	Clerical ..	1	10
†Assistant Engineer, Wellington ..	235-300	Professional ..	1	24
†Overseer, Nelson ..	190	General ..	1	29
*Engineer's Assistant, Whangarei ..	180	" ..	1	7
†Shorthand-typist, Whangarei ..	190	" ..	1	1
*Storekeeper, Taumarunui ..	190	Clerical ..	1	8
†Assistant Engineer, Christchurch ..	210	Professional ..	1	12
*Chief Clerk, Christchurch ..	260-315	Clerical ..	1	13
†Clerk, Stores Branch, Wellington ..	200-260	" ..	1	13
†Seventh Engineer, Lake Coleridge Electric Power-station ..	180-200	General ..	1	5
†Fitter, Gisborne ..	12s. 6d.-13s. per diem	" ..	1	2
†Tracer (female), Wellington ..	110-165	" ..	1	12
†Foreman Brickmaker, Taumarunui ..	250	" ..	1	11
†Workshops Foreman, Wellington ..	220-250	" ..	1	34
*Storekeeper's Assistant, North Auckland Railway ..	160	" ..	1	55
*Second Attendant, Addington Substation ..	180-200	" ..	1	18
†Operating Engineers, Lake Coleridge Electric Power-station ..	190-210	" ..	3	20
†Lineman, Lake Coleridge, Christchurch High-power Transmission-line ..	208	" ..	1	2
§Apprentice Carpenters, Wellington ..	..	" ..	3	4
*Under-Secretary, Wellington ..	..	Administrative ..	1	1
<i>Tourist Department.</i>				
†Labourer, Gisborne ..	135	General ..	1	8
†Electric Lineman, Rotorua ..	130	" ..	1	2
*Clerk, Rotorua ..	200-260	Clerical ..	1	11
†Launch-engineer, Te Wairoa ..	175	General ..	1	13
†Massuose, Hammer ..	132	" ..	1	9
†Gardener, Rotorua ..	125	" ..	1	10
Assistant Medical Officer and House Surgeon, Rotorua ..	380-480	Professional ..	1	4
<i>Valuation Department.</i>				
†District Valuer, Nelson and Westland ..	275	General ..	1	14

\* From within Service. † From outside Service. ‡ No appointment made.  
 Service; no other appointment made. § Temporary appointment.

§ One appointment from outside

TABLE VIII.—APPLICATIONS FOR EMPLOYMENT OTHER THAN THOSE FOR ADVERTISED VACANCIES.

Nature of Appointment sought.	For Permanent Employment.	For Temporary Employment.	Nature of Appointment sought.	For Permanent Employment.	For Temporary Employment.
Assistant .. ..	2	15	Lightkeeper .. ..	4	2
„ Postmistress .. ..	60	..	Lineman (Telegraph) .. ..	81	..
Attendant .. ..	8	57	Locker .. ..	13	..
Bailiff .. ..	11	9	Manager .. ..	1	2
Cadetships .. ..	29	..	Masseur .. ..	4	..
Caretaker .. ..	12	4	Matron .. ..	3	6
Carpenter .. ..	2	..	Messenger .. ..	64	24
Chainman .. ..	2	..	„ (Customs) .. ..	8	..
Charwoman .. ..	51	10	„ (Post-office) .. ..	41	..
Chauffeur .. ..	2	..	Miscellaneous and any .. ..	59	175
Cleaner .. ..	2	..	Motor-cycle Messenger .. ..	5	..
Clerical .. ..	6	1,088	Nurse .. ..	1	5
Cook .. ..	..	2	Nightwatchman .. ..	33	5
Draughtsman .. ..	19	40	Overseer .. ..	4	9
Electrician .. ..	1	3	Postmistress .. ..	81	..
Engineers .. ..	4	3	Printer .. ..	1	..
Farm-work .. ..	1	11	Rabbitier .. ..	1	5
Foreman .. ..	2	..	Ranger .. ..	5	..
Gardener .. ..	1	1	Searcher .. ..	5	..
Groom .. ..	..	20	Shorthand-typist .. ..	136	73
Guides .. ..	2	3	Storeman .. ..	14	9
Housemaid .. ..	..	5	Surveyor .. ..	2	7
Inspector of Dairies .. ..	3	..	Switchboard Attendant .. ..	664	..
„ Factories .. ..	4	..	Teacher .. ..	1	13
„ Footwear .. ..	..	1	Telegraph Message-boy .. ..	779	..
„ Meat .. ..	41	6	Tidewaiter .. ..	16	..
„ Rabbits, &c. .. ..	13	1	Timber-measurer .. ..	..	2
„ Stock .. ..	11	..	Tracer .. ..	3	..
Inspector (miscellaneous) .. ..	34	8	Typist .. ..	12	..
Instructor .. ..	5	..	Warder .. ..	..	4
Interpreter .. ..	1	..	Watchman .. ..	11	..
Labourer .. ..	6	22			
Letter-carrier .. ..	170	..	Totals .. ..	2,561	1,650
Liftman .. ..	4	..			

In addition to the above, the following were candidates for cadetships: In the Public Service Entrance Examination, 1915-16—Passed, 665.

# APPENDIX TO THE FOURTH REPORT OF THE PUBLIC SERVICE COMMISSIONER.

## APPENDIX A.

### REPORT OF THE STORES TENDER BOARD FOR YEAR ENDED 31st MARCH, 1916.

THE Board met on twenty occasions during the year, there being no change in its personnel since the last report.

Mr. J. Mackay, Government Printer, again filled the position of Chairman.

One hundred and nine tenders were accepted by the Board, of a total value of £132,889 14s. 1d.

Mainly on account of excessive increased cost due to war conditions, the Board declined tenders for twenty-two items, the lowest tenders for which aggregated £45,525 17s. 3d.

The purchase of sixty-six items, valued at £32,841 0s. 7d., was approved under the regulations without tenders being invited; one contract for the supply of clothing and equipment, and two contracts for the supply of bicycle and motor-cycle covers and tubes, were arranged.

The contracts for the supply of miscellaneous ironmongery and general stores required by Government Departments, referred to in the previous report, were entered into as far as practicable from the 1st July last, and, although tendering was restricted, particularly in hardware, satisfactory contracts for many items were arranged. Schedules of accepted tenders were printed and distributed for departmental use. The cost of letting and printing the contracts was £53 8s. 9d. for advertising, £130 for printing, and £35 for extra clerical assistance.

The Board has no means of knowing the value of purchases made under the contracts, but, as there have been general increases in the costs of all raw materials and manufactured goods since the date they were let, there is no doubt that the contracts have enabled Departments to purchase to advantage those items for which contracts were successfully arranged. While many advantages are to be gained from the contracts in their present form and as at present arranged, the full benefit of the contracts can be derived only by the Board being in the position to give tenderers an approximate idea of the quantities of each item likely to be drawn annually under the contracts. The demand for this information is made by all tenderers, and the information could be readily given with very little additional work being placed on Departments. It would also result in the schedules being cleansed of items for which there is practically no demand, and in much more satisfactory prices being obtained.

No contracts for food-supplies and forage have been let during the year, but Departments have been given permission to continue in the meantime to purchase their supplies in the open market to the best advantage. This course has been continued, as it was judged impossible to make satisfactory contracts while the prices of produce were fluctuating, it being considered that if contracts for long periods were looked for contractors would naturally have to protect themselves by tendering at maximum prices. So far as can be seen at present, this practice will have to continue for some time to come.

Statements\* showing the number and value of tenders dealt with and of purchases authorized under the regulations are attached, and, while the statements show that during the past year one Department availed itself more of the Board's services, there are still other Departments of the Public Service which continue to invite tenders and make their purchases apart from the Tender Board. It is again deemed necessary and desirable to bring under notice the suggestion made in the last report, that one principle of obtaining stores through the Public Service Stores Tender Board should prevail throughout all the Government Departments, and, further, that where stores of a kind are commonly used by more than one Department, such Departments should confer with each other with a view to amalgamating their orders, and by so doing procuring stores at the best price.

The Board is further of opinion that it is undesirable there should be two separate Boards—the Public Works Tender Board and the Public Service Stores Tender Board. In the interests of economy and efficiency it is suggested that one Board be appointed to deal with all tenders connected with the Public Service, and that every Department of the Service should obtain its supplies through that Board.

A statement\* is also attached for your information giving prices at which purchases of stores were made by the Board prior to the war and during the course of the war. From this it will readily be seen that it is incumbent on all Departments to exercise the strictest economy in the use of stores.

J. MACKAY, Chairman.

\* Not printed.

*Approximate Cost of Paper.*—Preparation, not given; printing (1,300 copies), £45.

By Authority: MARCUS F. MARKS, Government Printer, Wellington.—1916.

Price 1s.]

