

SESSION II.  
1921.  
NEW ZEALAND.

---

# PUBLIC SERVICE COMMISSIONER

(NINTH REPORT OF THE).

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

---

## CONTENTS.

---

REPORT.	PAGE	REPORT—continued.	PAGE
Increments to Salary .. .. .	2	Suggestions of Officers .. .. .	16
Divisions of Officers .. .. .	3	Certificates of Character .. .. .	16
Amalgamation of Departments .. .. .	3	Drawing Diagrams on Titles .. .. .	16
Staffing of Departments .. .. .	3	Replacing of Hand Recorders, Land and Deeds	
Comparison of Staffs between Years 1914 and 1921	4	Department, by Typists .. .. .	16
Reduction of Services .. .. .	6	Evasions of the Public Service Act .. .. .	17
Cost-of-living Increase .. .. .	6	Hours of Attendance .. .. .	17
Salaries generally .. .. .	7	Committee appointed by Government to Inquire	
Minimum Wage .. .. .	7	into Matters affecting the Public Service .. .. .	17
Temporary Employees .. .. .	7	Uniformity Committee .. .. .	17
Appointments of Lads to Cadetships in Wellington	8	Conclusion .. .. .	17
Period of Probation .. .. .	8		
Promotion subject to Confirmation .. .. .	9	TABLES.	
Training of Professional Cadets .. .. .	9	Table I.—Public Service List, 31/3/21: General	
Departmental Inspections and Reports .. .. .	10	Summary of Classification by Departments	
Departmental Officers on Duty Abroad .. .. .	10	(excluding Officers in Administrative Division) .. .. .	18
Departmental Officers on Loan to other Departments	10	Table II.—Public Service List, 31/3/21: General	
Leave of Absence for Education and Training		Summary of Classification by Classes (excluding	
Purposes .. .. .	11	Officers in Administrative Division) .. .. .	20
Retirement of Officers .. .. .	11	Table III.—Showing Alterations in Staffs and	
Retirement of Principal Officers .. .. .	11	Salaries of Departments between Classified List	
Returned Soldiers .. .. .	12	for 1920–21 and 31st March, 1921 .. .. .	21
Comparison of Civil Service Procedure with Business		Table IV.—Positions regraded under Section 29,	
Methods .. .. .	12	Public Service Act, 1912, for Year ended 31st	
The Civil Service in relation to the Duties of		March, 1921 .. .. .	23
Citizenship .. .. .	13	Table V.—Schedule of Inquiries held under the	
Board of Appeal .. .. .	14	Public Service Act, 1912 .. .. .	29
Stores .. .. .	14	Table VI.—Temporary Employees other than Work-	
Costing Systems .. .. .	15	men, &c., as at 1st April, 1921 .. .. .	29
Examinations held during the Year .. .. .	15	Table VII.—Comparative Table of Salaries, 1/4/14	
Senior and Entrance Examinations .. .. .	15	and 1/4/21 .. .. .	30

To His Excellency the Right Honourable John Rushworth, Viscount Jellicoe, Admiral of the Fleet, Knight Grand Cross of the Most Honourable Order of the Bath, Member of the Order of Merit, Knight Grand Cross of the Royal Victorian Order, Governor-General 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.

---

## R E P O R T.

---

Since the Commissioner's last report was presented important changes have been made in the personnel of the Commissioners. Mr. D. Robertson, I.S.O., Commissioner, and Mr. A. D. Thomson, Assistant Commissioner, having completed their terms of appointment, retired as from the 30th April and 30th June, 1920, respectively. Mr. F. V. Frazer, M.A., LL.B., Assistant Commissioner, accepted the position of Judge of the Arbitration Court in January, 1921.

To fill the positions, Mr. W. R. Morris, C.M.G., I.S.O., Secretary, Post and Telegraph Department, was appointed Commissioner on the 1st May, 1920, and Mr. P. Verschaffelt, LL.B., F.I.A.N.Z., was appointed Assistant Commissioner on the 1st March, 1921.

Mr. Robertson, who had upwards of forty-seven years of service, was Secretary of the Post and Telegraph Department prior to his appointment as Commissioner.

The services rendered by Messrs. Robertson and Thomson have been recognized throughout the Dominion as of the utmost value, and in undertaking the original classification of the Public Service in 1913 their ripened experience proved of great benefit in dealing with the many difficult problems which then arose, and during the trying period which followed. In closing their official careers they carried with them the good will and esteem of the officers over whom they presided.

Mr. Frazer's retirement from the office of Assistant Public Service Commissioner so soon after his assuming the position was received on all sides with genuine regret.

### INCREMENTS TO SALARY.

Section 25 of the Public Service Act, 1912, provides : " Except in the case of promotion, no annual increment shall accrue to any salary until the officer in receipt of such salary has received the same for a period of twelve months. The right to receive such increment in any year shall depend upon the good and diligent conduct of the officer to whose salary the increment is attached, and if in the opinion of the Permanent Head the officer is not entitled thereto he may issue an order to deprive such officer of such increment, which shall in that case not be paid ; provided that the Commissioner shall, on appeal of such officer, confirm or disallow such order."

It is felt that many controlling officers regard the payment of annual increments in salary as a matter of course. During the past year thirty-one orders in three Departments were issued by Permanent Heads in terms of the above section, and the Commissioners feel constrained to state, after inspection of certain Departments, that some Permanent Heads do not make use of the provision in the manner intended by the Legislature.

The provision is an excellent one, and one which, if carefully and properly exercised by controlling officers, would make for greater efficiency in the Service.

The Commissioners strongly recommend that the present statutory provision be amended so as to make it obligatory on the Permanent Head to be satisfied that

an officer is rendering satisfactory service, and that the increment is merited in the proper sense of the term. In one particular case an officer in a responsible position in one of the principal Departments was actually adversely reported on by the Permanent Head, who, notwithstanding this fact, took no steps to exercise his authority in pursuance of this section. That an amendment in the direction indicated is one of urgency would seem apparent.

The Commissioner also should be empowered to arrest the increment of an officer where such a course was in his opinion necessary.

#### DIVISIONS OF OFFICERS.

Section 16 of the Public Service Act, 1912, provides for the constitution of four principal divisions—that is to say, the Administrative Division, the Professional Division, the Clerical Division, and the General Division. Section 160 of the Education Act, 1914, provided for the constitution of the Education Division.

The nature of examinations passed by an officer, or which he is supposed to pass, is the principal factor governing the decision as to class in which an officer is to be graded.

Discontent and heartburning have arisen through a number of officers who claim professional or semi-professional status being placed in the Clerical and sometimes in the General Division of the Service. To meet such cases an "Expert" division has been suggested.

On the whole, it is considered no good purpose is served by the present separate grouping of the Clerical and Professional Division. It is felt that the grouping of the divisions should be as hereunder:—

"A" Division, to include Permanent Heads of Departments only:

"B" Division, to include Professional and Clerical Divisions as at present constituted, also those officers of the Administrative Division other than Permanent Heads:

"C" Division, to include the Education Division:

"D" Division, to include all employees now placed in the General Division.

At the present time the scale for the Clerical Division is more liberal than that for the Professional Division. This situation arose in the first instance as a result of the statutory provision that salaries in the Professional Division exceeding £700 (£750, new scale) must be specially appropriated by Parliament. No such limitation occurs in respect of the Clerical Division. It is hoped that the anomaly at present existing will be amended prior to the issue of the next annual list.

#### AMALGAMATION OF DEPARTMENTS.

Economy may be effected in the direction of amalgamating Departments and securing greater co-operation and co-ordination between Departments. If the number of Departments were reduced a considerable saving would be effected by the elimination of those officers whose services could be dispensed with under the new conditions. The growth of separate Departments has tended to largely increase expenditure without commensurate advantage.

Another tendency, and one which should be avoided, is that of Departments to acquire special expert staffs, notwithstanding that such expert assistance is in many cases available from other Departments. For instance, Government decided that it was necessary to appoint an Architect in connection with the housing scheme, and later an Architect was also appointed to the Education Department. At a time like the present, when there is urgent need for economy, such work should be performed by the Architectural Branch of the Public Works Department, notwithstanding that it may be desirable from a purely departmental point of view to have a special staff for the particular service of that Department. This matter is fully dealt with in the report of the Economy Committee.

#### STAFFING OF DEPARTMENTS.

During the war and the years immediately following the conclusion of hostilities considerable difficulty was experienced in staffing Departments. This was primarily due to the expansion of the activities of Departments such as the Public Trust, Lands

and Survey, Land and Income Tax, Public Works, Treasury, Education, and the creation of new Departments such as Industries and Commerce, State Forest Service, External Affairs, and Coal-control. These Departments required the services of men trained in particular directions, and it was in many cases necessary to promote qualified juniors in other Departments to meet the demands in this connection. The difficulty of restoring Departments to their pre-war condition was thus intensified.

The difficulty in obtaining the services of lads for cadetships was overcome by the introduction of a new scheme in connection with probationary cadets, whereby lads with proficiency certificates were accepted on a half-time basis and afforded facilities for completing the Public Service Entrance Examination. No difficulty is now experienced in filling vacancies for cadets.

The appointment of a number of cadets each year is very [necessary to provide for normal wastage, and also to permit of the release of temporary clerks whose services were retained in some Departments to replace officers who unfortunately did not return from active service. The practice generally followed in the Service in regard to filling vacancies in the higher classes is to promote suitable officers from within the Department, the resultant vacancy being filled by the appointment of a cadet.

The total staff of Departments under the control of the Public Service Commissioners as at the 1st April, 1921, was—

Permanent employees as shown in Classification List ..	7,353
Temporary employees (excluding workmen, &c.) ..	986
Casual employees (workmen, &c.) .. .. .	6,575
Total .. .. .	14,914

The total number of employees in all Departments of State (including teachers) on the same date was 51,054.

#### *Comparison of Staffs between Years 1914 and 1921.*

The following is a comparison of the total *permanent* staff of the Departments under the control of the Public Service Commissioners for the years 1914–21 :—

	Number of Officers.	Total Salaries. £
1st April, 1921 .. .. .	7,353	2,088,229
1st April, 1914 .. .. .	5,081	951,657
Increase .. .. .	2,272	£1,136,572

The increase in staff is principally due to the following: (1) Additional duties necessitated by new legislation; (2) increased business; (3) war and post-war work; (4) improved working-conditions; (5) creation of new Departments; (6) policy of building up a junior staff.

The return contained in Table VII shows the comparison of the permanent staffs and total salaries and the average salaries of all Departments of the Public Service between the years 1914 and 1921. From this it will be seen that the principal increases occurred in the following Departments, the reasons being as stated :—

Department.	Increase due to.
Agriculture .. .. .	(1.) New legislation. (2.) Increase of business. (3.) Opening of new branches. (4.) Temporary employees made permanent.
Audit .. .. .	(1.) Gradual growth in the volume of work due to the expansion of activities of local bodies and Government Departments. (2.) Extra work on account of the war. (3.) Legislation respecting discharged soldiers settlement, war pensions, war and other loans.
Customs .. .. .	(1.) The work of this Department becoming more difficult owing to the ever-increasing complexity of business; changing conditions due to alteration in the world's markets and in the sources from which goods are obtained.

Department.	Increase due to.
Customs— <i>continued</i> .	(2.) New legislation passed in 1919 and 1920 with respect to immigration considerably increasing the amount of work in connection with over-seas vessels.
Defence .. ..	The transfer to the permanent staff of junior officers formerly temporary, or on the relieving staff, Department of Internal Affairs.
Education .. ..	(1.) Transfer of Inspectors of Schools from Education Boards. (2.) Extension of work connected with juvenile probation system ; physical instruction in schools. (3.) Special legislation dealing with free secondary education, &c. (4.) Additional obligations thrown upon the Department by the amendments in the Education Act, 1912 and 1914 ; the Statute Law Amendment Act, 1917, and the New Zealand University Amendment Act, 1914.
Health .. ..	(1.) Administration of various Acts necessitating appointment of new staff— <i>i.e.</i> , Social Hygiene Act, involving the appointment of several Health Patrols. Other Acts necessitated an increase in the number of district nurses to Natives, district midwives, Health and other nurses. (2.) The passing of the Health Act, 1920, which necessitated the establishment of various divisions, mainly in view of the lessons learned from the influenza epidemic and from the report of the Commission thereon as to the necessity of the Health Department having ample staff to meet all contingencies. (3.) School Medical Officers, School Nurses, School Dental Officers, and School Dental Nurses being transferred from the Education Department to the Health Department in terms of the Health Act, 1921. As an instance of the natural increase in health work it may be mentioned that in 1914 only eight classes of disease were notifiable, and 6,033 cases were notified and dealt with, whereas in 1920 no less than twenty-three classes of disease had been made notifiable, and 41,544 cases were notified and dealt with. In 1914 there were four St. Helens Hospitals and one sanatorium ; on the 1st April, 1921, there were seven St. Helens Hospitals, two sanatoria, and two small hospitals. Following on the progress made in bacteriological science and its use in health work a considerable increase has been made in the staff of trained Bacteriologists and officers for training in this direction.
Internal Affairs ..	(1.) Transfer of the messenger and charing services from the control of individual Departments to the central control of the Internal Affairs Department, together with the opening of new buildings accounts for a considerable portion of the increase in the staff of this Department. (2.) Growth of business. (3.) New legislation. (4.) War Funds Act. (5.) Opening of the Turnbull Library ; censoring of films.
Industries and Commerce	This Department was created in 1920, when eleven officers were appointed. Since then the investigating staff of the Department has been considerably increased by the appointment of additional accountants, and the staff now totals thirty-three officers.
Labour .. ..	(1.) Principally to housing scheme. (2.) Inspection of footwear, &c.
Land and Deeds ..	(1.) Appointment of cadets for training. (2.) The practice of appointing permanent junior officers to replace more expensive contract workers.
Land and Income Tax	Changes in the incidence of taxation due mainly to the exigencies of finance and the normal growth of the Department. Changes in taxing legislation were made by the following Acts: Finance Act, 1915, 1916, 1917 ; Land and Income Tax Amendment Act, 1920.
Lands and Survey ..	(1.) Work in connection with the discharged soldiers settlement scheme. (2.) Appointment of draughting and other cadets for training.
Native Trust ..	This is a new Department.
National Provident and Friendly Societies	(1.) Increase in National Provident Fund business : <i>e.g.</i> , the increase in the National Provident Fund business in 1920 over 1914 in the number of contributors is 188 per cent., and in the income 501 per cent.
Pensions .. ..	(2.) Passing of the Local Authorities Superannuation and Finance Act, 1916. (1.) Due to the increase of old-age and widows' pensions. The increase in the number of old-age pensions is due to the lowering of the pension-age of women from sixty-five to sixty years, following on the passing of the pensions legislation of 1913.

Department.	Increase due to.
Pensions— <i>continued</i> .	(2.) Extra work entailed in administering—(a) Miner's Phthisis Act, 1915, and amendments thereof, 1919 and 1920; (b) War Pensions Act, 1915, and amendments thereof in 1916, 1917, 1919, and 1920; (c) epidemic pensions. The bulk of the extra work was, however, caused by the war-pensions legislation.
Prisons .. ..	Improved working-conditions of staff, and the establishment of industrial work.
Public Trust .. ..	Continued expansion of the Department. The cost of this Department is not a charge on the Consolidated Fund.
Public Works .. ..	(1.) Extension of the hydro-electric scheme, and extension of the Department's operations in other directions. (2.) Several temporary employees were made permanent, and a number of cadets appointed for training.
State Fire .. ..	Increase necessitated by the increase in business: <i>e.g.</i> , the gross income for the year ended 31st December, 1913, was £79,627, while for the year ended 31st December, 1920, it was £183,190. The increase in staff was 80·4 per cent., while the increase in income was 130 per cent.
State Forest .. ..	This Department was created as a separate Department in 1920, with a staff of forty-six officers. As indicated in last year's report, the Department is growing rapidly, due to increased activities, and the staff totals eighty permanent officers.
Tourist .. ..	Mainly to the permanent appointment of employees formerly temporary in terms of the Temporary Employees Act, 1913.
Treasury .. ..	Additional duties and responsibilities placed on the Department, principally in connection with loans, Imperial pensions, and control of departmental revenue and expenditure.

The creation of new Departments and the extension of the activities of other Departments have been the principal causes necessitating the appointment of additional officers. The total amount paid by way of salaries has been increased by these causes; but the principal increase is due to the granting of additional salary to compensate for the increased cost of living, which is still (roughly) 60 per cent. in advance of the 1914 figures. Increases of a similar nature were granted in other countries, and it would have been neither just nor equitable to have kept salaries and wages at their pre-war level. The average amount which has been granted by way of increase on pre-war salary is about £100. A comparison of the average salary in 1914 (£187·29) with that for 1921 (£283·99) shows the percentage increase to be 51·63 per cent., while the increase in the cost of living was estimated at 62 per cent. It is to be regretted that criticism which has been made in some quarters as to *expansion* in the Public Service has not taken into account the depreciation in the purchasing-value of the pound sterling.

Every endeavour is made by the Commissioners to prevent undue expansion of Departments: no new position is created until Government has signified that it considers such expansion of the Service is warranted, and funds for same available.

#### REDUCTION OF SERVICES.

A question for consideration by Government is the reduction of non-remunerative services performed for the public, and the institution of adequate fees in regard to other services which are not self-supporting. This matter has been referred to in detail in the report of the Economy Committee.

#### COST-OF-LIVING INCREASE.

During the war officers were granted a war bonus as compensation towards the increased cost of living.

An investigation demonstrated that the cost of living had increased since 1914 by at least 27½ per cent., and officers were granted an increase in salary of £45, representing 27½ per cent. on an accepted standard salary of £165, the war bonus being discontinued.

As from the 1st January, 1920, following an inquiry by His Honour Mr. Justice Stringer in regard to officers of the Railway Department, officers of all branches

of the Government Service were granted a cost-of-living bonus at the rate of £15 per annum or 1s. per diem to married men, and £7 10s. per annum or 6d. per diem to single persons. This cost-of-living bonus was, however, discontinued as from the 1st April, 1920, when a further cost-of-living increase to salary of £50 for senior officers and £20 to juveniles was granted, with the condition that the amount was "subject to revision as the cost of living increased or decreased."

The total estimated cost-of-living increase granted from the 1st April, 1920, for the *whole* of the Government Service (Railways, Teachers, Post and Telegraph, Police, and Public Service) is £2,500,000. The cost in so far as the *classified* staff of the Public Service is concerned is approximately £320,000 per annum.

#### SALARIES GENERALLY.

The scale of salaries (including cost-of-living increase) in the Public Service ranges from a minimum of £85 to a maximum of £750 for the Professional Division and £800 for the Clerical Division. It is considered that this scale is by no means over-liberal.

The present maximum for the lowest class (Class VII) is £320 per annum. In the opinion of the Commissioners, this is too high a remuneration for an officer who may be performing only routine clerical duties. It is considered that the existing Class VII should be subdivided, and new classes with the following maxima provided: Class VII, maximum £320; Class VIII, maximum £270; Class IX, maximum £215; Class X, maximum £160. An officer would not be promoted from one class to another until the Commissioners were satisfied that the nature of the work and the manner in which it was performed warranted the increase in salary.

#### MINIMUM WAGE.

In last year's report reference was made to the fact that Government had provided funds to enable a minimum wage of £187 16s. to be granted to adult able-bodied married men. This was further increased to £234 15s. as from the 1st May, 1921, following the decision arrived at by Government in respect of salaries payable to officers of the Railway Department. Eighty-three officers of the Public Service were affected by the decision.

#### TEMPORARY EMPLOYEES.

Owing to the absence of officers on military duty, the creation of military Departments, and the expansion of business in some of the more important Departments, a considerable number of temporary clerks had to be employed during the period of war and the reconstruction period following. The following table shows the position in regard to the numbers and salaries of the temporary staffs (excluding workmen, messengers, charwomen, &c.) in the Departments under the control of the Public Service Commissioner:—

			Total Number of Temporary Employees.	Total Annual Remuneration. £
1st April, 1919	..	..	.. 2,089	284,160
1st April, 1920	..	..	.. 1,455	301,425
1st April, 1921	..	..	.. 986	213,897
1st October, 1921	..	..	.. 656	146,677
1st November, 1921	..	..	.. 583	134,749

The temporary staff was at its highest on the 1st April, 1919. This coincides with the period of the greatest activity in connection with war expenses, pensions work generally, and discharged soldiers settlement. Since then the staff has decreased by 1,506, whose total salaries were £149,411. The decrease since the 1st April, 1921, has been 403, whose total salaries were £79,148.

Of the number employed on the 1st November, 1921, 113 were performing duties of a clerical nature in the Defence Department and War Expenses Audit; 46 in the Pensions and Lands and Survey Departments on pensions and soldier-settlement work; 274 were engaged on clerical work in other Departments; the

remainder were employed on General Division duties, such as those of overseers, inspectors of apiaries, meat, stock, &c.

Taking everything into consideration, it may be regarded as very satisfactory that the number of temporary employees is as small as it is. It will, of course, be recognized that in some Departments where the permanent staff is not sufficient to meet the extraordinary demands it will be necessary to retain the services of the more experienced temporary employees for some little time longer, at any rate until it is possible to fully train the junior permanent officers of the Department.

As the previous figures indicate, a determined effort has been made by the Commissioners to reduce the number of temporary employees.

In addition to the temporary employees referred to above, there were on the 1st April, 1921, 6,575 casual workmen, &c., employed in Departments such as the Public Works, Lands and Survey, State Forest Service, Agriculture, &c.

#### APPOINTMENTS OF LADS TO CADETSHIPS IN WELLINGTON.

For some years past it has been increasingly difficult to obtain the services of lads qualified for appointment to cadetships in the Public Service. This shortage has been by no means confined to the Public Service, but has been experienced in the Post and Telegraph Department, teaching service, &c. On this account early this year it was decided to accept a number of lads with lower educational qualifications than that of the Public Service Entrance Examination, and to provide facilities for their education up to the Entrance Examination standard. It was recognized that one of the difficulties was the natural hesitancy of parents to permit their sons to accept employment in Wellington unless they knew they would be adequately provided for and looked after. Under the arrangements made the names of new appointees were supplied to the Y.M.C.A., who communicated with the parents of the lads informing them of the conditions under which accommodation could be obtained, and arranged to meet the lads on arrival in Wellington. Provision was made for the accommodation of the lads at the Y.M.C.A. hostel, "Donbank," the purchase of which was made possible by Government granting the Y.M.C.A. an advance of £11,000 free of interest, to be repaid by annual instalments, and subject to the Y.M.C.A. undertaking to provide suitable accommodation for a stated number of lads. The Y.M.C.A. also provides facilities for study, and the surroundings of the hostel are of the best.

Mr. Robert Darroch, for many years Headmaster of the Roseneath School, was appointed Headmaster of the College, and under his efficient control the lads have made good progress, and the scheme has proved to be an unqualified success. Mr. Darroch is also Welfare Supervisor, and exercises a general supervision over the welfare of the cadets. Numerous parents of lads have visited the hostel, and all unite in expressing their satisfaction of the manner in which the boys are provided for.

#### PERIOD OF PROBATION.

Section 39 of the Public Service Act, 1912, provides that new appointees shall, in the first instance, be admitted to the Service on probation only for a period of not less than six months. The period of six months is not long enough to enable the suitability and capability of the new appointee, particularly of a junior officer, to be fully tested, and it has therefore been decided that the period of probation shall in future be at least two years, and its extension to four years for cadets is under review.

The effect of a short period of probation has been that some candidates (not a large number) have been retained whose bent, it has later become apparent, lies in directions other than in the Public Service. In this connection the remarks of the Public Service Commission in 1912 are pertinent: "In addition to young fellows of ability, there will be a certain proportion of young men who, either through want of capacity or because the work in the Government Service is not congenial to them, will not be a success. This is found to be the case in every large business concern, and the business method of dealing with cases of this kind is to pass them out of the Service as soon as it is found that they are unsuitable for it. Some such method should be adopted in the Public Service, and we think, therefore,



that a maximum age should be fixed for all officers in Class I. We would suggest twenty-five years of age. If an officer did not show sufficient merit to be selected from Class I to go into Class II before he reached the age of twenty-five years he should be required to leave the Service. It is better for the State and better for the individual that this should be so. Many young fellows start their work in life in a line that is not suited to them. If they remain in it they will be failures for life, but if they pass out of it early in life they will probably get into something else which will suit them and perhaps be successful."

The extended period of probation will enable the position to be more carefully reviewed by controlling officers and Permanent Heads. The matter is one of serious moment. Controlling officers are inclined to regard the termination of the services of an officer for incompetence after a period of years in the Public Service as a case of hardship. After personal association with an officer for a number of years it is very difficult for a controlling officer to raise the question of the unsuitability of the officer for whom he may have the highest personal regard. Nothing creates greater discontent in the mind of a promising young officer than to observe that the inefficiency and incompetency of a senior (and more highly paid) officer is being carefully overlooked.

#### PROMOTION SUBJECT TO CONFIRMATION.

The provisions of the Public Service Act require that both "fitness" and "seniority" are to be taken into account in determining whether an officer is worthy of promotion. Promotion by merit, however, and by merit alone, is regarded by the Commissioners as the only satisfactory means of ensuring that men of ability receive the benefit to which they are entitled. The general practice has been to subordinate "seniority" to "fitness," but in actual practice it has been found that the human characteristic of sympathy to an old officer has in some cases led to the question being raised as to whether the senior officer could "carry out the duties," not whether he was the best entitled by merit. Efficiency can never be maintained in the Service unless "merit" is regarded as the determining factor in all cases.

While an officer on first appointment is required to undergo a probationary period, no such condition exists in respect of an officer promoted to a higher position. Although an officer may appear to be worthy in every respect of promotion, it sometimes happens that when called upon to perform duties of a more onerous character he does not exhibit those qualities necessary to meet requirements. The only method at present of dealing with such an officer is to treat him as incompetent or inefficient, and proceed on the elaborate lines of an inquiry in terms of the Public Service Act. In a private concern if an employee does not give satisfaction there is no hesitancy in disrating him. In the Service, however, there is a natural reluctance, partly from long association, on the part of controlling officers to bring matters of this kind under notice, with the result in some cases inefficient officers are retained in responsible positions. We are of opinion that a great improvement would result if all officers on promotion were required to give proof by practical means showing that their promotion was fully *merited*, and, if not, that they should revert to their former status.

#### TRAINING OF PROFESSIONAL CADETS.

Hitherto the period of training for Professional Cadets in the Public Works Department has been four years. Recently it was decided that the period should be extended to six years, and that the training given during that time should consist of—(a) Approximately one year in the office, engaged in draughting, &c.; (b) two years on actual engineering-works; (c) two years in the field on survey or construction work; (d) one year's workshop training.

Those cadets who cannot be stationed at Christchurch in accordance with the ordinary work of the Department will be granted the necessary leave to enable them to attend Canterbury College for two sessions, when they will be expected to take a complete course of engineering subjects.

Cadets who have gained the degree of Bachelor of Engineering of the University of New Zealand, or an equivalent qualification, will be paid at the salary for fourth-year cadets, and will not be required to take further workshop training. Cadets who have gained the diploma of Associateship of Canterbury College will commence as

third-year cadets. Cadets who have gained the degree of Bachelor of Science of the University of New Zealand or other recognized university will start as third-year cadets, provided that they have qualified in suitable subjects.

#### DEPARTMENTAL INSPECTIONS AND REPORTS.

Considerable attention has been given to the necessity for regular and frequent departmental inspections by experienced officers. Copies of all such reports are now being furnished to this Office. The results so far obtained from this source of inspection indicate that improvements are being effected and that Departments are being kept in closer touch with outside conditions.

The enlargement of the scope of the work of these Inspectors, especially in respect to accounts and systems of internal check, is under consideration.

The position of Inspector of Departmental Accounts is held by an officer of the Treasury Department, which administers the Public Revenues Act, but, unfortunately, inspections by that officer outside Wellington have for several reasons not been actively pursued. The want of a frequent inspection from the point of view of the Public Revenues Act, and Treasury Regulations, is noticeable.

On the grounds of economy the question of increasing the inspection staff attached to this Office is held over, but it is recognized that in some respects a closer link between this Office and the individual officers of Departments outside Wellington is desirable.

#### DEPARTMENTAL OFFICERS ON DUTY ABROAD.

The following officers proceeded abroad for the purposes stated :—

Watt, M. H., Director, Division of Public Hygiene, Health Department, Wellington: To visit Australia to attend the Australasian Medical Congress.

Millier, B. W., Assistant Secretary and Chief Clerk, Marine Department: To visit Australia to make inquiries in connection with shipping, harbours, and Commonwealth Navigation Act.

Mills, V. A., Chief Clerk and Accountant, Immigration Department, Wellington: To visit the United Kingdom to co-ordinate matters connected with immigration.

Cull, J. E. L., Designing Engineer, Head Office, Public Works Department: To visit England in connection with contract for the electrification of the Otira Tunnel.

Caughley, J., Director of Education: To visit Australia to make inquiries in connection with educational matters.

Woodford, A. J. C., Machinist, Census and Statistics Office (Internal Affairs Department): To proceed to America to gain information in regard to the use and maintenance of machines purchased in connection with statistical work.

McKenzie, E. F., Public Works Department: Granted extended leave to enable him to gain experience in electrical undertakings in America.

J. H. Chapman, Customs Department: Granted extended leave of absence to enable him to take up position in the office of the Secretariat, League of Nations.

Ritchie, T. R., Assistant Medical Officer of Health, Dunedin: To visit Samoa to report on diseases endemic in the Samoan Group which may be regarded as tropical diseases, and the measures necessary to prevent their introduction into the Dominion.

In addition to the foregoing, under reciprocal arrangement with the Canadian Government, Mr. N. R. McKenzie, Inspector of Schools, Hamilton, was granted leave of absence to enable him to temporarily exchange duties with an Inspector of Schools in Canada.

#### DEPARTMENTAL OFFICERS ON LOAN TO OTHER ADMINISTRATIONS.

In furthering the principle of staffing the Public Service of Samoa and other Administrations with officers from the New Zealand Public Service, the following

have been granted leave of absence to enable them to take up duty with the Administrations named :—

Administration.	Name.	Department from which loaned.
Samoa .. ..	Cordery, H. S. ; Halliday, H. L. ; Stevens, A. O. ..	Customs.
	Beaglehole, E. W. .. ..	Education.
	Greening, Miss L. C. .. ..	External Affairs.
	Buchanan, J. W. ; Walker, Miss V. M. ..	Health.
	Craig, Miss, G. ; Clark, L. H. V. ; McKay, C. G. R.	Internal Affairs.
	Adams, E. C. .. ..	Land and Deeds.
	Packer, F. W. .. ..	Native.
	Briggs, W. H. ; Crawford, J. ; Lofley, W. G., Neilson, D. I. M. ; Rogers, J. ; Spencer, H. N. ; Sutherland, A. S. ; Tyndall, A.	Public Works.
	Lewis, A. P. ; McCurdy, D. A. ; Taylor, A. B. ..	Treasury.
	Wigley, A. J. .. ..	Public Works.
Indian Government .. ..	McMahon-Box, J. P. .. ..	Customs.
Cook Islands .. ..	Morris, G. N. .. ..	Justice.
	Luckham, A. A. .. ..	Prisons.
High Commissioner's Office	Granger, P. .. ..	Agriculture.
	Toms, E. .. ..	Treasury.
	Steere, H. C. .. ..	Audit.
	Russell, G. J. .. ..	Valuation.
	Herd, T. R. .. ..	Customs.

#### LEAVE OF ABSENCE FOR EDUCATIONAL AND TRAINING PURPOSES.

During the year a number of officers have been granted leave to enable them to take engineering and science courses at universities, the officers in question returning to their Departments during the college vacation.

The following officers have also been granted extended leave for the purpose of taking courses abroad :—

Smith, F. (Agriculture Department) : Agricultural research, Canada.

Hopkirk, C. S. M. (Agriculture Department) : Veterinary science, Melbourne.

Foster, F. W. (Customs) : Forestry, Edinburgh.

Robertson, W. (Public Works) : Civil engineering, Birmingham.

An arrangement was made whereby Boarding-out Officers and Visiting Nurses of the Education Department were sent to the Karitane Hospital for training as Plunket Nurses ; but, owing to the need for economy, this course, although desirable, was discontinued.

For some time past District Nurses of the Health Department have, as opportunity offers, been receiving midwifery training at one of the St. Helens Hospitals to enable them to qualify as midwives.

#### RETIREMENT OF OFFICERS.

During the last few months a considerable number of officers have been compulsorily retired. In most cases the officers have been entitled to a pension, but in a few cases no pension or retiring-allowance was due.

The principle followed is that in cases where it has been found there is a "surplus" staff, those officers whose services can best be spared, with the least hardship to the individual officers concerned, are retired. In cases, however, in which officers have been reported as unsatisfactory, and in others where their services have not been required, there has been no hesitancy in terminating their services. It has been amply demonstrated that the efficiency in certain Departments has increased considerably owing to the action taken.

As referred to elsewhere, the vacancies have been filled by rearrangement of staff, and the utilizing of the services of cadets who have in the past been appointed for training.

#### RETIREMENT OF PRINCIPAL OFFICERS.

A number of important changes have occurred in Departments owing to the retirement of Administrative and Departmental Heads.

Mr. R. W. Holmes, M.I.C.E., Engineer-in-Chief and Under-Secretary, Public Works Department, retired on the 31st July, 1920, after having completed forty-eight years' service, during which period he witnessed the development of the Public Works of the Dominion from its initial stages. Mr. Holmes, in retiring from the Service, carried with him the highest esteem of the officers who were privileged to be associated with him. He was succeeded on his retirement by Mr. F. W. Furkert, M.I.C.E., A.M.I.M.E., who formerly held the position of Assistant Engineer-in-Chief.

Dr. W. J. Anderson, M.A., LL.D., Director of Education, retired on the 31st March, 1921. Dr. Anderson entered the Education service in 1885, and, after having occupied many important positions under the Education Boards, was appointed to the Education Department as Assistant Director in 1915. His lengthy experience was of great value in dealing with the many varied and difficult matters arising in the Department under his control. Dr. Anderson was succeeded by Mr. J. Caughley, M.A., Assistant Director of Education.

In passing it is pleasing to note that Messrs. Furkert and Caughley are both New-Zealanders by birth, and received their training in the Dominion.

The death of Mr. R. Triggs, Public Trustee, on the 12th November, 1920, was a severe loss to the Service. Immediately prior to his appointment as Public Trustee Mr. Triggs held the position of Assistant Public Service Commissioner. Mr. Triggs's outstanding ability and his devotion to the best interests of the Service were recognized by all. He was succeeded by Mr. J. W. Macdonald, Assistant Public Trustee.

The Service also suffered a further loss by the death of Mr. W. Wyinks, who held the position of Registrar-General of Land. His appointment to the Public Service dates from 1878, and his career, which was such as to afford him a most intimate knowledge of all matters affecting his Department, was distinguished by kindness of disposition, earnestness, and devotion to duty. He was held in the highest esteem by the officers over whom he presided, by the legal fraternity, and public generally with whom he came in contact. Mr. Wyinks was succeeded in office by Mr. C. E. Nalder, who was promoted from the position of District Land Registrar at Christchurch.

#### RETURNED SOLDIERS.

As in all other parts of the Empire, the re-establishment of the returned soldier has been one of the outstanding problems which has received much attention during the last three or four years. In so far as the Public Service is concerned it has been the uniform practice to give preference, other things being equal, to the claims for appointment of returned soldiers. This applies not only to temporary positions, but also to permanent vacancies involving appointments from outside the Service. In this connection it should not be overlooked that all those employees who were granted leave of absence to enable them to join the Expeditionary Force were guaranteed their positions when they came back.

Special opportunity was given the temporarily employed returned soldier of qualifying for permanent appointment: special classes for returned soldiers were instituted, and the majority of those who qualified for permanent appointment by passing the required examination were, if otherwise suitable, appointed to the permanent staff. At all times endeavours have been made to co-operate with returned-soldier organizations, and in most cases with good results. As, however, efficiency must be the guiding factor determining a person's employment, it was found necessary to positively reject, in some cases, the claims put forward on behalf of certain returned soldiers whom experience has shown to be unfitted for employment in the Service.

#### COMPARISON OF CIVIL SERVICE PROCEDURE WITH BUSINESS METHODS.

Departments have been notified by the Treasury that they will now be required to furnish balance-sheets in a commercial form. An effective spur to efficiency and economy will thus be afforded, particularly in the administration of those Departments where undertakings of a commercial or semi-commercial nature are carried on. It is unlikely, however, that the "business methods" of most Government Departments can be simplified to an extent enabling the administration to correspond with that of a private business undertaking, as such an

undertaking is, when all is said and done, subservient only to its banking account. A Government Department, however, its methods, its officers, and its activities are open to public criticism, not always of the most encouraging nature, in Parliament, on political platforms, and in the columns of the Press, and may therefore be said to be subject to influences over which it has no control. This criticism is not confined to the ordinary Departments of State, but is launched at Departments which are conducted more closely on business lines, as, for instance, Government Insurance, State Fire Insurance, Public Trust, Mines (State coal depots).

It is hoped that by the end of the present financial year the greater portion, if not the whole, of Departments will be able to produce complete sets of commercial accounts for presentation to Parliament. Copies of these accounts will be submitted to this Office, and any items therein which appear to warrant special consideration will be carefully investigated.

The following extract from the report of an English Commission in this connection is interesting :—

The idea, we believe, has obtained some currency that the work of the Civil Service is not always conducted in a "businesslike" manner, and that the application of "business methods" to the conduct of the public administration is both practicable and necessary. Indeed, it is often assumed that when "business methods" are not applied the reason is to be found in official ignorance, incapacity, apathy, or prejudice.

In dealing with the organization of the Civil Service it is desirable to inquire into, and measure the value of, this criticism, and to mention the points on which the conduct of public administration differs and must continue to differ from the conduct of a private business.

A private business is usually conducted for profit. Profit is its object, and failure or success in earning a profit is not only a sure test of the failure or success of its methods, but an indispensable condition of its continued existence.

There are half a dozen Government Departments to which the commercial criteria of the successful conduct of business transactions may to some extent be applied; but as a general rule the objects for which public Departments are maintained are wholly different from those of private enterprise. Some advantage to the community as a whole other than pecuniary profit is the object to which departmental administration is directed. That advantage cannot be expressed in a balance-sheet; and as the Departments are established in obedience to law or public opinion and to meet the necessities of social conditions, they must be administered whether the result be a money loss or gain.

Much of what is commonly described as "red tape" is due to the exigencies of parliamentary government; much of the delay and expense of public Departments should in truth be regarded as part of the price paid for the advantages of public discussion and criticism of public affairs.

While, therefore, it is commonly contended that public Departments would work more quickly, easily, and economically if they were "run on business lines," it is only right to remember that the conditions under which public officials have to work make the complete adoption of such methods impossible, and that if a mercantile firm or company were compelled to work subject to similar conditions it would inevitably be forced to adopt a slower and more guarded procedure.

Public opinion, with the object of precluding the possibility of favouritism, requires Government to have regard to considerations in the recruitment of its officers which private firms may disregard, and the Government is much less free than private firms are to replace less efficient by more efficient servants, or to reduce its establishments when its activities shrink in a given direction.

To sum up, the administration of Government differs, and must necessarily differ, from the activities of the business world, both in the objects to which it is directed, in the criteria of its success, in the necessary conditions under which it is conducted, and in the choice of the instruments which it employs. Any criticism which ignores these vital and necessary points of difference is unfair.

We do not contend that in some of its activities the Civil Service might not and ought not to become "more businesslike," but the directions in which such an improvement can and ought to be pursued are not always realized by hostile critics.

#### THE CIVIL SERVICE IN RELATION TO THE DUTIES OF CITIZENSHIP.

The various organizations of State employees have from time to time requested that their members should be permitted to take an active part in politics, and also have the free right to hold the office of Mayor or Chairman of the Council or Board of any local authority, &c., or Board of Education. The Public Service Regulations in this connection read as follows :—

27. No officer shall accept or continue to hold the office of Mayor, President, or Chairman of the Council or Board of any local authority or Board of Education: Provided that if an officer holds or is appointed to or elected to any office not forbidden by this regulation, and the Commissioner is of opinion that the duties of such office interfere with the due and proper discharge of his duty as an officer of the Public Service, the Commissioner may call on him to resign such outside office.

32. In order that officers may be enabled to render loyal and efficient service to Government, they must not take any active part in political affairs otherwise than by recording their votes at elections.

The Public Service Association has asked that Regulation 32 should be repealed, and that Regulation 27 be amended in the direction of enabling an officer to act on certain conditions. The Commissioners are of opinion that the prohibition from active part in public politics makes for greater contentment in the Public Service and enables officers more easily to render loyal and more efficient service.

In this connection the remarks of the Commission in England are interesting :—

The question may be stated in general terms thus : Is it necessary or desirable in the public interest to place any restriction upon the exercise of full rights of citizenship by those citizens who are members of the Civil Service ?

In the first place, we have little doubt that complete liberty of political action for all officials alike would inevitably result in frequent conflicts between the desires and interests of the officer as a citizen and his duty as an official, and that such conflicts could not fail to have a disastrous effect on the morale of the Public Service.

Such conflicts may occur without any direct breach of official confidence. Let us suppose an officer of the Treasury or of one of the great revenue Departments speaking publicly upon some controversial topic of taxation which might be the subject of acute party difference, such as the recent licensing legislation or the fiscal question ; or an officer of the War Department taking a prominent part in controversy as to the merits of voluntary and compulsory service ; or, again, to take a less extreme instance, let us suppose that an officer criticizes the policy, not of the Department in which he serves, but that of some other Department, or the policy of Your Majesty's Government for the time being as a whole : in all these cases there could be no doubt as to the impropriety of the officer's conduct and its inconsistency with his position as a permanent official.

We have already pointed out that the Civil Service is now being called upon to take a greater share in the burden of administration than was known a generation ago ; and it cannot be denied that the success or failure of much legislation of a controversial character depends now much more largely than formerly upon administrative action. The conduct of the Civil Service will, therefore, come more frequently under public notice than it has done, and in these circumstances it would, we think, be disastrous if the feeling should arise that the effectiveness of a legislative policy were in any degree dependent upon the political bias of those administering it.

Speaking generally, we think that if restrictions on the political activities of public servants were withdrawn two results would probably follow : The public might cease to believe, as we think they do now with reason believe, in the impartiality of the permanent Civil Service, and Ministers might cease to feel the well-merited confidence which they possess at present in the loyal and faithful support of their official subordinates ; indeed, they might be led to scrutinize the utterances or writings of such subordinates and to select for positions of confidence only those whose sentiments were known to be in political sympathy with their own.

If this were so the system of recruitment by open competition would prove but a frail barrier against Ministerial patronage in all but the earlier years of service ; the Civil Service would cease to be in fact an impartial non-political body, capable of loyal service to all Ministers and parties alike ; the change would soon affect the public estimation of the Service, and the result would be destructive of what undoubtedly is at present one of the greatest advantages of our administrative system, and one of the most honourable traditions of our public life.

For the preceding reasons we think that with regard to political questions a proper reserve and reticence both in speech and writing should be observed by the members of the General and Professional Civil Service, and that a similar obligation should be imposed on officers belonging to other branches which are directly connected with departmental administration. . . .

#### BOARD OF APPEAL.

The Public Service Act provides for the appointment of a Public Service Board of Appeal, consisting of three persons appointed or elected as follows : (a) Two persons, one of whom shall be a member of the Public Service, to be appointed in that behalf by the Governor-General, and one of whom shall be appointed by the Governor-General as Chairman ; (b) two officers to be elected by the officers of the Public Service, only one of whom shall act as a member of the Board in any appeal.

The Commissioners have no representative on the Board as at present constituted, and as information as to the reasons actuating the Board in its finding is not usually given, the result at times is that decisions are arrived at which cannot be understood either by the Commissioners or the Department concerned. It is felt that until the Commissioners are given direct representation on the Board it will not be possible to secure a greater measure of satisfaction.

#### STORES.

In 1913 a Stores Tender Board was established under the Public Service Act. While this Board did useful work, it was recognized that it was advantageous to extend the powers of such a Board to cover all Departments of State.

Early this year Government decided to create a general Stores Control Board, and steps were taken to give effect to the proposal. Up to the present, however, nothing definite has been done, and neither the Board nor the regulations under which they will work has yet been set up. It is confidently expected that the establishment of such a Board will effect considerable savings by the standardization of articles in common use, and the better terms which may be expected from the concentration of orders, instead of the present system of Departments often competing one against the other for the same class of material.

The want of trained stores officers is felt in several Departments, and it would appear that this defect is partly due to the fact that responsible officers hesitate to agree to take on cadets in this branch, the result being that stores officers are largely recruited from outside sources.

When the new Stores organization proposal reaches a satisfactory stage it is hoped that by a closer degree of co-operation there will be better facilities for training stores officers within the Departments concerned.

#### COSTING SYSTEMS.

There is room for further advancement in respect to the costing of various operations carried on by Departments. It is authoritatively recognized that costing correctly done is of valued assistance to the general oversight of the particular operation costed. In some Departments costing is done to a limited extent, but with the advent of commercial revenue accounts, profit and loss accounts, and balance-sheets it is recognized that the further scope and use for costing will quickly make itself felt. The necessity for reconciling the various costing operations with the financial accounts must, of course, be impressed on the accounting officers, and it is hoped by this means to eliminate avenues of waste that may otherwise remain undetected.

#### EXAMINATIONS HELD DURING THE YEAR.

The examinations conducted during the year under the Public Service Regulations have been the usual Entrance Examination, special examinations for Public Service Entrance, the Public Service Senior Examination, and examinations for admission of shorthand-typists and typists.

#### SENIOR AND ENTRANCE EXAMINATIONS.

The Public Service Senior Examination, held between the 5th and 18th January last, was conducted under regulations which came into force on the 1st April, 1915. The only candidates admitted were returned soldiers and those who, having entered for the examination in the previous year, had partial passes to complete. Of the 102 candidates thus admitted seventy-eight actually presented themselves in the examination-room, and forty-six 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, thirty-two; gained further success towards the completion of the examination, fourteen.

Only returned soldiers who were unable to complete the Public Service Senior Examination earlier will be given a final opportunity of completing the examination in January, 1922.

The Public Service Entrance Examination was conducted at fifty-three centres between the 22nd and 29th November, 1920. The number of candidates entered was 1,076, as compared with 1,100 for the previous year. Of the total 1,045 were present at the examination, and 582 passed.

In view of the shortage of boys, following the practice of the previous year, it was decided to hold a special Public Service Entrance Examination from the 29th June to the 5th July, 1920. There were 206 entries distributed over twenty centres, and all except three presented themselves. There were 130 passes at this examination. Both the ordinary and the special examinations were open to all candidates, both boys and girls, who expressed their intention of entering the Public Service if successful.

On the 28th and 29th June, 1920, a special Public Service Entrance Examination was conducted by the Director of the Wellington Technical College, for

returned-soldier members of a special class at that College. Thirty-two candidates presented themselves for examination, and of these twenty-nine obtained passes.

In conjunction with the ordinary Public Service Entrance Examination in November, 1920, a special examination for returned soldiers was held at thirteen centres. Seventy-five candidates entered for this examination, and all except two presented themselves for examination. Of the seventy-three candidates thus examined forty-six passed the examination.

#### SUGGESTIONS OF OFFICERS.

Public Service Regulation 17 invites officers to submit suggestions having for their object improvements in the methods of work which will tend to increased efficiency and economy.

During the past year very few suggestions of practical value have been received. It is somewhat surprising in a permanent staff of over seven thousand officers that during the past year only two suggestions (both from the Printing and Stationery Department) were received by the Commissioner which were considered worthy of adoption.

Of the number of suggestions received, a large proportion, though of merit, and in some cases quite ingenious, were found quite impracticable. It is felt that in some cases officers defer to making suggestions in view of the possible unfavourable view likely to be taken of same by their controlling officers, particularly in those cases where the suggestions are in the nature of improved or more economical or efficient working of Departments. Every encouragement, however, is given by the Commissioner to suggestions of merit, and officers submitting suggestions which will prove of benefit in improved organization or efficiency will be specially noted for consideration when promotion is offering.

#### CERTIFICATES OF CHARACTER.

Certificates of character are of importance in enabling the Commissioners to arrive at an applicant's suitability for employment, and it has been requisite for an applicant to supply at least one testimonial from a reputable citizen.

Cases have recently come under notice where unqualified certificates have been given by prominent citizens—in one case the Mayor of an important borough, and a clergyman in the same town—notwithstanding that the candidates had served terms of imprisonment within the knowledge of the persons giving the testimonials.

While testimonials are not regarded at their face value in determining an applicant's fitness for a position, it will be seen that difficulties are encountered when reputable citizens act as above indicated.

#### DRAWING DIAGRAMS ON TITLES.

It was brought under notice that under the system obtaining in the Land Transfer Office certain contract workers (female) had earned as much as £65 in one month for drawing diagrams on titles. It was pointed out to the Department that it would appear that the rate authorized was in excess of the value of the services rendered, and it was subsequently arranged that the system of contract work, which was not a matter which had been approved by the Commissioner (contract work is not subject to the Commissioner's control), should be abolished, and that junior Draughting Cadets should be appointed to undertake the work. This will result not only in a considerable saving, but also provide suitable work for training junior officers.

#### REPLACING OF HAND RECORDERS, LAND AND DEEDS DEPARTMENT, BY TYPISTS.

During the year the practice of replacing hand recorders who were employed on a contract basis by permanent typists has been extended throughout the Dominion. The Permanent Head of the Department has co-operated fully with the Commissioners in this matter, and reports that not only is the work being better and more expeditiously performed, but will effect a large annual saving.

Attention is directed to the fact that this is an instance where, although the permanent personnel of the Department is increased, more efficient and economical working has resulted.



### EVASIONS OF THE PUBLIC SERVICE ACT.

No evasions of the Act have been noticed during the past year.

### HOURS OF ATTENDANCE.

The present hours of attendance observed in Government offices—namely, 8.30 a.m. to 12.30 p.m. and 1.30 p.m. to 4.30 p.m.—were adopted during the war period in order that assistance might be afforded to local authorities to enable them to cope with the tramway traffic. It was thought that with the return to more normal times the original hours of 9 a.m. to 1 p.m. and 2 p.m. to 5 p.m. should be reverted to, and steps were taken in this direction. It was found, however, that such a course was impracticable in all centres for the time being, as the traffic problem is still a most difficult one. It is to be hoped that an improvement will be effected shortly, as the present hours are not conducive to efficiency, owing to the fact that under the present arrangements officers in the same office work different hours of duty.

### COMMITTEE APPOINTED BY GOVERNMENT TO INQUIRE INTO MATTERS AFFECTING THE PUBLIC SERVICE.

During the year a considerable amount of time of the Commissioners was taken up in connection with the work of the Committee appointed by Government to inquire into matters affecting the Government service, with a view to the curtailment of expenditure, promotion of efficiency, &c. The Committee went very fully into the work of each Department of State, and has suggested several means whereby expenditure may be considerably reduced and new or increased revenue obtained.

### UNIFORMITY COMMITTEE.

With a view to securing uniformity in matters common to all branches of the Service, Government appointed a committee consisting of the Public Service Commissioner, the General Manager, New Zealand Railways, the Permanent Head, Post and Telegraph Department, the Assistant Public Service Commissioner, and the Assistant Secretary to the Treasury to report from time to time on such matters as pay, overtime, leave, compassionate allowances, &c. The work of this committee has secured a measure of uniformity which would not have been otherwise possible.

### CONCLUSION.

Before concluding, the Commissioners desire to acknowledge their great obligation to Permanent Heads and other principal officers. The past year has been a most difficult one, but the loyal co-operation of all officers has lightened the task of the Commissioners.

The urgent requirement for rigid economy, the restriction of unremunerative services, and the prevention of undue expansion of staff, together with the retirement from the Service of the least efficient officers, will necessitate the continuance of that support.

At the present time everybody is looking—and the Commissioners are sure they will not look in vain—for the strictest economy to be observed in all Departments. The Commissioners have no hesitation in affirming that the Dominion has every reason to be proud of its officers; on the whole they are a competent and upright body of men and women, who ungrudgingly give the State whole-hearted and loyal service.

---

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

W. R. MORRIS, Commissioner.

P. VERSCHAFFELT, Assistant Commissioner.

Office of the Public Service Commissioner,  
29th November, 1921.

## TABLES.

TABLE I.—PUBLIC SERVICE LIST, 31/3/21.—GENERAL SUMMARY OF CLASSIFICATION BY DEPARTMENTS  
(EXCLUDING OFFICERS IN ADMINISTRATION DIVISION).

Department.	Number of Officers.	Salary, Year ending 31/3/21.	Salary, Year ending 31/3/22.	Increase.	Average Salary, Year ending 31/3/22.
		£	£	£	£
Agriculture .. .. .	503	163,887	168,806	4,919	335·598
(Retired 31/3/21) .. .. .	1	415	..	..	..
(Vacant) .. .. .	2	..	..	..	..
Audit .. .. .	110	30,533	33,116	2,583	301·054
(Retired 31/3/21) .. .. .	1	140	..	..	..
Crown Law Office .. .. .	7	3,958	4,040	82	577·144
Customs .. .. .	299	84,285	88,548	4,263	294·178
(Retired 31/3/21) .. .. .	1	85	..	..	..
(Appointed 1/4/21) .. .. .	3	..	294	..	..
(On loan) .. .. .	2	..	..	..	..
(Vacant) .. .. .	4	..	..	..	..
Defence .. .. .	112	23,469	24,905	1,436	221·487
(Appointed 1/4/21) .. .. .	5	..	1,009	..	..
Education .. .. .	321	102,702	105,626	2,924	328·496
(Retired 31/3/21) .. .. .	1	330	..	..	..
(Appointed 1/4/21) .. .. .	1	..	150	..	..
(Vacant) .. .. .	67	..	..	..	..
External Affairs .. .. .	5	1,260	1,332	72	266·400
Government Insurance .. .. .	132	39,286	41,311	2,025	312·962
(Vacant) .. .. .	1	..	..	..	..
Health .. .. .	278	86,615	89,256	2,641	320·590
(Appointed 1/4/21) .. .. .	3	..	830	..	..
Immigration .. .. .	11	2,552	2,748	196	250·006
(Appointed 1/4/21) .. .. .	2	..	580	..	..
Industries and Commerce .. .. .	33	9,979	10,356	377	313·818
Internal Affairs .. .. .	578	127,023½	131,674	4,650½	227·490
(Retired 31/3/21) .. .. .	4	1,110	..	..	..
(Appointed 1/4/21) .. .. .	3	..	498	..	..
Justice .. .. .	221	59,477	62,395	2,918	282·330
(On loan) .. .. .	1	..	..	..	..
(Vacant) .. .. .	1	..	..	..	..
Labour .. .. .	126	32,281	34,079	1,798	270·468
Land and Deeds .. .. .	153	34,116	36,770	2,654	239·415
(Appointed 1/4/21) .. .. .	1	..	100	..	..
Land and Income Tax .. .. .	134	29,430	31,605	2,175	236·703
(Appointed 1/4/21) .. .. .	1	..	350	..	..
Lands for Settlement .. .. .	4	1,578	1,593	15	398·250
Lands and Survey .. .. .	646	175,399	184,379	8,980	285·152
(Retired 31/3/21) .. .. .	4	1,665	..	..	..
(Appointed 1/4/21) .. .. .	2	..	400	..	..
Marine .. .. .	190	63,177	65,418	2,241	344·305
(Retired 31/3/21) .. .. .	1	165	..	..	..
(Vacant) .. .. .	1	..	..	..	..
Mental Hospitals .. .. .	625	154,060	155,452	1,392	248·060
(Appointed 1/4/21) .. .. .	8	..	1,570	..	..
(Vacant) .. .. .	7	..	..	..	..
Mines .. .. .	96	32,331	33,004	673	343·791
(Vacant) .. .. .	1	..	..	..	..
National Provident .. .. .	41	10,099	10,839	740	260·095
(Appointed 1/4/21) .. .. .	1	..	85	..	..
Native .. .. .	66	18,137	19,054	917	288·696
(Retired 31/3/21) .. .. .	1	450	..	..	..
Native Trust .. .. .	10	2,376	2,510	134	251·000
Pensions .. .. .	87	17,917	19,580	1,663	223·465
(Appointed 1/4/21) .. .. .	1	..	85	..	..
(Vacant) .. .. .	1	..	..	..	..
Police .. .. .	5	1,680	1,775	95	355·000
Printing and Stationery .. .. .	315	87,351	88,901	1,550	281·724
(Retired 31/3/21) .. .. .	4	1,029	..	..	..
(Appointed 1/4/21) .. .. .	1	..	124	..	..
Prisons .. .. .	198	57,800	58,924	1,124	297·618
(Retired 31/3/21) .. .. .	1	230	..	..	..
(Appointed 1/4/21) .. .. .	4	..	1,195	..	..
Public Service Commissioner's Office .. .. .	25	6,770	7,231	461	289·240
Public Service Superannuation .. .. .	9	2,443	2,600	157	288·888
Public Trust .. .. .	620	150,653	161,250	10,597	259·608
(Appointed 1/4/21) .. .. .	5	..	1,005	..	..
(Vacant) .. .. .	1	..	..	..	..
Public Works .. .. .	679	210,533	216,291	5,758	318·543
(Retired 31/3/21) .. .. .	2	543	..	..	..
(Vacant) .. .. .	3	..	..	..	..
Stamp Duties .. .. .	88	19,769	21,072	1,303	239·454
State Advances .. .. .	55	13,488	14,390	902	261·636
State Fire .. .. .	97	20,785	22,464	1,679	231·587
(Retired 31/3/21) .. .. .	1	140	..	..	..
(Appointed 1/4/21) .. .. .	4	..	515	..	..

TABLE I.—PUBLIC SERVICE LIST, 31/3/21.—GENERAL SUMMARY OF CLASSIFICATION BY DEPARTMENTS  
(EXCLUDING OFFICERS IN ADMINISTRATION DIVISION)—*continued*.

Department.	Number of Officers.	Salary, Year ending 31/3/21.	Salary, Year ending 31/3/22.	Increase.	Average Salary, Year ending 31/3/22.
		£	£	£	£
State Forest .. .. .	78	25,134	26,646	1,512	341-615
(Appointed 1/4/21) .. .. .	2	..	640	..	..
Tourist .. .. .	158	38,328	39,574	1,246	250-468
(Retired 31/3/21) .. .. .	1	350	..	..	..
(Vacant) .. .. .	11	..	..	..	..
(Appointed 1/4/21) .. .. .	1	..	125	..	..
Treasury .. .. .	76	20,029	21,127	1,098	277-986
Valuation .. .. .	112	36,250	37,863	1,613	338-062
(Appointed 1/4/21) .. .. .	2	..	170	..	..
Totals .. .. .	7,303	1,996,940½	2,078,504	81,563½	283-996
Retired 31/3/21 .. .. .	23	6,652	..	..	..
Appointed 1/4/21 .. .. .	50	..	9,725	..	..
Vacant .. .. .	100	..	..	..	..
Totals 31/3/21 .. .. .	7,326	2,003,592½	..	..	..
Totals 1/4/21 .. .. .	7,353	..	2,088,229	..	..
Native Schools .. .. .	253	..	53,650	..	..
(Vacant 1/4/21) .. .. .	19	..	..	..	..
Totals .. .. .	253	..	53,650	..	212-055

TABLE II.—PUBLIC SERVICE LIST, 31/3/21.—GENERAL SUMMARY OF CLASSIFICATION BY CLASSES  
(EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION.)

Class (excluding Administrative).	Number of Officers.	Total Salary, 31/3/21.	Classification Salary, 31/3/22.	Total Increase.	Average Salary, Year ending 31/3/22.
<b>Professional—</b>		£	£	£	£
Over scale .. .. .	48	42,325	42,950	625	894-791
Over scale (vacant 1/4/21) .. .. .	1	..	..	..	..
A .. .. .	93	63,075	64,375	1,300	692-204
A (retired 31/3/21) .. .. .	1	750	..	..	..
B .. .. .	85	48,515	49,750	1,235	585-294
C .. .. .	107	52,600	54,080	1,480	505-420
D .. .. .	180	73,980	76,245	2,265	423-583
D (retired 31/3/21) .. .. .	2	845	..	..	..
E .. .. .	47	14,550	15,255	705	324-574
F .. .. .	51	8,360	9,095	735	178-333
<b>Clerical—</b>					
Special .. .. .	25	18,200	18,650	450	746-000
Special (vacant 1/4/21) .. .. .	1	..	..	..	..
I .. .. .	62	37,600	39,100	1,500	630-645
I (retired 31/3/21) .. .. .	1	650	..	..	..
I (vacant 1/4/21) .. .. .	1	..	..	..	..
II .. .. .	67	35,850	36,475	625	544-403
III .. .. .	56	27,075	27,700	625	494-642
IV .. .. .	135	58,395	60,160	1,765	445-629
IV (retired 31/3/21) .. .. .	1	450	..	..	..
IV (vacant 1/4/21) .. .. .	1	..	..	..	..
V .. .. .	300	113,925	116,945	3,020	389-816
V (retired 31/3/21) .. .. .	1	400	..	..	..
V (vacant 1/4/21) .. .. .	2	..	..	..	..
VI .. .. .	429	142,305	146,855	4,550	342-337
VI (appointed 1/4/21) .. .. .	1	..	350	..	..
VI (vacant 1/4/21) .. .. .	1	..	..	..	..
VII (£230-£320) .. .. .	843	221,100	234,880	13,780	278-583
VII (appointed 1/4/21) .. .. .	4	..	1,080	..	..
VII (vacant 1/4/21) .. .. .	1	..	..	..	..
VII (£140-£215) .. .. .	541	77,896	93,521	15,625	172-920
VII (retired 31/3/21) .. .. .	2	280	..	..	..
VII (appointed 1/4/21) .. .. .	2	..	375	..	..
VII (£85-£115) .. .. .	579	53,790	62,470	8,680	107-619
VII (appointed 1/4/21) .. .. .	7	..	595	..	..
<b>General—</b>					
I (£350 and over) .. .. .	403	161,483	165,228	3,745	409-809
I (appointed 1/4/21) .. .. .	2	..	745	..	..
I (vacant 1/4/21) .. .. .	3	..	..	..	..
II (£200-£349) .. .. .	2,277	606,769½	617,467	10,697½	271-036
II (retired 31/3/21) .. .. .	9	2,398	..	..	..
II (appointed 1/4/21) .. .. .	17	..	4,291	..	..
II (vacant 1/4/21) .. .. .	50	..	..	..	..
III (under £200) .. .. .	927	123,802	131,648	7,846	141-882
III (retired 31/3/21) .. .. .	2	279	..	..	..
III (appointed 1/4/21) .. .. .	17	..	2,289	..	..
III (vacant 1/4/21) .. .. .	33	..	..	..	..
<b>Educational—</b>					
I (£350 and over) .. .. .	20	7,645	7,745	100	387-250
I (vacant 1/4/21) .. .. .	1	..	..	..	..
II (£200-£349) .. .. .	28	7,700	7,910	210	282-500
II (retired 31/3/21) .. .. .	1	330	..	..	..
II (vacant 1/4/21) .. .. .	5	..	..	..	..
Totals .. .. .	7,303	1,996,940½	2,078,504	81,563½	283-996
Retired 31/3/21 .. .. .	23	6,652	..	..	..
Appointed 1/4/21 .. .. .	50	..	9,725	..	..
Vacant 1/4/21 .. .. .	100	..	..	..	..
Totals 31/3/21 .. .. .	7,326	2,003,592½	..	..	..
Totals 31/3/22 .. .. .	7,353	..	2,088,229	..	..
<b>Native Schools</b> .. .. .	253	..	53,650	..	..
Vacant 1/4/21 .. .. .	19	..	..	..	..
Totals .. .. .	253	..	53,650	..	212-055

NOTE.—Three officers on loan and one piece-worker not included in above return.

TABLE III.—SHOWING ALTERATIONS IN STAFFS AND SALARIES OF DEPARTMENTS BETWEEN CLASSIFIED LIST FOR 1920-21 AND 31ST MARCH, 1921.

Departments.	Classified List, 1920-21.		Increase.														Decrease.														Net Increase or Decrease.		At 31st March, 1921.		Departments.		
	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.												
			Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number of Officers.	Total Classified Salaries.			
Agriculture .. ..	488	£ 157,748	211	£ 4,800	2	£ 355	1	£ 140	23	£ 5,279	17	£ 3,989	..	£ ..	10	£ 2,609	53	£ 17,172	..	£ ..	17	£ 4,230	3	£ 1,010	4	£ 1,622	13	£ 3,756	..	£ ..	37	£ 10,618	+ 16	+ £ 6,554	504	£ 164,302	Agriculture.
Audit .. ..	102	29,898	15	345	1	140	1	140	12	1,170	5	1,100	..	..	1	160	20	3,055	..	..	1	350	1	310	..	..	9	1,620	..	..	11	2,280	+ 9	+ 775	111	30,673	Audit.
Crown Law .. ..	7	3,858	2	150	..	..	..	..	1	900	..	..	..	..	..	..	1	1,050	..	..	..	..	..	..	..	1	950	..	..	..	..	..	7	3,958	Crown Law.		
Customs .. ..	264	82,006	50	1,260	5	1,009	6	865	25	2,815	16	1,550	..	..	..	52	7,499	3	155	5	1,955	..	3	690	7	2,035	1	300	16	5,135	+ 36	+ 2,364	300	84,370	Customs.		
Defence .. ..	79	20,089	1	50	1	215	24	3,298	5	559	14	2,189	1	290	10	1,650	55	8,251	..	..	15	3,424	1	290	..	..	5	927	1	230	22	4,871	+ 33	+ 3,380	112	23,469	Defence.
Education .. ..	301	99,038	48	1,615	4	911	6	1,007	35	9,665	35	9,270	3	660	7	1,940	90	25,068	1	60	32	11,462	..	4	1,872	33	7,680	..	..	69	21,074	+ 21	+ 3,994	322	103,032	Education.	
External Affairs ..	..	..	..	..	..	..	5	1,260	..	..	..	..	..	..	..	5	1,260	..	..	..	..	..	..	..	..	..	..	..	..	..	+ 5	+ 1,260	5	1,260	External Affairs.		
Government Insurance ..	145	42,187	28	748	1	140	..	..	3	326	..	..	..	..	..	4	1,214	..	..	9	2,145	1	310	1	600	6	1,060	..	..	17	4,115	- 13	- 2,901	132	39,286	Government Insurance.	
Health .. ..	182	56,582	20	1,354	4	948	57	20,543	16	3,404	43	9,268	..	..	8	1,744	128	37,261	..	..	4	1,260	..	..	..	25	5,158	3	810	32	7,228	+ 96	+ 30,033	278	86,615	Health.	
Immigration .. ..	9	2,491	..	..	1	164	2	660	..	..	2	375	..	..	..	5	1,199	..	..	2	920	..	..	..	1	218	..	..	3	1,138	+ 2	+ 61	11	2,552	Immigration.		
Industries and Commerce ..	11	4,237	2	27	..	..	14	3,565	1	100	6	2,190	..	..	2	410	23	6,292	..	..	..	..	..	..	1	550	..	..	1	550	+ 22	+ 5,742	33	9,979	Industries and Com'ce.		
Internal Affairs ..	417	100,230	24	565	45	6,762	5	1,420	27	4,219	27	3,704	17	3,024	45	8,085½	166	27,779½	2	20	13	2,985	1	265	3	995	26	5,127	..	..	43	9,392	+123	+ 18,387½	540	118,617½	Internal Affairs.
Internal Affairs (Reliev.) ..	174	27,606	4	51	6	1,415	10	2,164	1	85	26	2,470	..	..	3	333	46	6,518	..	..	150	20,620	2	252	..	..	25	3,621	1	115	178	24,608	-132	- 18,090	42	9,516	Internal Affairs (Reliev.)
Justice (also Patents) ..	213	60,442	16	315	7	1,039	1	140	10	1,215	7	945	3	745	..	..	28	4,399	..	..	7	2,130	3	675	1	450	9	2,109	..	..	20	5,364	+ 8	- 965	221	59,477	Justice.
Labour .. ..	108	29,976	12	225	8	2,173	4	650	13	1,788	10	1,709	..	..	5	1,026	40	7,571	2	45	3	816	..	4	1,270	13	2,875	2	260	22	5,266	+ 18	+ 2,305	126	32,281	Labour.	
Lands and Deeds ..	116	30,086	13	385	4	745	7	1,089	13	1,165	23	2,413	..	..	2	282	49	6,079	..	..	2	300	1	450	..	..	9	1,299	..	..	12	2,049	+ 37	+ 4,030	153	34,116	Lands and Deeds.
Land and Income Tax ..	129	30,271	5	110	1	140	..	..	5	425	11	950	..	..	..	..	17	1,625	..	..	3	620	..	1	350	8	1,496	..	..	12	2,466	+ 5	- 841	134	29,430	Land and Income Tax.	
Lands for Settlement ..	4	1,531	1	50	1	218	..	..	1	85	..	..	..	..	..	2	353	..	..	1	100	..	..	..	1	206	..	..	2	306	..	..	47	4	1,578	Lands for Settlement.	
Lands and Survey ..	599	172,645	25	913	16	3,423	13	3,019	25	3,353	36	4,153	2	215	23	5,272	115	20,348	1	20	19	5,663	2	410	5	2,305	37	7,431	1	100	64	15,929	+ 51	+ 4,419	650	177,064	Lands and Survey.
Marine and Inspection of Machinery ..	182	61,610	13	370	3	468	2	280	12	2,650	1	415	2	665	..	..	20	8,848	..	..	4	901	..	3	1,150	3	635	1	430	11	3,116	+ 9	+ 1,732	191	63,342	Marine and Inspection of Machinery.	
Mental Hospitals ..	608	153,171	55	2,093	1	270	..	..	134	25,264	12	2,702	..	..	1	246	148	30,575	1	5	5	2,775	5	1,535	2	1,550	101	19,406	18	4,415	131	29,686	+ 17	+ 889	625	154,060	Mental Hospitals.
Mines .. ..	97	32,679	11	269	..	..	1	206	1	152	5	1,450	..	..	..	..	7	2,077	1	15	7	2,030	..	..	..	1	380	..	..	8	2,425	- 1	- 348	96	32,331	Mines.	
National Provident and Friendly Societies ..	41	10,229	1	25	3	404	1	290	3	420	..	..	..	..	..	..	7	1,139	..	..	4	655	..	..	..	3	614	..	..	7	1,269	..	- 130	41	10,099	National Provident and Friendly Societies.	
Native .. ..	64	18,078	4	130	2	300	..	..	2	209	..	..	1	290	1	240	6	1,169	..	..	1	100	..	..	..	2	560	..	..	3	660	+ 3	+ 509	67	18,587	Native.	
Native Trust .. ..	..	..	..	..	..	..	10	2,376	..	..	..	..	..	..	..	10	2,376	..	..	..	..	..	..	..	..	..	..	..	..	..	+ 10	+ 2,376	10	2,376	Native Trust.		
Pensions .. ..	77	16,493	..	..	2	209	1	115	6	510	6	714	..	..	7	1,870	22	3,418	..	..	1	140	..	..	..	11	1,854	..	..	12	1,994	+ 10	+ 1,424	87	17,917	Pensions.	
Police .. ..	5	1,680	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	1,680	Police.	
Printing and Stationery* ..	353	92,832	61	1,428	1	525	1	215	..	..	3	820	..	..	2	575	7	3,563	..	..	3	795	2	590	5	1,525	31	5,105	..	..	41	8,015	- 34	- 4,452	319	88,380	Printing and Stationery.
Prisons .. ..	187	55,218	31	490	2	510	4	1,742	40	10,075	..	..	..	..	1	260	47	13,077	2	30	4	905	1	300	4	1,780	24	6,710	2	540	35	10,265	+ 12	+ 2,812	199	58,030	Prisons.
Public Service Commissioner's ..	26	7,460	..	..	5	605	..	..	..	..	..	..	..	..	..	5	605	..	..	6	1,295	..	..	..	..	..	..	..	..	6	1,295	- 1	- 690	25	6,770	Public Service Commissioner's.	
Public Service Superannuation ..	8	2,413	..	..	..	..	..	..	1	85	1	85	..	..	..	..	2	170	..	..	..	..	..	..	..	1	140	..	..	1	140	+ 1	+ 30	9	2,443	Public Service Superannuation.	
Public Trust .. ..	565	142,487	104	4,769	2	485	22	5,722	24	3,316	63	9,005	3	725	14	2,920	128	26,942	5	315	27	6,873	1	330	2	925	38	9,138	5	1,195	73	18,776	+ 55	+ 8,166			



TABLE IV.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912, FOR YEAR ENDED 31ST MARCH, 1921.

Department.	Name of Officer.	Place.	From	To	Remarks.
Agriculture ..	Barry, W. C.	Christchurch	Veterinarian, P D ..	Veterinarian, P C ..	Revaluation of duties.
" ..	Broom, G. ..	Gisborne	Veterinarian, P D ..	Veterinarian, P C ..	"
" ..	Cameron, J. R. F.	Christchurch	Clerk, C VII ..	Clerk, C VI ..	"
" ..	Danskin, J.	Dunedin	Veterinarian, P D ..	Veterinarian, P C ..	"
" ..	Edwards, W. W. H.	Auckland	Veterinarian, P D ..	Veterinarian, P C ..	"
" ..	Elphick, E. E.	Wellington	Veterinarian, P D ..	Veterinarian, P C ..	"
" ..	Foster, L. D.	Wellington	Laboratory Assistant, P E ..	Laboratory Assistant, P D ..	"
" ..	Hall, T. D. H.	Wellington	Clerk, C IV .. P D ..	Clerk, C III ..	"
" ..	Haugh, P. ..	Petone	Veterinarian, P D ..	Veterinarian, P C ..	"
" ..	Jackson, R. A.	Mamaku	Farm Overseer, 1st Grade (max. £295) ..	Farm Overseer, Special Grade (max. £310) ..	"
" ..	McCarthy, E.	H. O., Wellington	Clerk, C VII ..	Library Clerk, C VI ..	"
" ..	Patterson, T. H.	Auckland	Instructor in Agriculture, P D (max. £450) ..	Instructor in Agriculture, P C (max. £470) ..	"
" ..	Reid, E. A. ..	Wellington	Orchard Instructor, 2nd Grade G (max. £350) ..	Orchard Instructor, 1st Grade, G (max. £415) ..	"
" ..	Scott, W. ..	Opotiki	Milk-tester, G (max. £320) ..	Dairy Instructor, G (max. £400) ..	"
" ..	Stratford, G.	Christchurch	Orchard Instructor, 2nd Grade G (max. £350) ..	Orchard Instructor, 1st Grade, G (max. £415) ..	"
" ..	Taylor, W. ..	Wellington	Horticulturist, G (max. £425) ..	Horticulturist, G (max. £440) ..	"
" ..	Wood, K. ..	Waitara	Veterinarian, P D ..	Veterinarian, P C ..	"
" ..			Apiary Inspectors— G, £250 (max. £270) ..	G, £280 (max. £300) ..	"
" ..			Apiary Inspectors— 1st Grade, G, £295 (max. £345) ..	1st Grade, G, £335 (max. £375) ..	"
" ..			2nd Grade, G, £235 (max. £285) ..	2nd Grade, G, £300 (max. £325) ..	"
" ..			Dairy Inspectors and Graders— 1st Grade, £420 (max. £450) ..	1st Grade, £470 (max. £500) ..	"
" ..			2nd Grade, £350 (max. £400) ..	2nd Grade, £400 (max. £450) ..	"
" ..			Fields Inspectors— 1st Grade, £380 (max. £400) ..	1st Grade, £400 (max. £450) ..	"
" ..			2nd Grade, £345 (max. £370) ..	2nd Grade, £360 (max. £390) ..	"
" ..			3rd Grade, £295 (max. £335) ..	3rd Grade, £310 (max. £350) ..	"
" ..			4th Grade, £245 (max. £285) ..	4th Grade, £250 (max. £300) ..	"
" ..			Fruit Inspectors— G, £265 (max. £315) ..	G, £300 (max. £325) ..	"
" ..			Inspectors of Stock— 1st Grade, £380 (max. £400) ..	1st Grade, £400 (max. £450) ..	"
" ..			2nd Grade, £345 (max. £370) ..	2nd Grade, £360 (max. £390) ..	"
" ..			3rd Grade, £295 (max. £335) ..	3rd Grade, £310 (max. £350) ..	"
" ..			4th Grade, £245 (max. £285), (Assistant) ..	4th Grade, £250 (max. £300), (Assistant) ..	"
" ..			Meat Inspectors— Special Grade ..	Special Grade, £360 (max. £390) ..	"
" ..			1st Grade, £305 (max. £345) ..	1st Grade, £315 (max. £350) ..	"
" ..			2nd Grade, £275 (max. £295) ..	2nd Grade, £285 (max. £305) ..	"
" ..			Orchard Inspectors— 1st Grade, G, £360 (max. £390) ..	1st Grade, £385 (max. £415) ..	"
" ..			2nd Grade, G, £310 (max. £350) ..	2nd Grade, £335 (max. £375) ..	"
" ..			3rd Grade, G, £260 (max. £300) ..	3rd Grade, £300 (max. £325) ..	"

TABLE IV.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912, FOR YEAR ENDED 31st MARCH, 1921—continued.

Department.	Name of Officer.	Place.	From	To	Remarks.
Audit	Brooke, W. J.	Invercargill	Audit Inspector, C VI	Audit Inspector, C V	Revaluation of duties.
"	Cooke, G. C.	Wellington	Local Government Audit Supervisor, C III	Local Government Audit Supervisor, C II	"
"	Innes, E. S.	Wellington	Section Clerk, C III	Auditor, State and other Funds, C II	"
"	Nalder, H. M.	Wellington	Chief Examiner, C III	Chief Examiner, C II	"
"	Ralston, C. A.	Christchurch	Audit Inspector, C II	Audit Inspector, C I (max. £600)	"
"	Sunley, R. M.	Wellington	Principal Book-keeper, C IV	Officer-in-Charge, Loans Audit Section, C III	"
Crown Law Office	Tudhope, J. M.	Wellington	Assistant Solicitor, P C	Assistant Solicitor, P B (£550)	"
Customs	Butler, D.	Wellington	Boarding Inspector, C V	Boarding Inspector, C IV	"
"	Bridgman, J. F.	Wellington	Examining Officer, C VI	Examining Officer, C V	"
"	Butcher, C. E.	Timaru	Examining Officer, C VI	Examining Officer, C V	"
"	Dowding, R. E.	Christchurch	Examining Officer, C VI	Examining Officer, C V	"
"	Duncan, A.	Auckland	Chief Clerk, C II	Chief Clerk, C I (max. £600)	"
"	Ginger, B. A.	H.O., Wellington	Examining Officer, C VI	Examining Officer, C V	"
"	Grant, W. G. D.	Wellington	Boarding Inspector, C V	Boarding Inspector, C IV	"
"	Prichard, G. P.	Auckland	Examining Officer, C V	Examining Officer, C IV	"
"	Robertson, J. H.	Wellington	Examining Officer, C VI	Examining Officer, C V	"
"	Steinmetz, J. M.	Dunedin	Examining Officer, C VI	Examining Officer, C V	"
"	Stratton, A. T.	Christchurch	Examining Officer, C VI	Examining Officer, C V	"
"	Tanner, T. H. M.	Wellington	Examining Officer, C VI	Examining Officer, C V	"
"	Wallace, W.	Christchurch	Examining Officer, C VI	Examining Officer, C V	"
"	Wild, H. A.	Christchurch	Examining Officer, C V	Examining Officer, C IV	"
"			Lockers, £260 (max. £275)	£240 (max. £275)	"
"			Messengers, £245 (max. £265)	£230 (max. £265)	"
"			Watchmen, £240 (max. £265)	£240 (max. £275)	"
Education	Butcher, L. S. P.	H.O., Wellington	Clerk, C VII	Clerk, C VI	"
"	Crawford, C. E.	H.O., Wellington	Accountant, C III	Accountant, C II	"
"	Cresswell, T. R.	Wellington	Senior Inspector of Schools, P A (max. £700)	Chief Inspector of Secondary Schools, P (max. £800)	"
"	Clyde, Miss H. D.	H.O., Wellington	Clerk, C VII	Clerk, C VI	"
"	Davey, I.	H.O., Wellington	Clerk, C V	Clerk, C IV	"
"	Isaac, E. C.	Wellington	Inspector of Manual and Technical Instruction, P B	Inspector of Manual and Technical Instruction, P A (max. £650)	"
"	Jameson, T. H.	H.O., Wellington	Record Clerk, C VI	Record Clerk, C V	"
"	Lake, A. E.	H.O., Wellington	Clerk, C VII	Clerk, C VI	"
"	Orr, J. A.	Wellington	Clerk, C VI	Clerk, C V	"
"	Parr, E. J.	Wellington	Inspector of Secondary Schools, P B	Inspector of Secondary Schools, P A (max. £650)	"
"	Ryrie, M.	Nelson	Farm Overseer, Boys' Training-farm (max. £300)	Farm Overseer, Special School for Boys (max. £325)	"
"	Severne, F. L.	H.O., Wellington	Senior Clerk, C IV	Senior Clerk, C III	"
"	Williams, L. F.	Nelson	Matron, Special School for Girls (max. £300)	Matron-in-Charge, Special School for Boys and Girls (max. £350)	"
"			Inspectors of Schools, P B (max. £625)	P A (max. £650)	"
"			Cooks, Laundresses, and Seamstresses, G (max. £150)	G (max. £160)	"
Government Insurance	Bolt, F. B.	Wellington	Supervisor of New Business, C I	Supervisor of New Business, C Sp. (£700)	"
"	Fullerton, R.	Napier	Resident Agent, C V	District Manager, C IV	"
"	Laurensen, T. P.	Timaru	Resident Agent, C VI	District Manager, C V	"
"	Levestam, H. L.	Wanganui	Resident Agent, C V	District Manager, C IV	"
Immigration	Mills, V. A.	Wellington	Chief Clerk and Accountant, C V	Chief Clerk and Accountant, C IV	"
Industries and Commerce	Houston, A. S.	Wellington	Clerk, C VI	Clerk, C V	"



TABLE IV.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912, FOR YEAR ENDED 31ST MARCH, 1921—continued.

Department.	Name of Officer.	Place.	From	To	Remarks.
Internal Affairs Department	Anderson, J. C.	Wellington	Librarian, Turnbull Library, P D	Librarian, Turnbull Library, P C (max. £490)	Revaluation of duties.
Ditto	Black, J. P.	Wellington	Compiler-in-Charge, Statistics of Production, C IV	Compiler-in-Charge, Statistics of Production, C III	"
"	Henderson, H. M. B.	Wellington	Chaufeur, G (max. £265)	Head Chauffeur, G (max. £285)	"
"	Jones, S. Y.	Wellington	Clerk, Government House, C VI	Clerk, Government House, C V	"
"	Magninity, M. C. E.	Wellington	Clerk, C VII	Clerk, C VI	"
Justice	Freeman, W. H.	Hawera	Clerk, C VI	Clerk, C V	"
"	Miller, J.	Masterton	Clerk, C VI	Clerk, C V	"
Labour	Berendsen, C. A.	Wellington	Chief Clerk, &c., C III	Chief Clerk, &c., C II	"
"	Burgess, A.	Wellington	Accountant, C V	Section Clerk, C IV	"
"	Moston, H. E.	Wellington	Deputy Chief Inspector of Factories and Deputy Housing Superintendent, C IV	Deputy Chief Inspector of Factories and Deputy Housing Superintendent, C III (max. £500)	"
"	Shanahan, W. E.	Wellington	Accounts Clerk, C VI	Ledger-keeper, C V	"
"	Slaughter, W.	Wellington	Assistant Deputy Chief Inspector of Factories and Assistant Deputy Housing Superintendent, C IV	Assistant Deputy Chief Inspector of Factories and Assistant Deputy Housing Superintendent, C III	"
"	Wilson, F.	Hamilton	Inspector of Factories (2nd Grade)	Inspector of Factories (1st Grade)	"
Land and Deeds	Baird, R. F.	New Plymouth	Assistant Land Registrar, C V	Assistant Land Registrar, &c., C IV	"
"	Fletcher, W. H.	Gisborne	Assistant Land Registrar, &c., C V	Assistant Land Registrar, &c., C IV	"
Land and Income Tax	Allen, L. F.	Dunedin	Inspector, C III	Inspector, C II	"
"	Copeland, W.	Christchurch	Inspector, C III	Inspector, C II	"
"	Dowland, C. E. J.	Wellington	Inspector, C III	Inspector, C II	"
"	Rosenberg, H. L.	Wellington	Assessment Clerk, (2nd Grade), C VII	Assessment Clerk (1st Grade), C VI	"
"	Young, H. H. A.	Auckland	Inspector, C III	Inspector, C II	"
Lands and Survey	Bardsley, W.	North Auckland	Draughtsman, C VI	Draughtsman, C V	"
"	Elvy, W. J.	Blenheim	Draughtsman and Computer, C VI	Draughtsman and Computer, C V	"
"	Harvey, J. W.	Auckland	Chief Clerk and Accountant, Chief Drainage Engineer's Office, C V	Chief Clerk and Accountant and Collector of Rates, Drainage Area, C IV	"
"	Mitchell, F. W. E.	H.O., Wellington	Clerk, C VII	Clerk, C VI	"
"	Pfeifer, C. E.	Napier	Draughtsman, C VI	Draughtsman, C V (max. £365)	"
"	Saunders, A. H.	Auckland	Draughtsman, C VI	Draughtsman, C V (max. £365)	"
"	Shaw, W. E.	Christchurch	Accountant, C V	Accountant, C IV	"
"	Slane, W. J. C.	Auckland	Senior Draughtsman, P D (max. £375)	Senior Draughtsman, C IV (max. £400)	"
"	Wilson, A.	Auckland	District Surveyor, P D	District Surveyor, P C (max. £530)	"
Lands for Settlement	Mewhinney, O.	Wellington	Chief Clerk, C V	Chief Clerk, C IV	"
Marine Department	Weir, G. H.	Wellington	Clerk, C VII	Clerk, C VI	"
Mental Hospitals	Brandon, W. J.	Sunnyside	Foreman Carpenter (max. £295)	Works Overseer (max. £315)	"
"	Buchanan, H. M.	Waitati	Assistant Medical Officer, P B	Assistant Medical Officer, P A (£750)	"
"	Gray, T. G.	Seacliff	Assistant Medical Officer, P A (max. £650)	Assistant Medical Officer, P Sp.	"
"	Hassall, F.	Porirua	Carpenter and Joiner (max. £277)	Leading Carpenter (max. £285)	"
"	Holder, G. C.	Wellington	Clerk and Storekeeper, C IV	Chief Clerk, C II	"
"	Lee, D. C.	Sunnyside	Assistant Medical Officer, P D	Assistant Medical Officer, P A	"
"	Prins, H. M.	Porirua	Assistant Medical Officer, P B	Assistant Medical Officer, P A	"
"	Riach, W.	Porirua	Clerk, C V	Clerk and Storekeeper, C IV	"
"	Shearer, J.	Seacliff	Foreman Carpenter (max. £315)	Works Overseer (max. £325)	"
"	Tizard, H. J.	Auckland	Assistant Medical Officer, P B	Assistant Medical Officer, P A	"
"	Smellie, N. R.	H.O., Wellington	Clerk, C VII	Clerk, C VI	"
Mines	Thomson, J.	Wellington	Native Land Purchase Officer, C III	Native Land Purchase Officer, C II	"

TABLE IV.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912, FOR YEAR ENDED 31ST MARCH, 1921—continued.

Department.	Name of Officer.	Place.	From	To	Remarks.
Native Trust	Dykes, R. P.	Wellington	Clerk, C V ..	Clerk, C IV ..	Revaluation of duties.
Pensions	Boyes, J. H.	H.O., Wellington	Assistant Commissioner, C II ..	Assistant Commissioner, C I (max. £600)	"
Police	Maddon, R. F.	Wellington	Chief Clerk, C III ..	Chief Clerk, C II ..	"
Printing and Stationery	Hall, J. W. . .	Wellington	Senior Clerk, C V ..	Senior Clerk, C IV ..	"
"	Williams, A. D.	Wellington	Supervisor, Stationery Branch, G (max. £375)	Supervisor, Stationery Branch, G (max. £400)	"
"	Mark, T. . .	Wellington	Chief Clerk, C II ..	Chief Clerk, C I (max. £600)	"
Public Service Commissioner's Office	Park, A. D.	Wellington	Inspector, C I	Inspector, C Sp. (max. £700)	"
Ditto	Anderson, A. E. J.	H.O., Wellington	Clerk, C VII	Accounts Clerk, C VI	"
Public Trust..	Bannister, H. S.	H.O., Wellington	Estates Administration Clerk, C VI	Estates Administration Clerk, C V	"
"	Baird, W. G.	H.O., Wellington	First Controller, Estates Division, C I ..	First Controller, Estates Division, C Sp. (£700)	"
"	Brailey, E. S.	H.O., Wellington	Clerk, C VII	Accounts Clerk, C VI	"
"	Carrad, J. H.	H.O., Wellington	Legal Clerk, P D	Assistant Solicitor, P B (Max. £550)	"
"	Chatwin, L. A.	D.O., Wellington	Cashier, C VII	Accounts Clerk, C VI	"
"	Chesney, N. M.	Auckland	Estates Administration Clerk, C V	Estates Administration Clerk, C IV	"
"	Chesterman, G. H.	Hamilton	Local Deputy Public Trustee, C II	Local Deputy Public Trustee, C I (max. £600)	"
"	Dalton, L. J.	Christchurch	Clerk, C VII	Accounts Clerk, C VI	"
"	Dick, A. C.	H.O., Wellington	Estates Administration Clerk, C V	Estates Administration Clerk, C IV	"
"	Dickson, B. C. B.	H.O., Wellington	Clerk, C VII	Estates Administration Clerk, C VI	"
"	Dolph, J. . .	H.O., Wellington	Assistant Solicitor, P C	Assistant Solicitor, P B (max. £350)	"
"	Dwyer, P. C.	Christchurch	Estates Administration Clerk, C V	Estates Administration Clerk, C IV	"
"	Dwyer, T. J.	D.O., Wellington	Estates Administration Clerk, C V	Estates Administration Clerk, C IV	"
"	Earles, S. B.	Wanganui	Clerk, C VII	Estates Administration Clerk, C VI	"
"	Faire, A. S.	Gisborne	Local Deputy Public Trustee, C II	Local Deputy Public Trustee, C I (max. £600)	"
"	Fletcher, C. H.	Christchurch	Accounts Clerk, C VI	Estates Administration Clerk, C V	"
"	Gudsell, L. M.	Auckland	Clerk, C VII	Estates Administration Clerk, C VI	"
"	Harrison, C. S. M.	Christchurch	Estates Administration Clerk, C VI	Estates Administration Clerk, C V	"
"	Henderson, K. A.	H.O., Wellington	Estates Administration Clerk, C V	Estates Administration Clerk, C IV	"
"	Kitching, W. D. P.	H.O., Wellington	Clerk, C VII	Estates Administration Clerk, C VI	"
"	McAloon, J. L. F.	H.O., Wellington	Accounts Clerk, C VI	Assistant Accountant, P D	"
"	McGhie, J. G.	Gisborne	Estates Administration Clerk, C VII	Estates Administration Clerk, C VI	"
"	McKay, D. L.	Christchurch	Estates Administration Clerk, C V	Estates Administration Clerk, C IV	"
"	McKeown, J. L.	Auckland	Clerk, C VII	Estates Administration Clerk, C VI	"
"	Newcombe, R.	Christchurch	Clerk, C VII	Accounts Clerk, C VI	"
"	Overbye, D. L.	Auckland	Clerk, C VII	Estates Administration Clerk, C VI	"
"	Playne, C. J.	Christchurch	District Accountant, P C	District Accountant, P B	"
"	Rist, H. G.	D.O., Wellington	Estates Administration Clerk, C VI	Estates Administration Clerk, C V	"
"	Ryan, P. J.	H.O., Wellington	Assistant Solicitor, P C (max. £470)	Assistant Solicitor, P B (max. £550)	"
"	Snell, J. . .	H.O., Wellington	Secretary, Public Trust Office Board, C II	Secretary, Public Trust Office Board, C I	"
"	Sullivan, F. W.	Hamilton	Clerk, C VII	Estates Administration Clerk, C VI	"
"	Thompson, H.	Palmerston N.	Clerk, C VII	Estates Administration Clerk, C VI	"
"	Turney, G. E.	Napier	Clerk, C VII	Accounts Clerk, C VI	"
"	Turnpenny, W. J.	Christchurch	Estates Administration Clerk, C VI	Estates Administration Clerk, C V	"
"	White, C. E.	Christchurch	Estates Administration Clerk, C VI	Estates Administration Clerk, C V	"
"	White, D. R.	Dunedin	Assistant Local Deputy Public Trustee and District Solicitor, P C (max. £470)	Assistant Local Deputy Public Trustee and District Solicitor, P B (max. £550)	"
"	White, R. N.	Auckland	Clerk, C VII	Estates Administration Clerk, C VI	"

TABLE IV.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912, FOR YEAR ENDED 31st MARCH, 1921—continued.

Department.	Name of Officer.	Place.	From	To	Reason.
Public Trusts...	Whyte, F. M.	New Plymouth	District Manager, C V	District Manager, C IV	..
"	Willis, C. A.	H.O., Wellington	Accounts Clerk, C VI	Assistant Accountant, P D	..
"	Wilson, J. F.	H.O., Wellington	Clerk, C V	Clerk, C IV..	..
Public Works	Albertson, G. W.	Napier	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Arthur, H. ..	H.O., Wellington	Inspector, C III	Inspector, C II	..
"	Ball, T. M.	Paeroa	Assistant Engineer, P C	Resident Engineer, P B	..
"	Calcinai, U. P.	Wellington	Head Chauffeur, G (max. £295)	Head Chauffeur and Mechanic, G (max. £325)	..
"	Calvert, C. G.	Whangarei	Assistant Engineer, P E	Assistant Engineer, P D	..
"	Campbell, W. T.	Otago Central..	Engineer's Assistant, G, 2nd Grade (max. £310)	Engineer's Assistant, G, 1st Grade (max. £350)	..
"	Curtis, V. C.	Wanganui	Chief Clerk, C VI	Chief Clerk, C V	..
"	Dickson, H.	Invercargill	Resident Engineer, P D	Resident Engineer, P C	..
"	Dimmie, A. ..	Shannon	Resident Engineer, P B	District Engineer, P A	..
"	Evans, E. F.	Dunedin	Assistant Engineer, P E	Assistant Engineer, P D	..
"	Gibson, J. J.	H.O., Wellington	Assistant Accountant, C III	Assistant Accountant, C II	..
"	Hall-Jones, W.	Hamilton	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Haskell, J. V.	Tauranga	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Heays, H. C.	Wellington	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Horne, A. W.	Gisborne	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Jeff, W. A.	Taumarunui	Inspector of Works, G (max. £435)	Assistant Road Engineer, G (max. £450)	..
"	Johnston, T. A.	Stratford	Acting Assistant Engineer, P D	Acting Assistant Engineer, P C	..
"	Kaye, R. L.	Gisborne	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Keller, P. ..	Maungaturoto	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Langbein, F.	Oira	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Lindup, F. W.	Blenheim	Assistant Engineer, P E	Assistant Engineer, P D	..
"	McCulloch, J.	Gisborne	Foreman Carpenter (max. £295)	Foreman Carpenter (max. £340)	..
"	McLennan, T.	Hamilton	Electrical Engineer, P B	District Electrical Engineer, P A	..
"	Marks, J. R.	Ida Valley	Assistant Engineer, P D	Resident Engineer, P B	..
"	May, L. ..	Wellington	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Meenan, J.	Dunedin	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Menzies, R. R.	Whangarei	Inspector of Works, G (max. £435)	Assistant Road Engineer, G (max. £450)	..
"	Newnham, W. L.	H.O., Wellington	Assistant Engineer, P C	Assistant Engineer, P B	..
"	Packwood, R. H.	Whangarei	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Patterson, H.	Ngatapa	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Ridley, A. J.	H.O., Wellington	Clerk, C VI	Clerk, C V	..
"	Ronayne, R. H. P.	Wellington	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Seddon, N.	Wellington	Overseer, G (£385)	Workshops Manager, G (£400)	..
"	Simpson, J.	Christchurch	Inspector of Works, G (max. £435)	Assistant Road Engineer, G (max. £450)	..
"	Stewart, A. ..	Matata	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Thompson, F. N.	Whangarei	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Thornton, O. G.	Te Roti	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Townley, R. B.	Stratford	Engineer's Assistant, G (max. £350)	Assistant Road Engineer, G (max. £450)	..
"	Turner, W. S.	Taumarunui	Clerk, C VII	Clerk, C VI..	..
"	Tyndall, A. ..	Whangarei	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Watkinson, H.	Stratford	Assistant Engineer, P D	Assistant Engineer, P C	..
"	Wilson, R. A.	Auckland	Assistant Engineer, P E	Assistant Engineer, P D	..
Stamp Duties	Timney, G. ..	H.O., Wellington	Clerk, C VII	Clerk, C VI..	..

TABLE IV.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912, FOR YEAR ENDED 31ST MARCH, 1921—continued.

Department.	Name of Officer.	Place.	From	To	Remarks.
State Forestry	Buchanan, D. J.	Tapanui	Superintending Nurseryman, G (max. £270)	Superintending Nurseryman, G (max. £575)	Reorganization of Department.
"	Goudie, H. A.	Whakarewarewa	Superintending Nurseryman, G (max. £450)	Superintending Nurseryman, G (max. £575)	Ditto
"	Graham, J.	Naseby	Nurseryman, G (max. £285)	Forest Guard, G (max. £310)	"
"	Macfarlane, A. D. A.	Wellington	Chief Clerk, C IV	Chief Clerk, C III	"
"	Screen, H. J.	Ranfurly	Nurseryman, G (max. £285)	Forest Guard, G (max. £310)	"
"	"	"	Nurseryman Foreman, 2nd Grade, £245 (max. £270)	Forest Guard, £250 (max. £310)	"
"	"	"	Plantation Foreman, 1st Grade, £285 (max. £315)	Forest Guard, £250 (max. £310)	"
"	"	"	Plantation Foreman, 2nd Grade, £255 (max. £275)	Forest Guard, £250 (max. £310)	"
"	"	"	Assistant Foresters, £225 (max. £270)	Nurserymen, £225 (max. £285)	"
"	"	"	Forest Inspectors, £350	Forest Rangers—	"
"	"	"	Nurserymen-in-Charge, £275 (max. £315)	Class A, £350 (max. £410)	"
"	"	"	Nurserymen Foremen, £275 (max. £315)	Class B, £320 (max. £345)	"
"	"	"	Labourer, 2nd Grade	Labourer, 1st Grade	"
Tourist and Health Resorts	Baylson, C. H.	Rotorua			Revaluation of duties.
Ditto	Butt, E.	Rotorua	Electric Lineman, G, 2nd Grade	Electric Lineman, 1st Grade	"
"	Cook, O. R.	Waitomo Caves	Manager, Government Hostel, G (max. £270)	Manager, Government Hostel, G (max. £340)	"
"	Cornelius, E. C. H.	Te Aroha	Gardener, 4th Grade..	Gardener, 3rd Grade..	"
"	Croker, H.	Rotorua	Masseur, 2nd Grade (max. £275)	Masseur, 1st Grade (max. £310)	"
"	Fitzgerald, T. J.	Rotorua	Foreman Carpenter (max. £310)	Overseer (max. £350)	"
"	Jones, M. J.	Rotorua	Bath Attendant, 2nd Grade	Bath Attendant, 1st Grade	"
"	Lindsay, F.	Rotorua	Gardener, 2nd Grade (max. £238)	Gardener, 1st Grade (max. £254)	"
"	Munday, C.	The Hermitage	Manager G (max. £280)	Manager, G (max. £350)	"
"	Powell, H. S.	Rotorua	Gardener and Poultryman, 2nd Grade (max. £254)	Gardener and Poultryman, 1st Grade (max. £261)	"
"	Rogers, H.	Rotorua	Labourer, 2nd Grade (max. £238)	Labourer, 1st Grade (max. £254)	"
"	Gill, A. E. S.	Wellington	District Valuer (max. £475)	District Valuer (max. £550)	"
Valuation	Hurley, C. J.	Wellington	Clerk, C VI	Clerk, C V	"

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

Department in which Officer concerned was employed.			Decision of Commissioner.
Audit	..	..	Officer dismissed.
Education	..	..	Officer exonerated and reinstated.
Internal Affairs	..	..	Forfeited one year's leave, also salary during period of suspension.
Lands and Survey	..	..	Officer dismissed.
Mental Hospitals	..	..	"
Mines	"	..	"
"	..	..	Recommendations of Commissioner to be carried out.
"	..	..	Officers severely censured and required to defray expenses of inquiry.
"	..	..	Three officers dismissed.
Public Trust	..	..	Officer exonerated.
Treasury	..	..	"
Tourist	..	..	Officer dismissed.

TABLE VI.—TEMPORARY EMPLOYEES OTHER THAN WORKMEN, ETC., AS AT 1ST APRIL, 1921.

Department.	Male Clerks.	Female Clerks.	Shorthand-typists, Typists, and Machinists.	Draughtsmen and Computers.	Draughtswomen.	Tracers.	Engineers.	Engineers' Assistants.	Surveyors.	Surveyors' Assistants.	Inspectors.	Instructors.	Office Assistants.	Milk Testers.	Medical Officers.	Overseers.	Sorters.	Crown Lands Rangers.	Miscellaneous.
Agriculture ..	9	3	3	..	..	..	..	..	..	..	45	11	1	6	..	..	..	..	14
Coal-control ..	5	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
Education ..	9	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6
Government Insurance	7	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Health ..	5	..	2	..	..	..	1	..	..	..	25	..	1	..	9	1	..	..	12
Immigration ..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Industries and Commerce	2	2	2	..	..	..	..	..	..	..	1	..	1	..	..	..	..	..	..
Internal Affairs ..	9	9	13	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	6
Justice ..	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9
Labour ..	10	2	2	3	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..
Land and Deeds ..	14	..	8	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Land and Income Tax	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..
Lands and Survey ..	18	..	10	26	2	3	1	..	2	2	..	..	..	..	..	..	..	9	7
Marine ..	6	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Mental Hospitals ..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Mines ..	3	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
National Provident ..	2	12	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Native ..	9	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Native Trust ..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Printing and Stationery	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Prisons ..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Public Trust ..	32	11	14	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	2
Public Works ..	16	1	10	15	..	..	7	3	..	..	..	..	..	..	..	16	..	..	14
Stamp Duties ..	7	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
State Advances ..	9	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
State Fire Insurance ..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
State Forests ..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Tourist ..	3	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	3
Treasury ..	23	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Valuation ..	17	2	14	2	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..
War Departments—																			
Audit ..	..	31	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Defence ..	99	83	23	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12
Pensions ..	48	16	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Totals ..	382	187	122	49	2	7	10	3	2	2	73	11	4	6	9	20	2	9	86

TABLE VII.—COMPARATIVE TABLE OF SALARIES, 1/4/14 AND 1/4/21.

Department.	Number of Officers, 1/4/14.	Salaries, 1/4/14.	Average Salary.	Number of Officers, 1/4/21.	Salaries, 1/4/21.	Average Salary.
		£	£		£	£
Agriculture .. ..	427	96,571	226.16	503	168,806	335.59
Audit .. ..	60	16,690	278.17	110	33,116	301.05
Crown Law .. ..	9	3,886	431.78	7	4,040	577.14
Customs .. ..	238	47,945	201.45	302	88,842	294.17
Defence .. ..	83	16,461	198.33	117	25,914	221.48
Education .. ..	248	37,443	150.98	322	105,776	328.49
External Affairs .. ..	..	..	..	5	1,332	266.40
Health .. ..	66	13,867	210.10	281	90,086	320.59
Immigration .. ..	6	1,230	205.00	13	3,328	256.00
Industries and Commerce .. ..	..	..	..	33	10,356	313.81
Internal Affairs .. ..	229	32,503	141.93	455	96,799	212.74
Dominion Laboratory .. ..	14	3,630	259.28	16	6,061	378.81
Dominion Museum .. ..	4	1,187	296.75	7	2,885	412.14
Private Secretaries .. ..	8	2,745	343.13	11	5,550	504.54
Registrar-General .. ..	22	4,604	209.27	41	10,813	263.73
Census and Statistics .. ..	10	1,942	194.20	51	10,064	197.33
Justice .. ..	215	43,490	202.29	221	62,395	282.33
Labour .. ..	66	11,880	180.00	126	34,079	270.46
Land and Deeds .. ..	97	18,953	195.39	154	36,870	239.41
Land and Income Tax .. ..	72	14,657	203.57	135	31,955	236.70
Lands for Settlement .. ..	3	1,180	393.33	4	1,593	398.25
Lands and Survey .. ..	438	105,996	242.00	648	184,779	285.15
Marine .. ..	173	35,271	203.88	190	65,418	344.30
Mental Hospitals .. ..	632	66,697	105.53	633	157,022	248.06
Mines .. ..	46	11,108	241.48	57	20,255	355.35
National Provident .. ..	18	3,180	176.67	42	10,924	260.09
Native .. ..	54	10,695	198.05	66	19,054	288.69
Native Trust .. ..	..	..	..	10	2,510	251.00
Pensions .. ..	27	4,740	175.55	88	19,665	223.46
Police .. ..	6	1,312	218.67	5	1,775	355.00
Printing and Stationery .. ..	308	55,112	178.93	316	89,025	281.72
Prisons .. ..	142	23,862	168.04	202	60,119	297.61
Public Service Commissioner's .. ..	15	2,746	183.07	25	7,231	289.24
Public Service Superannuation .. ..	5	1,030	206.00	9	2,600	288.88
Public Works .. ..	531	107,516	202.48	679	216,291	318.54
Stamp Duties .. ..	32	6,585	205.78	88	21,072	239.45
State Forest .. ..	..	..	..	80	27,286	341.61
Tourist .. ..	126	19,647	155.93	159	39,699	250.46
Treasury .. ..	55	11,438	207.96	76	21,127	277.98
Valuation .. ..	92	21,684	235.69	114	38,033	338.06
	4,577	859,483	187.78	6,401	1,834,545	286.60
<i>Commercial Departments.</i>						
Government Insurance .. ..	138	28,309	205.14	132	41,311	312.96
State Coal .. ..	53	11,416	215.39	39	12,749	326.89
Public Trust .. ..	204	33,278	163.13	625	162,255	259.60
State Advances .. ..	53	10,294	194.23	55	14,390	261.63
State Fire Insurance .. ..	56	8,875	158.48	101	22,979	231.58
	504	92,172	182.80	952	253,684	266.47
Grand totals .. ..	5,081	951,655	187.29	7,353	2,088,229	283.99