

1930.

NEW ZEALAND.

PUBLIC SERVICE COMMISSIONER

(EIGHTEENTH REPORT OF THE).

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

To His Excellency the Right Honourable Charles, Baron Bledisloe, Member of His Majesty's Most Honourable Privy Council, Knight Grand Cross of the Most Distinguished Order of Saint Michael and Saint George, Knight Commander of the Most Excellent Order of the British Empire, 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.

REPORT.

THE ADMINISTRATION OF THE PUBLIC SERVICE.

Throughout the year careful attention has been given to the manifold problems that arise in connection with the general administration of the Public Service Act in regard to the staffing of the various Departments, the dealing with appeals against promotions, the prosecuting of inquiries in regard to retirements and the filling of vacancies, the taking of disciplinary action where necessary, the conducting of investigations into irregularities, and the giving of constant thought to matters associated with the organization of Departments with a view to improved efficiency and greater economy. Particular attention has also been given to the question of curtailment of departmental expenditure, the state of the Dominion's finances having rendered it imperative that expenditure should be confined to the lowest practicable limit compatible with the efficient administration of Departments. In this connection there has been close collaboration with the Treasury in matters pertaining to departmental expenditure, special attention being given to expenditure relating to staff.

REGRADEING AND CLASSIFICATION.

When last year's report was submitted the quinquennial regrading of the Service as provided by section 17 of the Public Service Act, 1912, was nearing finality. This was duly completed, and a revised classification list was issued on the 21st February last. The salary gradings embodied in this list were subject to the right of appeal by dissatisfied officers within one month of date of publication, consequently, in addition to ordinary administrative duties, it has been necessary to devote a considerable amount of attention to dealing with regrading appeals.

It was pointed out in last year's report that the five-yearly general regradings did not imply an automatic raising of standards of salaries, as was contemplated by many officers. It is more in the nature of a periodic taking-stock of affairs,