

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,

or a systematic revision, to ensure throughout the Public Service a proper and consistent relativity between positions. It also affords an opportunity for a periodic review in a comprehensive manner of the activities of the various Departments and the duties of individual officers. Independently of the quinquennial regradings, a continuous process of classification follows by reason of reorganizations of Departments and changes from time to time in the scope and nature of duties of officers. Also, whenever vacancies arise as the result of retirements or otherwise, all possible avenues of reorganization with a view to curtailment of departmental expenditure are explored. In some cases, as a result of the elimination of a classified position, greater responsibility devolves upon another officer, justifying a regrading of his position. In other cases a partition of duties may be followed by the creation of lower-graded positions. In consequence of these inter-quinquennial adjustments, and also the fact that the system of classification has been in vogue for nearly two decades, the number of appeals has diminished at each successive regrading. The comparative figures since the first classification of the Public Service in 1913 are as follow :—

1913	1,457	1924	863
1919	996	1929	503

Summary of Appeals dealt with, 1st April, 1929, to 31st March, 1930.

Classification	2
Non-appointment	93
Dismissal	4
Reduction in status .. ..	..
Total	99

Decisions recorded.

—	Classification.	Non-appointment.	Dismissal.	Total.
Allowed	1	2	..	3
Not allowed .. ..	..	59	4	63
Allowed by consent .. ..	..	..	..	..
Does not lie	1	9	..	10
Withdrawn .. ..	..	23	..	23
	2	93	4	99

EFFICIENCY OF THE SERVICE.

The efficiency of the Service has been maintained at a high standard throughout the year. The essentials of efficient management in any phase of executive activity, be it State or private enterprise, are proper organization, economical working, and a reasonable devolution of responsibility. In these respects it can confidently be claimed that the Public Service compares favourably with outside concerns. Sir Henry Bunbury, K.C.B., recently made the following observation in regard to the English Civil Service :—

“When one considers administrative processes in the light of the principles of the rationalization movement, the first thing that strikes the attention is the quite remarkable extent to which these principles are applied, and have in some cases long been applied, in the Public Service. The Civil Service is, I believe, at any rate in its more progressive Departments, a good way in advance of the generality of business concerns.”

There seems to be a growing approximation in the principles and practice of personnel management, planning, and general organization of large-scale public and private concerns respectively. It is sometimes suggested that the non-competitive and more or less sheltered nature of the Public Service tends to dull the edge of enterprise, and does not provide the incentives that underlie the hope of profit, as in private business. There are State trading Departments where the urge of service for profit is just as potent as with private enterprise, and in non-trading Departments there is a tradition of disinterested and efficient service which not

only commands respect and appreciation, but is itself conducive to the best results. From a close observation of the staffs in either branches of the Service I am satisfied that they are equally efficient. There are two phases to every Public Service—the economic and the social. The economic side demands efficiency that may be checked up by means of cost accounts and commercial balance-sheets, while the social, though it may not follow a policy that conforms entirely to purely business ideas, also demands efficiency at reasonable cost, and at the same time calls for insight and organizing capacity often of a far higher quality than is required for purely commercial undertakings.

Dr. B. M. Laing, in a recent article on the functions of Government Departments, stated, *inter alia* :—

“It is widely admitted that the work undertaken by the State in recent years has enormously increased, and in consequence a heavy burden has been thrown upon Government Departments. Not merely the work of the latter has increased, but its kind has also altered. The tasks of administration are now such as to bring the administrator up against the varied relationships of the citizen and the complexities of social life.”

The features of an efficiently organized State Department have been aptly set out by another recent writer, as follows :—

“The well-run Department is careful and economical, even in small items of expenditure, and in selective economy between alternate courses of conduct, and especially with regard to guarding against the waste of Government property, stationery, light, heat, and transport. Wherever opportunities present themselves to rationalize or standardize official processes, and so get the best results at lowest cost, it is not found wanting. In spending the money which Parliament has voted, the well-run Department strictly follows the commands of Parliament, and furnishes accurate and intelligible accounts. It is also strict in recovery, and keeps control over departmental leave. A financially well-run Department is in all things, great or small, vigilant in the protection of the taxpayers' interests, and all for economy and efficiency, constantly testing the cost of working the administrative machine by a comparison of the costs of its various institutions.”

EXPANSION OF THE SERVICE.

Criticism is occasionally levelled at the Public Service that it is over-staffed. This criticism in most instances is based on a misplaced and generalized assumption, showing an ignorance of the exceedingly wide ramifications of State activity. An ever-persistent demand is made upon Government for the extension of social and other services, but not until the burden of the cost is reflected in taxation is it realized that added service involves increased salary bills. The financial burden of extended social services slowly and steadily grows, remaining more or less obscure and unfelt until, during a period of financial depression, the magnitude of the load fills the taxpayer with apprehension. “Over-staffing,” or “financial prodigality” are entirely unwarranted charges to level at the administration, for, as was stated in last year's report, there is a plain reason for the presence of every person employed, and any curtailment is not a matter of organization, but of Government policy.

It should be remembered that the unpleasant task of retrenching the non-essential and redundant members of the Service was undertaken during the period of economic depression in 1921. At that time the circumstances rendered necessary an almost ruthless curtailment of all but essential activities, and to accomplish this a comprehensive survey of all practicable avenues of retrenchment was made. Since then a rigid scrutiny of all requisitions for new appointments has been made, and consideration has been given to any possible reorganization of work or readjustment of staff to ascertain whether the filling of any vacancies could be avoided. There has been a definite curtailment of new appointments, except where expansion of business or newly assumed activities have made such unavoidable. The statistics show that the net increase in the number of appointments during the past year was 148, which was 81 less than for the previous year, while the total classified salaries show a decrease of £6,312 as compared with the previous year. In my report of last year detailed statistics were given to show that the increases

in recent years, both in regard to cost and personnel, were confined almost exclusively to developmental services, social services, and trading Departments; the increases in the purely administrative departments being comparatively small. During the past year just under one-third (47) of the increase in the number of appointments mentioned above is accounted for by additional appointments to the Public Trust Office, due to expansion of business. These salaries do not represent a charge on the Consolidated Fund, and therefore do not constitute a burden upon the taxpayer. Twenty per cent. of the increase is due to the appointment of additional trainees for the school dental clinics, in conformity with the established policy of Government in connection with this important social service. Seven appointments arose out of the establishment of a completely new Department—namely, the Transport Department. As an indication of the curtailment of fresh appointments it may be mentioned that, out of 1,734 candidates who had passed the qualifying examination for admission to cadetships in the Public Service, only 223 were appointed.

EXAMINATIONS.

The preliminary educational requirements for admission to cadetships in the Public Service are the Public Service Entrance Examination, the Matriculation Examination, or qualification for the higher leaving certificate. Such qualifications are regarded merely as an entrance standard. Officers are encouraged to continue their study along lines likely to equip them for the better performance of their duties. It is the practice to grant double increments on the passing of such examinations as the Law Professional, the Accountancy Professional, and other University degrees, provided the officer is not above Class VI. In certain Departments, where technical qualifications constitute an essential part of the equipment for the efficient carrying-out of the duties, salary bars have been instituted, above which officers cannot proceed without having passed a higher qualifying examination. In selecting officers for promotion to higher executive positions recognition is also given to examination qualifications.

As an indication of the effect of the foregoing policy on the standard of education in the Public Service, it is interesting to note that at the time when the Commissioner system was inaugurated, in 1913, when the Public Service Act first came into operation, the number of officers who had passed the Law Professional Examination or had attained the degree of Bachelor of Laws or Master of Laws was 43, whereas at the present time there are no less than 198 in the Public Service who have so qualified; and similarly the number who have passed the Accountant's Professional Examination or attained the Bachelor of Commerce or Master of Commerce degree in the Public Service has increased from 18 in 1913 to 255 at the present time. The number who held engineering degrees or diplomas in 1913 was 159, as compared with 194 in the Service to-day. The number who possess other University degrees has increased from 21 in 1913 to 214.

Although there is provision under the Public Service Act for the Commissioner to make special appointments to the Public Service in particular cases of persons holding University degrees or other special qualifications, a cardinal feature of the New Zealand Public Service is promotion wherever practicable from within the Service and equal opportunity for all, merit, and merit alone, being the determining factor. The avenues of promotion are open to all officers who are qualified, and in this respect the New Zealand Public Service is more democratic than the English Civil Service, where all the higher positions are restricted to University-trained men.

ENTRANCE EXAMINATIONS.

The usual annual Public Service Entrance Examination for admission to cadetships in the Public Service was held in November, 1929, when 2,557 candidates, including boys and girls, entered for the examination, as compared with 2,462 in the previous November. Of the number presented 1,417 candidates passed the examination, 1,074 failed, and 66 absented themselves from the examination. The examination was conducted at sixty-nine centres, including Suva (Fiji).

In addition, in November last, Senior and Junior Entrance Examinations were held in twenty-nine centres for shorthand-typists, for which there were 939 entries, an increase of 106 over the previous year: 599 of the candidates were successful in passing the examinations, 328 failed, and 12 did not present themselves.

The Junior Examination consists of a speed test in shorthand at the rate of eighty words a minute, and in typewriting at the rate of thirty words a minute; and the Senior Examination is at the rate of 110 words a minute in Shorthand and forty words a minute in typewriting. Candidates are also required to pass a prescribed test in English.

Owing to the need for girls with a greater speed to fill higher positions, it was decided to hold last year Intermediate and Special Examinations in the four chief centres, for which there were 113 entries: 24 of the candidates were successful, while 89 failed.

The Intermediate Examination consists of a speed test in shorthand at the rate of 130 words a minute and in typewriting at the rate of fifty words a minute; and the Special Examination is at the rate of 150 words a minute in shorthand and fifty words a minute in typewriting. Candidates are also required to pass a test in confused manuscript.

Those who desire to qualify as Court reporters are enabled to sit for the examination held by the Justice Department in terms of regulations made under the Shorthand Reporters Act, 1908.

PROBATION.

Under section 39 of the Public Service Act, 1912, all appointments to the Public Service were made subject to a period of probation of not less than six months. This period was found to be too short, and since 1921 the period has been extended to two years. Experience proved this to be a very necessary provision, as the theory of probation is that the best test of an appointee's capacity is the manner in which he actually carries out the duties of the position to which he is appointed, and in many instances it has been found that applicants for Government positions have had no well-defined ideas of the kind of work they want or are fitted for, and they have proved to be either ill adapted or entirely unsuitable. In some cases, in order to do full justice to the individual, it has been considered desirable to extend the period of probation, and in order to meet such cases provision was made in the Public Service Amendment Act, 1927, for the probationary conditions to be made more elastic to suit individual cases, with provision to modify the period by way of extension or otherwise where necessary. During the year ended 31st March, 1930, twenty-five appointments were annulled for reasons indicated hereunder. The number in the previous year was thirty-seven. In addition to those whose appointments it was found necessary to determine on the grounds of unfitness, in several cases the period of probation was extended until such time as the Commissioner was satisfied that the appointees were likely to become efficient officers. The reasons for annulling the appointments mentioned above were as follow:—

(a) Duties performed unsatisfactorily	..	..	9 cases.
(b) Temperamentally unsuited	..	..	7 „
(c) Misconduct	..	..	4 „
(d) Absent without leave	..	..	3 „
(e) Health reasons	..	..	2 „

DEFALCATIONS.

Offences by officers are dealt with as prescribed by sections 12 and 13 of the Public Service Amendment Act, 1927.

Minor offences may be dealt with by the head of the Department, but must be reported to the Public Service Commissioner. All the more serious cases are required to be referred to the Commissioner, who may conduct an inquiry himself or delegate his powers to others. In all cases the officer must be specifically charged in writing, and is required to answer the charge in writing. In the case of the more serious charges the officer has a right of appeal to the Public Service Board of Appeal against both the finding of the Commissioner and the penalty inflicted.

The principal classes of cases dealt with, and the decisions arrived at, are as follows:—

- (a) Misappropriations (3): Forfeited office.
- (b) Breaches of regulations regarding handling of cash (2): Dismissed, 1; severely reprimanded and leave privileges forfeited, 1.
- (c) Irregularities in connection with stores (1): Reprimanded and disgraced.
- (d) Unsatisfactory conduct and work (1): Reprimanded and disgraced.
- (e) Breaches of discipline (3): Fined, 2; reprimanded, 1.

- (f) Breaches of regulations (8): Dismissed, 1; reprimanded, 2; reprimanded and fined, 5.
- (g) Unsatisfactory conduct (14): Dismissed, 3; required to resign, 5; reprimanded and disgraced, 1; reprimanded and transferred, 2; reprimanded, 2; charge not proved, 1.
- (h) Neglect of duty (7): Dismissed, 2; disgraced, 1; required to resign, 1; reprimanded and fined, 3.
- (i) Unsatisfactory work (4): Required to resign, 1; reprimanded and transferred, 1; disgraced and transferred, 1; reprimanded, 1.

ADMINISTRATIVE CHANGES.

Since the last report was issued the following changes have taken place in the Administrative Division :—

Customs Department: Mr. T. R. Herd, Assistant Comptroller, retired on superannuation on the 31st March, 1930.

Health Department: Mr. T. A. Hunter, C.B.E., Director of the Dental Hygiene Division, retired on the 30th June, 1930, and was succeeded by Mr. J. L. Saunders, Deputy Director. Mr. Hunter initiated the scheme for the establishment of school dental clinics, and supervised the organization of the Division since its inception in January, 1921.

Industries and Commerce, Tourist, and Publicity Departments: When the General Manager-ship of the Tourist Department became vacant on the death of Mr. B. M. Wilson on the 22nd September, 1929, it was decided to reorganize the administration of these three Departments, and when Mr. J. W. Collins, Secretary for Industries and Commerce, was appointed New Zealand Trade Commissioner in Canada on the 14th April, 1930, the Departments were amalgamated and placed under the control of Mr. G. W. Clinkard, M.Com. Mr. Clinkard, prior to his appointment as Secretary to the Samoan Administration, had been Chief Advisory Officer to the Department of Industries and Commerce.

Labour Department: Mr. F. W. T. Rowley, I.S.O., Secretary of Labour, retired on the 30th November, 1929, and was succeeded by Mr. W. Newton, Deputy Chief Inspector of Factories.

Marine Department: Mr. W. Cullen, Chief Inspector of Machinery, retired on superannuation on the 30th September, 1929, and was succeeded by Mr. G. E. Breeze, who previously held the position of Office Engineer.

Captain J. Bollons, I.S.O., passed away on the 18th September, 1929, and was succeeded by Captain J. W. Burgess.

Scientific and Industrial Research: Dr. J. S. MacLaurin, Dominion Analyst, retired on superannuation on the 31st March, 1930, and was succeeded by Mr. W. Donovan, Assistant Dominion Analyst.

State Advances Department: Mr. J. B. Christie, Solicitor to this Department, retired on the 31st March, 1930.

State Forest Service: Mr. A. D. McGavock, Conservator of State Forests, West Coast district, was appointed Assistant Director of Forestry as from the 1st April, 1930.

Transport Department: Mr. J. S. Hunter was appointed Commissioner of Transport as from the 1st April, 1929.

Treasury Department: On the 31st December, 1929, Mr. R. E. Hayes, C.M.G., I.S.O., Secretary to the Treasury, retired on superannuation. He was replaced by Mr. A. D. Park, Assistant Secretary and Accountant, who in turn was replaced by Mr. G. C. Rodda, Assistant Accountant.

It is a matter of interest that Mr. J. E. L. Cull, Designing Engineer to the Public Works Department, resigned in January, 1930, to take up duty as Professor of Engineering at Canterbury Engineering College.

DEPARTMENTAL OFFICERS ON DUTY ABROAD.

During the year the following officers proceeded abroad for the purposes stated :—

Craig, Dr. G., Comptroller of Customs: To proceed to Australia on departmental business.

Strong, T. B., Director of Education, Wellington: To attend Conference of Directors of Education in Melbourne.

Bird, W. W., Chief Inspector of Primary Schools, Education Department, Wellington: To undertake inspection of schools in Western Samoa.

Tyndall, A., Highways Engineer, Public Works Department, Wellington: To attend Sixth International Road Congress at Washington, and to investigate modern highway development generally in United States and Canada.

Marsden, Dr. E., Secretary, Scientific and Industrial Research Department, Wellington: To proceed to England to attend Wool Research Conference and other scientific conferences held in connection with Imperial Conference.

Barnicoat, C. R., Analyst, Scientific and Industrial Research Department, Wellington: To proceed to London to investigate and report upon various matters relating to transport and storage of meat, &c.

Neill, J. O. C., Field Mycologist, Agriculture Department, Palmerston North: To proceed to Rarotonga and Tahiti to inquire into diseases of tropical fruits imported into New Zealand.

SUGGESTIONS FOR IMPROVEMENT.

Under P.S. Regulation 17 officers are invited to forward, for the consideration of the Commissioner, any fresh ideas or proposals that are likely to improve the organization or efficiency of the Service.

Such suggestions made by officers are always appreciated and are given every consideration. In cases where the suggestions possess any intrinsic merit it is the practice to make a small monetary reward.

Of the suggestions brought forward during last year in only one case was a monetary consideration granted—namely, W. Berridge, Public Trust Department, for a suggestion in regard to a method of recording certain branch expenditure.

DEPARTMENTAL OFFICERS ON LOAN TO OTHER ADMINISTRATIONS.

The following officers have been granted leave of absence from the New Zealand Public Service to enable them to take up duty with the Administrations named :—

Administration.	Name.	Department from which loaned.
High Commissioner's Office	Wright, W. ..	Agriculture.
	Taylor, F. H. ..	"
	Steere, H. C. ..	Audit.
	Lawrence, F. W. ..	Customs.
	Mitchell, T. ..	"
	Sandford, F. T. ..	Immigration.
	Jervis, D. M. ..	Internal Affairs.
	Wilson, Miss P. C. ..	"
	Mitchinson, Miss E. ..	Public Trust.
	Ferguson, W. S. ..	Public Works.
Samoa	Wright, N. L. ..	Scientific and Industrial Research.
	Lishman, G. W. ..	Tourist.
	Heatherington, J. ..	Agriculture.
	Gair, C. J. M. ..	Audit.
	Lawrie, W. G. ..	Customs.
	Macdonald, A. ..	"
	McKay, C. G. R. ..	External Affairs.
	Partridge, L. B. ..	Health.
	Ward, J. D. ..	"
	Turnbull, A. C. ..	Internal Affairs.
	Millar, T. H. ..	"
	Murphy, E. F. ..	Labour.
	Jamieson, F. R. ..	Lands and Survey.
	Lynch, R. J. ..	Mental Hospitals.
	Peck, E. ..	Native.
	Turnbull, J. ..	Public Trust.
	Gratton, F. J. H. ..	"
	Hardy, J. H. ..	Public Works.
Cook Islands	Lofley, W. G. ..	"
	Binfield, R. E. ..	Agriculture.
	Nottage, I. L. ..	"
	Reid, E. A. ..	"
	McMahon-Box, J. P. ..	Customs.
Secretariat to League of Nations	Wright, J. B. ..	External Affairs.
	Luckham, A. A. ..	Prisons.
	Chapman, J. H. ..	Customs.
	Lindsay, Miss G. ..	Internal Affairs.
Fiji	Calvert, Miss H. M. A. ..	"
Canada (New Zealand Trade Commissioner's Office)		

LEAVE OF ABSENCE FOR EDUCATION AND TRAINING PURPOSES.

During the year the following officers were granted special leave of absence, in some cases to permit them to proceed abroad for the purpose of extending their knowledge and experience, and in others to enable them to pursue their studies :—

Brand, J. G., Cadet, Agriculture Department, Dunedin : To further studies in connection with agricultural science.

Freeman, R. G., Cadet, Agriculture Department, Christchurch : To take diploma course at Canterbury Agricultural College.

Chamberlain, O. E., Substation Superintendent, Public Works Department, Penrose : To gain further experience abroad.

Mactier, Miss D., Head Masseuse, Tourist Department, Rotorua : To proceed to England to take course in diathermy and light treatment.

CONCLUSION.

In closing this report it is desired to express appreciation of the loyal co-operation and generous support of heads of Departments and officers throughout the Service in an endeavour to secure improvement in organization and increased efficiency in Departments. Thanks are also especially due to the members of my own staff for their loyal and devoted assistance. The urgent necessity, during the present time of financial stringency, for rigid economy in the administration of departmental services is, I feel sure, fully appreciated by Permanent Heads, and it is satisfactory to note the ready manner in which Departments generally have risen to the occasion to meet the present demands. The traditions of the Public Service are being well maintained, and, although the Public Service of the Dominion is young as compared with the long-established standards and ideals of the English Public Service, there is a growing ethical standard embracing high ideals which augurs well for the future of the Public Service of New Zealand.

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

P. VERSCHAFFELT, Commissioner.

B. L. DALLARD, Assistant Commissioner.

Office of the Public Service Commissioner,
Wellington, 10th September, 1930.

TABLES.

TABLE I.—PUBLIC SERVICE LIST, 31/3/30.—GENERAL SUMMARY OF CLASSIFICATION BY DEPARTMENTS
(EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION).

Department.	Number of Officers.	Salaries, Year ending 31/3/30.	Salaries, Year ending 31/3/31.	Scale Increase.
		£	£	£
Agriculture	554	192,419	196,534	4,115
(Appointed 1/4/30)	4	..	1,130	..
(On loan)	5	..	..	..
(On leave)	4	..	..	..
Audit	158	49,965	51,790	1,825
(Resigned 31/3/30)	1	95	..	..
Crown Law	6	3,880	3,925	45
Customs	310	98,940	101,695	2,755
(On loan)	3	..	..	..
Defence	47	12,105	12,290	185
Education	290	104,167	106,169	2,002
(Resigned 31/3/30)	1	715	..	..
(Appointed 1/4/30)	7	..	3,995	..
(On leave)	3	..	..	..
External Affairs	6	1,735	1,810	75
(On loan)	3	..	..	..
Government Insurance	107	32,605	33,765	1,160
Health	451	116,864	119,293	2,429
(Appointed 1/4/30)	2	..	150	..
(On loan)	2	..	..	..
Immigration	10	3,125	3,160	35
(On loan)	1	..	..	..
Industries and Commerce	9	3,255	3,375	120
(Resumed duty 1/4/30)	1	..	765	..
Internal Affairs	379	100,271	103,357	3,086
(On loan)	4	..	..	..
(On leave)	3	..	..	..
Justice	268	73,615	76,315	2,700
(Resigned 31/3/30)	1	270	..	..
(Appointed 1/4/30)	2	..	475	..
(On loan)	1	..	..	..
Labour	102	30,840	31,450	610
(On loan)	1	..	..	..
Land and Deeds	131	37,840	39,425	1,585
(Resigned 31/3/30)	1	425	..	..
Land and Income Tax	159	39,650	42,310	2,660
Lands and Survey	626	180,735	187,060	6,325
(Resigned 31/3/30)	3	995	..	..
(Appointed 1/4/30)	1	..	80	..
(On loan)	1	..	..	..
Marine	188	65,394	66,504	1,110
(Resigned 31/3/30)	1	200	..	..
(Appointed 1/4/30)	1	..	150	..
Mental Hospitals	945	215,766	218,125	2,359
(Resigned 31/3/30)	3	600	..	..
(On leave)	4	..	..	..
Mines	51	17,145	17,520	375
(Appointed 1/4/30)	2	..	350	..
(On loan)	1	..	..	..
National Provident and Friendly Societies	35	8,885	9,285	400
Native	74	21,885	22,815	930
(On loan)	1	..	..	..
Native Trust	28	8,430	8,720	290
Pensions	107	25,610	27,000	1,390
Police	6	2,000	2,045	45
Prime Minister's	1	825	825	..
Printing and Stationery	303	86,402	87,042	640
(Appointed 1/4/30)	2	..	533	..
Prisons	243	67,475	68,645	1,170
(On loan)	1	..	..	..
Public Service Commissioner's	8	3,300	3,370	70
Public Service Superannuation	9	2,380	2,450	70
Public Trust	645	187,155	197,620	10,465
(Resigned 31/3/30)	1	185	..	..
(Appointed 1/4/30)	1	..	80	..
(On loan)	3	..	..	..
Public Works	753	237,319	245,184	7,865
(Appointed 1/4/30)	5	..	1,170	..
(On loan)	2	..	..	..
(On leave)	1	..	..	..
Scientific and Industrial Research	52	20,000	20,810	810
(Appointed 1/4/30)	1	..	80	..
Stamp Duties	76	21,650	22,435	785
State Advances	97	23,300	24,700	1,400
State Fire and Accident Insurance	136	37,310	38,810	1,500
State Forests	123	38,295	39,685	1,390
(On leave)	1	..	..	..
Tourist	103	26,169	26,789	620
(Resigned 31/3/30)	2	510	..	..
(On loan)	1	..	..	..
Transport	7	2,845	2,945	100
Treasury	88	25,195	26,200	1,005
(On leave)	1	..	..	..
Valuation	83	29,525	30,320	795
Totals	7,774	2,256,272	2,323,569	67,296
Resigned 31/3/30	14	3,995	..	..
Appointed 1/4/30	28	..	8,193	..
Resumed duty 1/4/30	1	..	765	..
On loan	30	..	..	..
On leave	17	..	..	..
Totals, 31/3/30*	7,788	2,260,267	..	..
Totals, 31/3/31*	7,803	..	2,332,527	..
Native-school teachers	299	..	63,270	..
Vacant, 1/4/30	15	..	..	..

* Excluding 30 officers on loan and 17 on leave without pay.

TABLE II.—PUBLIC SERVICE LIST, 31/3/30.—GENERAL SUMMARY OF CLASSIFICATION BY CLASSES
(EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION).

Class (excluding Administrative).	Number of Officers.	Total Salaries, 31/3/30.	Classification Salaries, 31/3/31.	Scale Increase.
Professional—		£	£	£
Over scale	93	75,005	79,417	411
Over scale (on leave)	1	..	..	..
A	116	77,110	77,885	775
A (resigned 31/3/30)	1	715	..	..
A (appointed 1/4/30)	6	..	3,690	..
B	138	75,020	75,945	925
B (resigned 31/3/30)	1	565	..	..
C	131	61,020	62,340	1,320
C (on leave)	1	..	..	..
D	96	36,210	37,580	1,370
D (resigned 31/3/30)	1	425	..	..
D (on leave)	1	..	..	..
E	47	12,450	13,165	715
E (appointed 1/4/30)	3	..	890	..
F	31	4,070	4,775	705
Clerical—				
Special	80	56,990	57,140	150
Special (resumed duty 1/4/30)	1	..	765	..
Special (on loan)	1	..	..	..
I	101	58,275	59,175	900
II	77	38,580	39,280	700
II (on loan)	2	..	..	..
III	156	70,940	72,200	1,260
III (on leave)	1	..	..	..
IV	252	104,230	105,985	1,755
IV (on loan)	3	..	..	..
V	257	94,155	96,460	2,305
V (on loan)	2	..	..	..
VI	499	163,245	166,005	2,760
VI (on loan)	1	..	..	..
VII (£275-£295)	636	179,735	185,190	5,455
VII (resigned 31/3/30)	1	295	..	..
VII (on loan)	7	..	..	..
VII (on leave)	1	..	..	..
VII (£210-£250)	576	117,865	129,565	11,700
VII (on loan)	3	..	..	..
VII (£80-£190)	1,071	123,150	146,225	23,075
VII (resigned 31/3/30)	2	230	..	..
VII (appointed 1/4/30)	5	..	400	..
VII (on loan)	2	..	..	..
VII (on leave)	2	..	..	..
General—				
I (£320 and over)	808	312,135	316,159	4,024
I (on loan)	4	..	..	..
I (on leave)	2	..	..	..
II (£191-£319)	1,995	502,455	508,042	5,586
II (resigned 31/3/30)	6	1,410	..	..
II (appointed 1/4/30)	11	..	2,913	..
II (on loan)	5	..	..	..
II (on leave)	2	..	..	..
III (£190 and under)	570	77,407	78,530	1,122
III (resigned 31/3/30)	2	355	..	..
III (appointed 1/4/30)	3	..	300	..
III (on leave)	3	..	..	..
Educational—				
I (£320 and over)	14	5,360	5,385	25
II (£191-£319)	28	6,528	6,770	242
II (on leave)	3	..	..	..
III (£190 and under)	2	335	350	15
Totals	7,774	2,256,272	2,323,569	67,296
Resigned 31/3/30	14	3,995	..	..
Appointed 1/4/30	28	..	8,193	..
Resumed duty 1/4/30	1	..	765	..
On loan	30	..	..	..
On leave	17	..	..	..
Totals, 31/3/30*	7,788	2,260,267	..	..
Totals, 31/3/31*	7,803	..	2,332,527	..
Native-school teachers	299	..	63,270	..
Vacant, 1/4/30	15	..	..	..

* Excluding 30 officers on loan and 17 on leave without pay.

NOTE.—Fractions of £1 are not taken into consideration in totals.

TABLE III.—SHOWING ALTERATIONS IN STAFFS AND SALARIES OF DEPARTMENTS BETWEEN CLASSIFIED LIST FOR 1929-30 AND 31ST MARCH, 1930.

Department.	Classified List, 1929-30.		Increase.														Decrease.										Net Increase or Decrease.		At 31st March, 1930.		Department.						
	Number of Officers.	Total Classified Salaries.	(1) Additions to Salary on Promotion, &c. (within Department).		By Transfer from other Departments or from Unclassified Positions.		By New Entrants.				Total Increase.		(8) By Reduction in Salary.		(9) By Transfer to other Departments or to Unclassified Positions.		(10) By Death.		(11) By Retirement on Superannuation or Pension.		(12) By Resignation.		(13) By Dismissal (including Cases where Services dispensed with).		Total Decrease.												
			Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.																											
													(4) To fill Vacancies.	(5) As Additions to Staff.	(6) To fill Vacancies.	(7) As Additions to Staff.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.						Number.	Amount.	Number.	Amount.		
Agriculture ..	542	191,809	12	£ 360	5	£ 850	1	£ 320	17	£ 4,025	8	£ 1,250	4	£ 1,080	6	£ 1,705	41	£ 9,590	15	£ 4,015	5	£ 1,685	2	£ 1,090	5	£ 1,545	2	£ 645	29	£ 8,980	+12	£ 610	554	£	Agriculture.		
Audit ..	156	49,930	8	200	6	1,185	2	325	4	320	2	160	..	..	..	..	14	2,190	4	425	1	295	..	..	6	1,340	..	..	11	2,060	+3	130	159	60,060	Audit.
Crown Law ..	6	3,955	..	..	1	135	..	..	..	..	..	..	..	..	..	..	1	135	..	..	..	..	..	..	1	210	..	..	1	210	..	75	6	3,880	Crown Law.
Customs ..	302	97,950	31	705	5	1,060	3	595	7	560	..	..	..	..	..	..	15	2,920	1	250	2	500	2	675	1	80	1	425	7	1,930	+8	990	310	98,940	Customs.
Defence ..	49	12,745	..	..	1	255	..	..	1	80	1	80	..	..	..	..	3	415	3	685	..	..	1	185	1	185	..	..	5	1,055	-2	640	47	12,105	Defence.
Education ..	293	107,142	9	260	2	300	..	..	11	2,205	4	850	1	255	1	255	19	4,125	7	1,245	2	1,045	6	2,635	6	1,460	..	..	21	6,385	-2	2,260	291	104,882	Education.
External Affairs ..	7	2,495	..	..	1	210	1	155	2	415	..	..	..	..	..	..	4	780	3	745	..	..	..	2	795	..	..	5	1,540	-1	760	6	1,735	External Affairs.	
Government Insurance ..	111	33,940	9	320	..	..	..	..	3	240	..	..	..	..	..	..	3	560	1	185	..	..	2	920	4	790	..	..	7	1,895	-4	1,335	107	32,605	Government Insurance.
Health ..	426	113,206	32	3,333	2	265	..	..	10	2,525	41	4,000	..	..	..	..	53	10,123	5	1,045	1	75	1	420	21	4,925	..	..	28	6,465	+25	3,658	451	116,864	Health.
Immigration ..	11	3,315	..	..	..	..	..	..	1	250	..	..	..	..	..	..	1	250	..	185	..	..	1	255	..	..	..	2	440	-1	190	10	3,125	Immigration.	
Industries and Commerce ..	10	3,805	1	45	..	..	..	..	2	890	..	..	..	..	..	..	2	935	3	1,485	..	..	..	..	..	..	..	3	1,485	-1	550	9	3,255	Industries and Commerce.	
Internal Affairs ..	326	90,718	11	207	3	950	2	430	7	560	8	640	1	380	21	3,167	1	5	12	2,970	2	535	2	540	8	1,655	24	5,705	-3	2,537	323	88,181	Internal Affairs.
Internal Affairs (Relieving Staff) ..	49	10,910	1	10	1	515	11	2,095	3	240	6	480	..	..	..	..	21	3,340	..	..	10	1,565	..	..	4	595	..	..	14	2,160	+7	1,180	56	12,090	Internal Affairs (Relieving Staff).
Justice (also Patents) ..	264	75,005	17	400	2	290	1	185	10	855	4	455	..	..	..	..	17	2,185	1	565	2	550	1	515	7	1,540	1	135	12	3,305	+5	1,120	269	73,885	Justice (also Patents).
Labour ..	107	32,835	4	145	7	1,235	7	1,380	2	35	8	1,980	1	350	..	3	1,010	12	3,375	-5	1,995	102	30,840	Labour.	
Land and Deeds ..	133	39,065	8	365	3	600	..	..	2	160	..	..	..	..	..	..	5	1,125	..	..	2	375	1	425	1	715	1	155	6	1,925	-1	800	132	38,265	Land and Deeds.
Land and Income Tax ..	159	40,860	8	185	1	255	9	720	10	1,160	2	410	1	515	7	1,445	10	2,370	..	1,210	159	39,650	Land and Income Tax.
Lands and Survey ..	628	185,610	16	660	11	1,175	16	1,280	2	160	29	3,275	7	220	8	2,060	6	1,200	1	715	11	2,285	2	675	28	7,155	+1	3,880	629	181,730	Lands and Survey.
Marine ..	188	64,801	13	775	2	595	1	445	14	3,391	4	1,470	..	..	..	..	21	6,676	1	10	8	1,850	1	765	3	1,259	4	745	20	5,884	+1	792	189	65,594	Marine.
Mental Hospitals ..	939	213,631	316	3,954	3	775	1	80	150	21,924	21	3,619	3	1,105	178	31,458	5	35	7	950	6	1,200	4	1,771	134	21,775	18	2,992	169	28,723	+9	2,734	948	216,366	Mental Hospitals.
Mines ..	51	17,225	1	10	5	835	1	80	6	925	4	650	1	260	..	1	95	6	1,005	..	80	51	17,145	Mines.	
National Provident and Friendly Societies ..	34	9,115	6	480	6	480	4	615	1	95	5	710	+1	230	35	8,885	National Provident and Friendly Societies.	
Native ..	67	20,405	2	40	..	..	4	1,395	3	390	1	80	..	..	..	..	8	1,905	..	..	1	425	..	..	..	..	..	..	1	425	+7	1,480	74	21,885	Native.
Native Trust ..	27	8,350	..	..	..	..	..	..	1	80	..	..	..	..	..	..	1	80	..	..	..	..	..	..	..	..	..	..	..	..	+1	80	28	8,430	Native Trust.
Pensions ..	110	27,255	2	210	8	640	8	850	6	1,350	1	470	4	675	11	2,495	-3	1,645	107	25,610	Pensions.
Police ..	6	2,000	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	2,000	Police.
Prime Minister's ..	1	825	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	825	Prime Minister's.
Printing and Stationery ..	319	90,201	12	249	1	275	3	240	3	799	1	312	8	1,875	1	18	3	639	3	887	7	2,127	11	2,003	24	5,674	-16	3,799	303	86,402	Printing and Stationery.
Prisons ..	235	65,630	33	285	21	4,985	2	470	1	225	1	245	25	6,210	1	245	1	290	2	640	12	2,945	1	245	17	4,365	+8	1,845	243	67,475	Prisons.
Public Service Commissioner's ..	9	3,915	1	100	100	1	715	1	715	-1	615	8	3,300	Public Service Commissioner's.	
Public Service Superannuation ..	10	2,900	1	95	2	160	3	255	3	525	1	250	4	775	-1	520	9	2,380	Public Service Superannuation.	
Public Trust ..	599	184,720	8	175	2	210	9	1,190	8	640	40	3,200	3	845	10	2,680	72	8,940	..	..	4	810	..	..	2	1,045	19	4,465	..	..	25	6,			

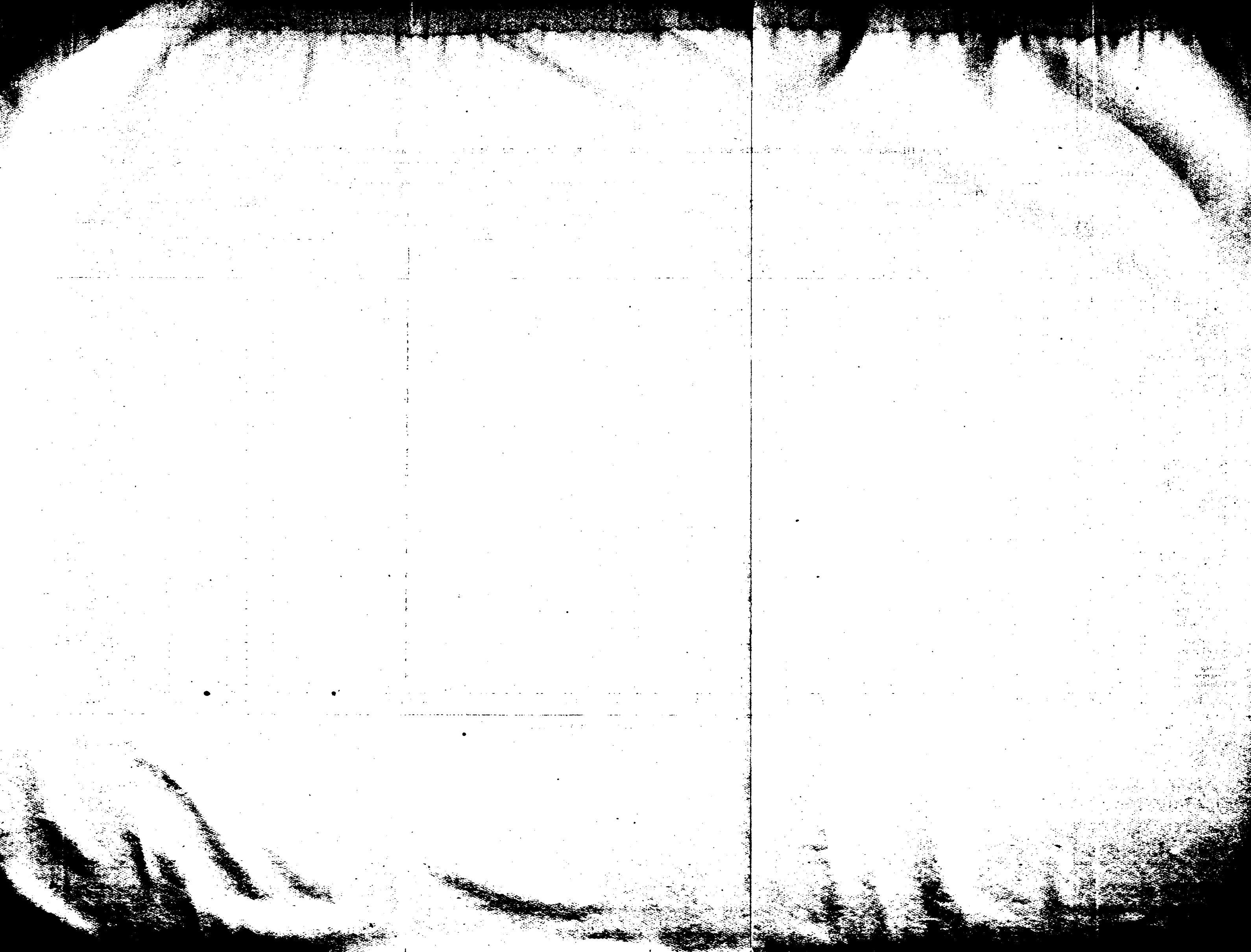


TABLE IV.—TEMPORARY EMPLOYEES, OTHER THAN WORKMEN, ETC., AS AT 1ST APRIL, 1930.

Department.	Male Clerks.	Female Clerks.	Shorthand-typists, Typists, and Machines.	Draughtsmen and Computers.	Draughtswomen.	Tracers.	Engineers.	Engineers' Assistants.	Inspectors.	Instructors.	Office Assistants.	Milk-testers.	Overseers.	Medical Officers.	Sorters.	Field Inspectors.	Miscellaneous.
Agriculture	5	..	23	..	..	..	..	..	34	34	14	42	3	..	3	..	17
Audit .. .. .	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Crown Law .. .. .	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Customs	1	..	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Defence	4	..	7	..	..	..	..	..	..	..	6	..	..	..	1	..	..
Education	4	14	17	..	..	..	..	..	1	..	11	..	..	..	2	..	26
External Affairs .. .. .	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1
Government Life Insurance .. .. .	..	..	10	..	..	..	..	..	..	..	14	..	..	..	..	..	..
Health	13	2	16	..	..	..	3	..	8	1	3	..	..	17	1	..	45
Immigration .. .. .	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Industries and Commerce	2	..	3	..	..	..	..	..	3	..	..	..	..	..	..	..	..
Internal Affairs	10	..	93	..	..	..	..	..	1	..	10	..	..	..	1	..	21
Justice	1	1	13	..	..	..	..	..	..	..	1	..	..	..	..	..	3
Labour	4	..	16	..	..	..	..	..	1	..	2	..	..	..	..	..	..
Land and Deeds	14	..	21	..	18	..	..	..	..	..	2	..	..	..	..	..	..
Land and Income Tax .. .. .	..	..	4	..	..	..	..	..	..	..	11	..	..	..	2	..	..
Lands and Survey	5	..	53	12	2	..	..	..	..	..	1	..	..	..	6	7	6
Marine	5	..	13	..	..	..	1	..	1	..	..	..	..	..	1	..	2
Mental Hospitals .. .. .	..	..	10	..	..	..	2	..	..	..	4	..	..	5	..	..	3
Mines	4	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	4
National Provident and Friendly Societies .. .. .	..	..	3	..	..	..	..	..	..	..	16	..	..	..	..	..	..
Native	15	..	16	..	..	..	..	..	..	..	2	..	..	..	..	..	4
Native Trust	1	..	5	..	..	..	..	..	..	..	1	..	..	..	..	..	..
Pensions	18	..	21	..	..	..	..	..	..	..	18	..	..	..	..	..	1
Printing and Stationery	1	..	4	1	..	..	..	..	..	..	1	..	..	..	..	..	..
Prisons	6	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	5
Public Service Superannuation .. .. .	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..
Public Trust	40	..	132	..	..	..	..	..	2	..	4	..	..	..	5	..	5
Public Works	70	..	88	79	..	..	15	59	2	..	6	..	70	..	6	..	222
Scientific and Industrial Research	2	..	5	..	..	..	..	..	..	..	..	..	1	..	..	..	35
Stamp Duties .. .. .	..	..	10	..	..	..	..	..	..	..	1	..	..	..	..	..	..
State Advances	10	..	17	..	..	..	..	..	..	..	6	..	..	..	13	..	..
State Fire Insurance	1	..	28	..	..	..	..	..	..	..	20	..	..	..	..	..	..
State Forest Service	3	..	19	4	..	..	..	..	..	..	1	..	..	..	1	..	7
Tourist	3	..	9	..	..	..	1	..	..	..	3	..	..	1	..	..	9
Transport .. .. .	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..
Treasury .. .. .	..	..	7	..	..	..	..	..	..	..	9	..	..	..	1	..	..
Valuation	7	..	25	1	..	2	..	..	..	..	3	..	..	..	1	..	3
Totals	249	21	707	97	20	2	22	59	53	35	173	42	74	23	44	7	419

TABLE I.—PUBLIC SERVICE LIST, 31/3/29.—GENERAL SUMMARY OF CLASSIFICATION BY DEPARTMENTS
(EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION).

Department.	Number of Officers.	Salary, Year ending 31/3/29.	Salary, Year ending 31/3/30.	Scale Increase.
		£	£	£
Agriculture	542	186,339	191,809	5,470
(On loan)	5	..	..	..
(On leave)	2	..	..	..
Audit	156	47,550	49,930	2,380
Crown Law	6	3,915	3,955	40
Customs	302	94,545	97,950	3,405
(On loan)	2	..	..	..
(On leave)	1	..	..	..
Defence	49	12,490	12,745	255
Education	292	104,300	106,854	2,554
(Resigned 31/3/29)	2	525	..	..
(Appointed 1/4/29)	1	..	288	..
(On loan)	3	..	..	..
External Affairs	7	2,405	2,495	90
Government Insurance	111	32,770	33,940	1,170
Health	425	110,366	112,716	2,350
(Appointed 1/4/29)	1	..	490	..
(On loan)	1	..	..	..
(On leave)	1	..	..	..
Immigration	11	3,295	3,315	20
(On loan)	1	..	..	..
Industries and Commerce	10	3,720	3,805	85
(On loan)	1	..	..	..
Internal Affairs	374	98,008	101,293	3,285
(Resigned 31/3/29)	2	410	..	..
(Appointed 1/4/29)	1	..	335	..
(On loan)	3	..	..	..
Justice	264	71,530	75,005	3,475
(On loan)	1	..	..	..
Labour	107	31,895	32,835	940
Land and Deeds	133	36,935	39,065	2,130
Land and Income-tax	159	38,070	40,860	2,790
(Resigned 31/3/29)	1	135	..	..
Lands and Survey	628	177,320	185,610	8,290
(Resigned 31/3/29)	1	450	..	..
Marine	188	63,845	64,801	956
(Resigned 31/3/29)	1	175	..	..
Mental Hospitals	937	210,275	213,311	3,035
(Resigned 31/3/29)	1	130	..	..
(Appointed 1/4/29)	2	..	320	..
(On leave)	1	..	..	..
Mines	51	16,625	17,225	600
National Provident and Friendly Societies	34	8,665	9,115	450
Native	67	19,270	20,405	1,135
Native Trust	27	8,025	8,350	325
Pensions	110	25,635	27,255	1,620
Police	6	1,920	2,000	80
Prime Minister's	1	825	825	..
Printing and Stationery	319	89,313	90,201	887
(Resigned 31/3/29)	1	338	..	..
Prisons	235	63,780	65,630	1,850
(Resigned 31/3/29)	1	270	..	..
(On loan)	1	..	..	..
Public Service Commissioner	9	3,825	3,915	90
Public Service Superannuation	10	2,805	2,900	95
Public Trust	599	174,410	184,720	10,310
(On loan)	1	..	..	..
Public Works	714	244,720	235,179	10,459
(On loan)	2	..	..	..
(On leave)	2	..	..	..
Scientific and Industrial Research	51	19,355	20,165	810
Stamp Duties	76	20,730	21,720	990
State Advances	87	21,650	23,160	1,510
(Resigned 31/3/29)	1	295	..	..
State Fire Insurance	142	36,620	38,975	2,355
State Forest Service	119	36,930	37,950	1,020
Tourist	105	26,012	26,975	963
(Resigned 31/3/29)	1	135	..	..
Treasury	89	24,590	25,775	1,185
Valuation	83	29,565	30,410	845
Totals	7,635	2,184,846	2,265,147	80,301
Resigned 31/3/29	12	2,863	..	..
Appointed 1/4/29	5	..	1,433	..
On loan	21	..	..	..
On leave	7	..	..	..
Totals, 31/3/29*	7,647	2,187,709	..	..
Totals, 1/4/29*	7,640	..	2,266,580	..
Native-school teachers	281	..	59,490	..
Vacant, 1/4/29	20	..	..	..

* Excluding 21 officers on loan and 7 on leave.

The above return amends Table I, published on page 17 of the seventeenth report of the Public Service Commissioner.

NOTE.—Fractions of £1 are not taken into consideration in totals.

TABLE II.—PUBLIC SERVICE LIST, 31/3/29.—GENERAL SUMMARY OF CLASSIFICATION BY CLASSES
(EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION).

Class (excluding Administrative).							Number of Officers.	Total Salary, 31/3/29.	Classification Salary, 31/3/30.	Scale Increase.
Professional—								£	£	£
Over scale	..	..	..	..	..	..	90	77,021	77,281	260
A	..	..	..	..	..	..	121	79,055	80,630	1,575
A (on loan)	..	..	..	..	..	..	1	..	..	..
B	..	..	..	..	..	..	136	73,085	74,625	1,540
C	..	..	..	..	..	..	128	58,325	60,460	2,135
C (appointed 1/4/29)	..	..	..	..	..	..	1	..	490	..
C (on leave)	..	..	..	..	..	..	1	..	..	..
D	..	..	..	..	..	..	96	35,450	37,415	1,965
D (on loan)	..	..	..	..	..	..	1	..	..	..
E	..	..	..	..	..	..	41	11,015	11,980	965
F	..	..	..	..	..	..	35	5,255	5,960	705
F (on leave)	..	..	..	..	..	..	1	..	..	..
Clerical—										
Special	..	..	..	..	..	..	86	59,530	61,330	1,800
I	..	..	..	..	..	..	92	51,415	53,365	1,950
II	..	..	..	..	..	..	74	36,435	37,385	950
II (on loan)	..	..	..	..	..	..	2	..	..	..
III	..	..	..	..	..	..	146	64,935	66,650	1,715
III (on loan)	..	..	..	..	..	..	1	..	..	..
IV	..	..	..	..	..	..	238	97,440	99,685	2,245
IV (on leave)	..	..	..	..	..	..	1	..	..	..
V	..	..	..	..	..	..	255	92,530	95,090	2,560
VI	..	..	..	..	..	..	493	160,240	163,440	3,200
VI (appointed 1/4/29)	..	..	..	..	..	..	1	..	335	..
VI (on loan)	..	..	..	..	..	..	1	..	..	..
VII (£275-£295)	..	..	..	..	..	..	606	169,160	175,870	6,710
VII (resigned 31/3/29)	..	..	..	..	..	..	2	590	..	..
VII (on loan)	..	..	..	..	..	..	4	..	..	..
VII (£210-£250)	..	..	..	..	..	..	445	91,505	100,510	9,005
VII (£80-£190)	..	..	..	..	..	..	1,144	135,770	160,960	25,190
VII (resigned 31/3/29)	..	..	..	..	..	..	2	250	..	..
General—										
I (£320 and over)	..	..	..	..	..	..	790	301,592	307,976	6,384
I (resigned 31/3/29)	..	..	..	..	..	..	2	788	..	..
I (on loan)	..	..	..	..	..	..	4	..	..	..
I (on leave)	..	..	..	..	..	..	2	..	..	..
II (£191-£319)	..	..	..	..	..	..	1,956	487,581	495,463	7,881
II (resigned 31/3/29)	..	..	..	..	..	..	2	570	..	..
II (appointed 1/4/29)	..	..	..	..	..	..	1	..	200	..
II (on loan)	..	..	..	..	..	..	4	..	..	..
II (on leave)	..	..	..	..	..	..	1	..	..	..
III (£190 and under)	..	..	..	..	..	..	624	86,531	87,821	1,290
III (resigned 31/3/29)	..	..	..	..	..	..	3	440	..	..
III (appointed 1/4/29)	..	..	..	..	..	..	1	..	120	..
III (on leave)	..	..	..	..	..	..	1	..	..	..
Educational—										
I (£320 and over)	..	..	..	..	..	..	14	5,310	5,375	65
II (£191-£319)	..	..	..	..	..	..	22	5,165	5,360	195
II (resigned 31/3/29)	..	..	..	..	..	..	1	225	..	..
II (appointed 1/4/29)	..	..	..	..	..	..	1	..	288	..
II (on loan)	..	..	..	..	..	..	3	..	..	..
III (£190 and under)	..	..	..	..	..	..	3	500	515	15
Totals	..	..	..	..	..	..	7,635	2,184,846	2,265,147	80,301
Resigned 31/3/29	..	..	..	..	..	..	12	2,863	..	..
Appointed 1/4/29	..	..	..	..	..	..	5	..	1,433	..
On loan	..	..	..	..	..	..	21	..	..	..
On leave	..	..	..	..	..	..	7	..	..	..
Totals, 31/3/29*	..	..	..	..	..	..	7,647	2,187,709	..	..
Totals, 1/4/29*	..	..	..	..	..	..	7,640	..	2,266,580	..
Native-school teachers							281	..	59,490	..
Vacant, 1/4/29	..	..	..	..	..	..	20	..	..	..

* Excluding 21 officers on loan and 7 on leave.

The above return amends Table II, published on page 18 of the seventeenth report of the Public Service Commissioner.

NOTE.—Fractions of £1 are not taken into consideration in totals.

TABLE III.—SHOWING ALTERATIONS IN STAFFS AND SALARIES OF DEPARTMENTS BETWEEN CLASSIFIED LIST FOR 1928-29 AND 31ST MARCH, 1929.

Department.		Classified List, 1928-29.				Increase.												Decrease.												Net Increase or Decrease.		At 31st March, 1929.		Department.																																																																																																																																																																																																																																																																																																																																																																																									
		Number of Officers.	Total Classified Salaries.	(1) Additions to Salary on Promotion, &c. (within Department).		By Transfer from other Departments or from Unclassified Positions.		By New Entrants.				Total Increase.		(8) By Reduction in Salary.	(9) By Transfer to other Departments or to Unclassified Positions.	(10) By Death.	(11) By Retirement on Superannuation or Pension.		(12) By Resignation.		(13) By Dismissal (including Cases where Services dispensed with).		Total Decrease.																																																																																																																																																																																																																																																																																																																																																																																																				
								Appointments from Outside the Service.		Temporary Employees made Permanent.																																																																																																																																																																																																																																																																																																																																																																																																																	
				Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.				Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.	Amount.	Number.		Amount.	Number.	Amount.	Number of Officers.	Total Classified Salaries.																																																																																																																																																																																																																																																																																																																																																																																				
Agriculture ..	524	180,061	69	£ 3,253	4	£ 580	2	£ 370	13	£ 2,820	18	£ 6,000	..	£ ..	3	£ 970	40	£ 13,993	..	£ ..	8	£ 2,070	2	£ 630	3	£ 1,275	8	£ 3,490	1	£ 250	22	£ 7,715	+18	+ £ 6,278	542	£ 186,339	Agriculture.																																																																																																																																																																																																																																																																																																																																																																																						
Audit ..	145	45,680	22	455	6	995	2	650	4	320	6	480	..	..	..	..	18	2,900	..	..	..	..	..	7	1,030	..	..	7	1,030	+11	+ 1,870	156	47,550	Audit.																																																																																																																																																																																																																																																																																																																																																																														
Crown Law ..	6	3,813	4	102	..	..	..	..	..	..	..	..	..	..	..	..	11	102	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	3,915	Crown Law.																																																																																																																																																																																																																																																																																																																																																														
Customs ..	299	95,155	49	1,710	..	..	1	250	10	925	..	..	..	..	..	..	11	2,885	..	..	..	..	..	5	3,115	2	265	1	115	8	3,495	+ 3	+ 610	302	94,545	Customs.																																																																																																																																																																																																																																																																																																																																																																										
Defence ..	48	12,275	..	..	..	..	..	..	2	330	..	..	..	..	..	..	2	330	..	..	..	..	..	1	115	..	..	1	115	+ 1	+ 215	49	12,490	Defence.																																																																																																																																																																																																																																																																																																																																																																						
Education ..	276	98,741	17	378	1	185	1	295	22	6,705	7	1,630	..	..	3	1,270	34	10,463	..	..	1	265	..	..	3	1,535	12	2,580	..	..	16	4,380	+18	+ 6,083	294	104,825	Education.																																																																																																																																																																																																																																																																																																																																																																														
External Affairs ..	5	1,600	2	170	..	..	1	135	..	..	1	500	..	..	..	..	2	805	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	2,405	External Affairs.																																																																																																																																																																																																																																																																																																																																																																
Government Insurance ..	113	33,570	..	..	..	..	..	2	160	..	..	..	..	..	..	..	2	160	..	..	..	..	..	1	470	3	490	..	..	4	960	+ 2	+ 800	111	32,770	Government Insurance.																																																																																																																																																																																																																																																																																																																																																																				
Health ..	406	108,223	51	3,193	1	380	1	765	2	195	41	3,515	3	670	..	..	48	8,718	1	130	1	335	2	760	3	840	20	4,155	3	355	29	6,573	+19	+ 2,143	425	110,366	Health.																																																																																																																																																																																																																																																																																																																																																																																				
Immigration ..	12	3,570	..	..	..	..	..	..	1	80	..	..	..	..	..	..	1	150	..	..	1	275	..	..	..	..	..	..	..	..	1	275	- 1	- 275	11	3,295	Immigration.																																																																																																																																																																																																																																																																																																																																																																
Industries and Commerce ..	12	4,505	2	70	..	..	..	..	1	80	..	..	..	..	..	..	15	150	..	..	2	750	..	..	..	..	1	135	..	..	3	935	- 2	- 785	10	3,720	Industries and Commerce.																																																																																																																																																																																																																																																																																																																																																																				
Internal Affairs ..	334	90,628	29	945	1	80	5	1,905	8	640	1	80	..	..	..	..	15	3,660	1	35	8	2,005	3	1,280	4	1,540	8	1,595	..	..	23	6,455	- 8	- 2,805	326	87,823	Internal Affairs.																																																																																																																																																																																																																																																																																																																																																																																
Internal Affairs (Relieving Staff)	59	12,598	4	82	..	..	4	870	3	240	4	490	..	..	..	..	11	1,682	..	..	13	2,665	..	..	..	7	1,020	..	..	20	3,685	- 9	- 2,003	50	10,595	Internal Affairs (Relieving Staff).																																																																																																																																																																																																																																																																																																																																																																										
Justice (also Patents) ..	262	72,975	12	310	1	155	1	295	14	1,120	1	80	..	..	..	..	17	1,960	..	..	3	995	2	450	3	770	6	975	1	215	15	3,405	+ 2	+ 1,445	264	71,530	Justice (also Patents).																																																																																																																																																																																																																																																																																																																																																																																
Labour ..	102	31,170	11	185	2	360	..	..	8	1,090	1	80	1	270	..	..	12	1,985	..	..	4	555	..	..	..	2	370	1	335	7	1,260	+ 3	+ 725	107	31,895	Labour.																																																																																																																																																																																																																																																																																																																																																																														
Land and Deeds ..	136	38,655	5	105	..	..	..	..	3	240	1	80	..	..	..	..	4	425	..	..	2	765	1	425	..	..	4	955	..	..	7	2,145	+ 5	+ 1,720	133	36,935	Land and Deeds.																																																																																																																																																																																																																																																																																																																																																																								
Land and Income Tax ..	153	38,575	14	530	1	80	..	..	17	1,360	1	80	..	..	..	..	19	2,050	..	..	6	1,230	1	295	1	225	4	670	..	..	12	2,420	+ 7	+ 370	160	38,205	Land and Income Tax.																																																																																																																																																																																																																																																																																																																																																																												
Lands and Survey ..	635	183,850	44	1,045	11	1,395	..	..	19	1,745	1	80	..	..	..	..	33	4,855	8	265	12	2,630	1	135	8	3,040	16	3,420	2	545	39	10,935	- 6	- 6,080	629	177,770	Lands and Survey.																																																																																																																																																																																																																																																																																																																																																																																
Marine ..	190	63,855	13	275	..	..	..	..	1	80	1	590	1	295	1	345	4	1,585	..	..	..	..	1	420	1	425	1	185	2	390	5	1,420	- 1	+ 165	189	64,020	Marine.																																																																																																																																																																																																																																																																																																																																																																														
Mental Hospitals ..	857	194,530	291	4,585	..	..	..	..	233	35,010	31	7,890	..	..	1	264	265	47,750	7	20	4	985	5	1,054	5	1,525	144	23,964	26	4,326	184	31,875	+81	+ 15,875	938	210,405	Mental Hospitals.																																																																																																																																																																																																																																																																																																																																																																																
Mines ..	53	17,190	2	30	1	135	..	..	3	1,185	..	..	..	..	..	..	4	1,350	..	..	3	540	..	..	2	835	1	540	..	..	6	1,915	- 2	- 565	51	16,625	Mines.																																																																																																																																																																																																																																																																																																																																																																								
National Provident and Friendly Societies	35	9,265	..	..	..	..	..	..	3	240	..	..	..	..	..	..	3	240	..	..	2	305	..	..	1	380	1	155	..	..	4	840	- 1	- 600	34	8,665	National Provident and Friendly Societies.																																																																																																																																																																																																																																																																																																																																																																				
Native ..	64	19,145	4	120	1	95	..	..	3	240	1	80	..	..	..	..	5	535	..	..	1	115	..	..	1	295	..	..	..	..	2	410	+ 3	+ 125	67	19,270	Native.																																																																																																																																																																																																																																																																																																																																																																								
Native Trust ..	25	7,840	..	..	..	..	2	700	1	80	1	80	..	..	..	..	4	860	..	..	..	..	..	..	..	2	675	..	..	2	675	+ 2	+ 185	27	8,025	Native Trust.																																																																																																																																																																																																																																																																																																																																																																						
Pensions ..	112	26,565	4	170	..	..	..	..	6	480	..	..	..	..	..	..	6	650	..	..	2	195	..	..	2	700	4	685	..	..	8	1,580	- 2	- 930	110	25,635	Pensions.																																																																																																																																																																																																																																																																																																																																																																						
Police ..	6	1,920	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	1,920	Police.																																																																																																																																																																																																																																																																																																																																																						
Prime Minister's ..	1	750	1	75	..	..	..	..	..	..	..	..	..	..	..	..	..	75	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	825	Prime Minister's.																																																																																																																																																																																																																																																																																																																																																									
Printing and Stationery ..	328	91,126	20	313	..	..	..	..	..	..	..	..	..	..	..	..	12	3,178	..	..	3	591	3	956	4	1,241	8	1,263	2	599	20	4,652	- 8	+ 1,474	320	89,651	Printing and Stationery.																																																																																																																																																																																																																																																																																																																																																																								
Prisons ..	223	61,605	10	120	1	135	21	4,490	5	1,185	2	470	29	6,400	2	640	10	2,325	4	990	16	3,955	+13	+ 2,445	236	64,050	Prisons.																																																																																																																																																																																																																																																																																																																																																																																					
Public Service Commissioner's	10	4,120	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	295	..	..	..	..	..	..	..	..	..	1	295	- 1	- 295	9	3,825	Public Service Commissioner's.																																																																																																																																																																																																																																																																																																																																																												
Public Service Superannuation	9	2,725	1	80	1	80	

NOTE.—This return does not include administrative officers, 21 officers on loan, 7 on leave, and Native-school teachers (281, £59,490).

Fractions of £1 are not taken into consideration in totals.

Inset.

The above return amends Table III, published on page 19 of the seventeenth report of the Public Service Commissioner.

Approximate Cost of Paper.—Preparation not given; printing (625 copies), £26.

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