

1931.  
NEW ZEALAND.

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# PUBLIC SERVICE COMMISSIONER

(NINETEENTH REPORT OF THE).

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

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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.

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## REPORT

### THE ADMINISTRATION OF THE PUBLIC SERVICE.

As in past years, careful attention has been given to the many general administrative problems that arise in connection with the staffing and the efficient organization of the various Departments of State. During the year under review, however, particular attention has been devoted to exploring all possible avenues of economy in an effort to meet the difficult financial position which has faced the Dominion. The depression in outside commercial and industrial undertakings has shown its reflex in a decline in the business of certain Government Departments, and, added to this, the need for economy in public expenditure has resulted in the curtailment of certain services. In consequence, a considerable diminution in the number of temporary employees has been effected, and in some Departments the retrenching of permanent staff has been an unpleasant necessity. Hardship in this latter connection has been minimized to a considerable degree by limiting retirements, wherever possible, to those who were eligible for pension. Special provision was embodied in the last Finance Act, enabling officers to be retired on superannuation five years earlier than hitherto. A further factor affecting the personnel has been the non-filling of vacancies which have arisen from time to time. No new appointments have been made without the most careful inquiry, and all such have been restricted to cases of public necessity.

## EFFICIENCY OF THE SERVICE.

It is satisfactory to be able to report that notwithstanding a certain amount of disorganization consequent upon the exodus of a considerable number of officers holding responsible positions, and despite the curtailment due to present economic conditions, the general standard of efficiency has been well maintained, and the loyalty with which the staffs have faced the existing situation has been most commendable. During times of financial stringency a more exacting control and restriction over departmental activities must be exercised, but the spirit of co-operation with which all Departments have striven to meet the present difficult situation has contributed materially to the smooth working of the administrative machine as a co-ordinate whole. A typical example of this co-operation may be instanced in the manner in which the great mass of detailed clerical work that was involved in connection with the initiation of the unemployment scheme was undertaken. Through making use of staffs that were available in consequence of a slackening-off of ordinary business in other Departments, particularly the Railway and the Post and Telegraph Departments, the whole of this work was carried out without it being necessary to make any additional appointments.

## EXPANSION OF THE SERVICE, AND ECONOMIES.

The popular idea is that in most matters pertaining to public administration greater attention is given to political than to economic considerations, but it should be manifest on reflection that the great expansion which has taken place in the functions of Government in the last few decades and the creation of Departments to undertake the extended administrative tasks imposed by Parliament has not been a chance development, or purely a matter of political expediency, but has been a steady process of evolution. "From being concerned with a limited number of specific functions, such as defence, tax-gathering, and the administration of justice, the functions of the Public Service have been extended to cover the protection of the life and health of the industrial workers, public health and the housing of the people, education, child welfare, the minimizing of social conflict, the salvaging of the derelicts of society, the transfer and exchange of labour, the promotion of trade, the aiding of commerce and scientific research, the 'numbering of the people,' the development of afforestation and agriculture, the organization of transport, and a score of others. From being a thing more or less alien to the life of the average citizen it has become a thing that touches every member of the community, both in his public and private life." A breaking-down or pruning of this complex social structure cannot be effected by a mere "stroke of the pen" without involving considerable waste of past effort in the loss of valuable data, and much loss of efficiency through the disorganization of established routine. Any curtailment must be preceded by a careful review of all the surrounding circumstances, to ensure that the loss likely to be involved will not outweigh the immediate savings. It is recognized that in a period of intense depression financial considerations to a large extent must dominate the situation, but as in private enterprise, for the efficient conduct of business, it is desirable to keep a trained staff intact, so it is with Government Departments. Continuity is an important factor, and it is not always the wisest course, nor does it always pay, to dispense with employees in a wholesale way because of a temporary lull in the volume of business. Wherever opportunity has offered, however, or wherever an economy has been practicable, retrenchment has been effected. During the year ended the 31st March last 117 classified officers under the control of the Commissioner were retired or retrenched, and to date the total number of permanent officers so dealt with is 289 officers.

The economies effected, through curtailment of services and falling-off in the volume of business, by retirement and non-replacement of officers, both permanent and temporary, amount to a considerable sum, as shown by the following table. Further savings brought about by reductions in allowances and other staff adjustments are also shown.

## ECONOMIES IN PUBLIC SERVICE.

|                                                                                      | Number of Officers. | Saving, 1930-31. | Saving, 1931-32. | Annual Rate of Saving. |
|--------------------------------------------------------------------------------------|---------------------|------------------|------------------|------------------------|
| (a) Officers who have left or are leaving the Service without replacement—           |                     | £                | £                | £                      |
| Permanent .. .. .                                                                    | 303                 | 17,772           | 76,974           | 93,618                 |
| Temporary .. .. .                                                                    | 247                 | 6,838            | 45,878           | 48,315                 |
| Sub-total .. .. .                                                                    | 550                 | 24,610           | 122,852          | 141,933                |
| (b) Other savings (by reduction in salaries and allowances, staff adjustments, &c.)— |                     |                  |                  |                        |
| Sub-total .. .. .                                                                    | ..                  | 6,351            | 20,964           | 17,782                 |
| Gross total of (a) and (b) ..                                                        | 550                 | 30,961           | 143,816          | 159,715                |

Reference has already been made to the great expansion that has taken place in the functions of Government in recent years, and it is proposed to review the growth of staff departmentally to show where this development has been most pronounced. It is Parliament that determines the functions of the State, and it is for Parliament to state whether these have developed beyond the bounds of necessity or, having regard to the social and economic welfare of the Dominion, whether any of the services now provided could with wisdom be eliminated or curtailed.

To obtain an intelligent appreciation of the position it is necessary to classify the various services broadly in conformity with the elemental functions of Government—namely, national safety, transport, development, justice, social service, administrative, and trading. From the very nature of these services it will be fairly obvious that in a young and only partially developed country their expansion is a natural concomitant of the normal growth of the Dominion.

Safety and transport—which include the Navy Office, Military, Police, Railways, and Post-office—are not included herein, as the staffing of these Departments does not come within the scope of the Public Service Act; but hereunder are set out, for purposes of comparison, the figures relating to the growth of staff that has taken place since the year immediately preceding the war and for the current year.

Taking first those Departments which may be grouped under the heading of “Social Service”—namely, Health, Mental Hospitals, Labour, Education and Child Welfare, Pensions, and Provident Funds—the following illustrates the extent of the growth of the permanent staff:—

| SOCIAL SERVICE.                                          |    |    |    |    | 1st April, 1914. | 1st April, 1931. |
|----------------------------------------------------------|----|----|----|----|------------------|------------------|
| Department.                                              |    |    |    |    |                  |                  |
| Health .. .. .                                           | .. | .. | .. | .. | 66               | 438              |
| Mental Hospitals .. .. .                                 | .. | .. | .. | .. | 632              | 1,093            |
| Education and Child Welfare (excluding teachers) .. .. . | .. | .. | .. | .. | 248              | 292              |
| National Provident Fund and Friendly Societies .. .. .   | .. | .. | .. | .. | 18               | 34               |
| Pensions .. .. .                                         | .. | .. | .. | .. | 27               | 104              |
| Labour .. .. .                                           | .. | .. | .. | .. | 66               | 96               |

Unless there is a radical change in policy, the staffs of the above Departments must expand with the increase of activities consequent upon the growth of population, but in most cases circumstances beyond departmental control have necessitated an increase greater than the ratio to the increase in population. For example, it will be observed that the Mental Hospital staffs have increased from 632 in 1914 to 1,093 for last year. During this selfsame period the number of patients in mental hospitals increased from 3,983 to 6,293; but, in addition to this, other factors have necessitated an increase in the staff—for instance, the improvement in the standard of treatment of patients in conformity with the development of humanitarian methods and advanced socio-medicological ideas, and closer personal attention to the patients. Further, increases both in the number of personnel and the total staff salaries are more apparent than real, firstly, because the later figures include a large number of temporary officers made permanent, and, secondly, because a considerable value in emoluments in kind is now shown as salary but did not so appear in 1914. This also applies to many other Departments.

In the Health Department the establishment of school dental clinics has necessitated the appointment of 199 dental nurses ; and the policy of having greater regard for the physical well-being of the school-children has involved the appointment of 30 school nurses. Both of these activities are developments since 1914, and account for a considerable increase in the present staff personnel. In addition to this, on the sanitary-inspection side Government took over certain activities that in 1914 were carried out by local authorities, and this accounts for an increase in the number of Health Inspectors from 6 in 1914 to 47 in 1931.

The increase in the Education Department has been due primarily to the extension of child-welfare activities, and the nationalization of Inspectors of Schools previously under Education Boards. The establishment of the Correspondence School accounts for an increase of 17 on the Department's staff, and this activity has not only provided a much-needed facility to backblocks children, but has meant an economy in the way of lessening the necessity for the establishment of small country schools.

The increase in the National Provident Fund and Friendly Societies Department has been due to the extension of facilities to the public. The policy in this connection is now under review.

The increase in the Pensions Department beyond normal expansion of business has been almost entirely due to the added work in connection with war pensions.

In the Labour Department the increased industrial development of the Dominion has necessitated an increased inspectorial staff.

Dealing with the administration of justice and the maintenance of law and order, the expansion in the Justice Department has only been in harmony with the growth in the general population. In connection with prisons, industrial development and the establishment of farm camps on modern humanitarian lines has necessitated an increased staff, but as a set-off against this the credits to Public Account from the earnings of prisoners have increased ninefold since 1914, and thereby lessened the relative burden on the taxpayer.

In connection with the developmental services a fairly pronounced increase is to be observed ; but this is to be expected in a country such as New Zealand, where as yet but the fringe has been touched in the way of developing its latent natural resources. The figures are as follow :—

| DEVELOPMENTAL SERVICES.                         |    |    |    |    |    | 1st April, 1914. | 1st April, 1931. |
|-------------------------------------------------|----|----|----|----|----|------------------|------------------|
| Department.                                     |    |    |    |    |    | Number.          | Number.          |
| Public Works                                    | .. | .. | .. | .. | .. | 531              | 757              |
| Agriculture                                     | .. | .. | .. | .. | .. | 427              | 549              |
| Lands                                           | .. | .. | .. | .. | .. | 424              | 613              |
| State Forests                                   | .. | .. | .. | .. | .. | 17               | 119              |
| Immigration                                     | .. | .. | .. | .. | .. | 6                | 9                |
| Industries and Commerce, Tourist, and Publicity | .. | .. | .. | .. | .. | 126              | 109              |
| Scientific and Industrial Research              | .. | .. | .. | .. | .. | ..               | 54               |

The increase in the staff of the Public Works Department has been in connection with the increased activities incidental to railway-construction, roads and highways, and hydro-electric development. In the Department of Agriculture the increase has been due to a policy of giving assistance to primary development by way of instruction to producers, by the maintenance of standards and prevention of disease, and by the Government co-operating in a more effective system of marketing of products through a comprehensive scheme of inspection, to which policy is closely correlated the growth of exports of primary produce, upon which the economic well-being of the Dominion is so largely dependent.

The position in the Lands Department may be attributed mainly to the development of the soldier settlement schemes, which necessitated a considerable increase in the number of field officers for advisory purposes.

In the State Forests Department a progressive policy of afforestation accounts for the considerable growth in staff. In the Scientific and Industrial Research Department the increase again is more apparent than real, as this Department comprises mainly technical officers transferred from other Departments—*e.g.*, Meteorological Office, previously attached to Marine, and Geological Survey, previously attached to the Mines Department.

### TRADING DEPARTMENTS.

The trading Departments, which may be grouped in the following table, also show a considerable expansion of staff, but, in common with other staff increases in the Public Service, these have been fully justified by the expansion of business. The growth of staff in these Departments tends to inflate the total number of persons employed in the Public Service, and tends to convey a wrong impression when comparisons are made, but it should be noted that, as the salary bills of these trading Departments are met from profits earned, they do not constitute a direct charge on the taxpayer, as the salaries do not form a charge on Consolidated Fund.

| Department.          |    |    |    |    | 1st April, 1914. | 1st April, 1931. |
|----------------------|----|----|----|----|------------------|------------------|
|                      |    |    |    |    | Number.          | Number.          |
| State Fire Insurance | .. | .. | .. | .. | 56               | 137              |
| Government Life      | .. | .. | .. | .. | 138              | 103              |
| Public Trust         | .. | .. | .. | .. | 204              | 640              |
| State Advances       | .. | .. | .. | .. | 53               | 96               |

When the foregoing Departments have been eliminated there are left the purely administrative Departments, under which head may be grouped the revenue and finance Departments, and those under Internal Affairs. These Departments show only an expansion of staff in keeping with the increased functions of State and the growth of the activities of the various Departments concerned therewith.

### ADMINISTRATIVE.

| Department.             |    |    |    |    | 1st April, 1914. | 1st April, 1931. |
|-------------------------|----|----|----|----|------------------|------------------|
|                         |    |    |    |    | Number.          | Number.          |
| Revenue—                |    |    |    |    |                  |                  |
| Customs                 | .. | .. | .. | .. | 238              | 302              |
| Land and Income Tax     | .. | .. | .. | .. | 72               | 160              |
| Stamp Duties            | .. | .. | .. | .. | 32               | 73               |
| Finance—                |    |    |    |    |                  |                  |
| Treasury                | .. | .. | .. | .. | 55               | 84               |
| Audit                   | .. | .. | .. | .. | 60               | 156              |
| Miscellaneous—          |    |    |    |    |                  |                  |
| Internal Affairs        | .. | .. | .. | .. | 287              | 364              |
| Land and Deeds          | .. | .. | .. | .. | 97               | 128              |
| Native and Native Trust | .. | .. | .. | .. | 54               | 103              |

Where, as is clearly shown from the foregoing review, the expansion of staff is primarily due to the ever-increasing burden of additional services rendered necessary by fresh legislation passed from year to year in furtherance of the progressive development of the country, it is unreasonable and quite erroneous to ascribe the increase to extravagant administration. As already stated, any curtailment of expenditure is not wholly a matter of organization—the Public Service of the Dominion is efficiently run—but is entirely a question of Government policy. A careful review has been made, and, as already stated, retrenchment and curtailment have been effected wherever practicable. It is for Government to determine whether services which time and experience have shown to be desirable and essential for the development of the Dominion on a broad national basis are to be discontinued.

### LEGISLATION AFFECTING THE PUBLIC SERVICE.

#### *Finance Act, 1930 (No. 2).*

Section 31 of the Finance Act, 1924, made provision for the appointment of a Commissioner for New Zealand in Canada and the United States of America, and provided also that the Public Service Act, 1912, should not apply to the Commissioner or any member of his staff, and that the Commissioner should not be a public servant or a Civil servant within the meaning of any Act. This section was repealed by section 29 of the Finance Act, 1930 (No. 2), as from the date of the passing of the 1924 Act, and the appointment is now subject to the provisions of the Public Service Act, 1912.

Section 30 provided for the amalgamation of the Department of Industries and Commerce, the Department of Tourist and Health Resorts, and the Publicity Branch of the Department of Internal Affairs, under the title of the Industries and Commerce, Tourist, and Publicity Department.

Section 34 provided for the appointment of an Under-Secretary of Defence as an officer of the Public Service under the Public Service Act, 1912.

Section 39 made special provision as regards the granting of retiring-allowances from the Public Service Superannuation Fund to certain members of the Defence Forces and clerical officers of the Defence Department compulsorily retired through no fault of their own.

*Finance Act, 1931 (No. 1).*

This Act made provision for the adjustment of public expenditure by reducing the rates of salary, wages, and emoluments of all State employees as from the 1st April, 1931 by an amount equal to 10 per cent. of the rate at which such employees were paid on the 31st March, 1931.

Provision was also made that all scales of salaries and increments should be correspondingly reduced.

It also provided that the Governor-General might from time to time make all such regulations as might be deemed necessary for the purpose of carrying the Act into effect, and, in particular, that any such regulations might make provision for the adjustment of anomalies or for the relief of cases of hardship.

Regulations were made and published in the *New Zealand Gazette* No. 37, of the 14th May, 1931. These regulations established an "Adjustment Committee," consisting of the following persons :—

- (a) The President of the Arbitration Court :
- (b) The Public Service Commissioner :
- (c) The President of the New Zealand Public Service Association (Incorporated).

Applications for relief may be made to the Committee up to and including the 30th September, 1931.

The regulations further provide that if in any case the Adjustment Committee is satisfied that an anomaly or hardship exists it shall consider the special circumstances of the case and the departmental report and recommendation, and may make such decision as in the circumstances it thinks fit, just, and equitable.

Section 14 contains special provision enabling a retiring-allowance to be given to an officer who is compulsorily retired through no fault of his own and who, if at the date of his retirement not more than five years were added to his age or length of service, would be eligible to be granted a retiring-allowance in accordance with the provisions of the Public Service Superannuation Act. Officers retired under this section are granted a reduced annual retiring-allowance, not in any case greater than the maximum amount which the Government Actuary certifies can be granted without imposing on the Superannuation Fund any additional liability by reason of such retiring-allowance being granted before the earliest date on which the contributor would have been entitled as of right to receive a retiring-allowance on his voluntary retirement. This section remains in force until the 30th September, 1931.

*Finance Act, 1931 (No. 2).*

Section 13 provided that the Governor-General in Council may declare certain payments not to be pay or salary for superannuation purposes.

Section 19 provided that, on and after the 1st day of May, 1931, the Cook Islands Public Service and the Samoan Public Service should be under the control of the Public Service Commissioner, and that the Public Service Act, 1912, should apply to the members thereof.

Sections 21 and 22 were for the purpose of facilitating the amalgamation of the Census and Statistics Office with the Department of Industries and Commerce, and of the Registrar-General's Office with the Department of Justice.

## BOARD OF APPEAL.

The term for which the two elective members of the Public Service Board of Appeal were elected expired in May of this year. Nominations were invited in accordance with the provisions of the Public Service Amendment Act, 1927, and the Public Service Regulations. Only two nominations (Messrs. Charles de Rant Andrews, Valuation Department, and Thomas Pound, Lands and Survey Department) were received, and these officers were accordingly declared duly elected.

The following is a summary of appeals dealt with during the period 1st April, 1930, to 31st March, 1931 :—

*Appeals against Reclassification as at 1st April, 1929.*

|                    |    |    |    |    |    |     |
|--------------------|----|----|----|----|----|-----|
| Allowed            | .. | .. | .. | .. | .. | 65  |
| Allowed by consent | .. | .. | .. | .. | .. | 21  |
| Not allowed        | .. | .. | .. | .. | .. | 289 |
| Do not lie         | .. | .. | .. | .. | .. | 25  |
| Withdrawn          | .. | .. | .. | .. | .. | 93  |

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Total number dealt with by Board .. .. 493

*Other than Reclassification Appeals.*

|                |    |    |    | Non-promotion. | Dismissal. |
|----------------|----|----|----|----------------|------------|
| Allowed ..     | .. | .. | .. | 1              | ..         |
| Not allowed .. | .. | .. | .. | 51             | 1          |
| Do not lie ..  | .. | .. | .. | 6              | ..         |
| Withdrawn ..   | .. | .. | .. | 12             | ..         |
|                |    |    |    | <hr/> 70       | <hr/> 1    |

## COMMONWEALTH FUND SERVICE FELLOWSHIP.

In 1929, and again last year, officers of the Public Service were afforded the opportunity of applying for a Commonwealth Fund Service Fellowship.

Particulars of the Fellowships are as follow :—

*I. Purpose of the Fellowships.*—The Commonwealth Fund of 41 East 57th Street, New York City, a philanthropic foundation existing since 1918 and supported by gifts from the late Mrs. Stephen V. Harkness, has established for British subjects a number of Fellowships tenable at American universities. In creating these Commonwealth Fund Fellowships the Directors of the Fund have been impelled by a belief in the value of international opportunities for education and travel, and by a conviction that mutual amity and understanding between Great Britain and the United States will thereby be promoted.

It has been decided to offer at least five of these Fellowships every year to persons holding appointments overseas under the British Government, the Government of India, or the Government of a British dominion, colony, protectorate, or mandated territory. The actual number of Service Fellows to be appointed in 1931 will be determined by the Committee of Award.

*II. Conditions of Appointment.*—Candidates must be of British descent; they may be single or married, but must not be more than thirty-five years of age on the 1st September of the year of award.

As normally such candidates will hold an appointment in Government Service overseas, they will not be required to show a domicile in the British Isles. It should be explained that neither probationers awaiting final appointment to Government Service, nor persons employed by but not officially on the cadre of the Government Service will be regarded as qualified for these Fellowships.

Candidates are required before appointment to give an undertaking that they will not accept another appointment until the expiration of their Fellowships, and that they will then return to Government Service within the British Empire.

In selecting candidates for nomination primary consideration is given to intellectual ability. Candidates must submit a definite scheme of work proposed to be carried out during their residence in the United States.

An interview with the Committee of Award in London will not be required, but arrangements will be made for medical examination in the region from which the candidate applies.

*III. Emoluments.*—There is no fixed stipend, but it is estimated that the cost to the Commonwealth Fund of each Fellowship is approximately £600 per annum. Each Fellowship includes provision for—

- (a) An equipment allowance of \$200, and a travel allowance from the country in which the Fellow is serving to the United States and return.
- (b) Tuition, laboratory fees, &c.
- (c) \$150 a month, paid quarterly, for living-expenses during the tenure of the Fellowship, from the date of leaving the country in which the Fellow is serving.
- (d) Allowance for travelling while in the United States on tours approved by the Commonwealth Fund.

The allowances are calculated to meet the needs of a single man, and are not sufficient for a married couple, nor does the Fund accept any responsibility for the additional expenses incurred by a married Fellow.

*IV. Conditions of Tenure.*—The holder will not be required to reside continuously during term time at any one American university or institution, but will be free to visit, with the approval of the Commonwealth Fund, institutions or districts appropriate to his subject of study.

Any appointment that may be made to this category of Fellowship will be, so far as possible, dated to suit the convenience of the person appointed.

Fellowships are tenable for a minimum period of fifteen months and a maximum period of twenty-four months, dated from the time of departure from and return to the country in which the Fellow is engaged in Government service.

A Fellowship for 1931 has been awarded to Mr. T. G. G. Beck, Assoc.M.Inst.C.E., Assistant Engineer, Public Works Department, Dunedin, and he has been granted the necessary leave to enable him to accept. Mr. C. S. Plank, M.Sc., of the Post and Telegraph Department, was placed on the reserve list.

Dr. R. M. Campbell, M.A., LL.B., Ph.D. (of the Internal Affairs Department), who was awarded a Fellowship in 1929, has recently resumed duty.

In view of the limited number of Fellowships available each year, it is pleasing to note that two members of the New Zealand Public Service have been selected.

DEPARTMENTAL OFFICERS ON DUTY ABROAD.

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

- Schmitt, L. J., New Zealand Trade and Tourist Commissioner for Australia : To inquire into and report upon the prospects of developing trade with the Dutch East Indies and Federated Malay States.
- Smith, S. J., Secretary, Cook Islands Department : To visit Sydney and Rarotonga in connection with the packing of fruit.
- Adams, Dr. C. E., Dominion Astronomer and Seismologist, Wellington : To take charge of New Zealand Eclipse Expedition to Niuafoou.
- Simmers, R. G., Meteorological Assistant, Scientific and Industrial Research Department, Wellington : To accompany the Mawson Antarctic Expedition.

LEAVE OF ABSENCE FOR EDUCATION AND TRAINING PURPOSES.

During the year the following officers were granted special leave of absence for the purpose named :—

- McIlwaine, J. E., Veterinary Officer, Animal Husbandry Section, Department of Agriculture : To further studies at Rowett Institute, Aberdeen.
- Beck, T. G. G., Assistant Engineer, Public Works Department : To take up a Commonwealth Fund Service Fellowship.

DEPARTMENTAL OFFICERS ON DUTY WITH OTHER ADMINISTRATIONS.

The following officers of the New Zealand Public Service are on 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.                                    |
|                                                | Lishman, G. D. ..      | Industries and Commerce, Tourist and Publicity. |
|                                                | Jervis, D. M. ..       | Internal Affairs.                               |
|                                                | Mitchinson, Miss E. .. | "                                               |
|                                                | Wilson, Miss P. C. ..  | "                                               |
|                                                | Wright, N. L. ..       | Scientific and Industrial Research.             |
|                                                | Upchurch, A. E. ..     | Treasury.                                       |
| Samoa .. ..                                    | Heatherington, J. ..   | Agriculture.                                    |
|                                                | Gair, C. J. M. ..      | Audit.                                          |
|                                                | Duncan, R. J. ..       | "                                               |
|                                                | Lowrie, W. G. ..       | Customs.                                        |
|                                                | Macdonald, A. ..       | "                                               |
|                                                | McKay, C. G. R. ..     | External Affairs.                               |
|                                                | Partridge, L. B. ..    | Health.                                         |
|                                                | Ward, J. D. ..         | "                                               |
|                                                | Styles, E. ..          | Immigration.                                    |
|                                                | Turnbull, A. C. ..     | Internal Affairs.                               |
|                                                | Millar, T. H. ..       | "                                               |
|                                                | McBride, W. ..         | Land and Deeds.                                 |
|                                                | Jamieson, F. R. ..     | Lands and Survey.                               |
|                                                | Galbreath, G. R. ..    | "                                               |
|                                                | Lynch, R. J. ..        | Mental Hospitals.                               |
|                                                | Gibson, H. H. ..       | Mines.                                          |
|                                                | Peck, E. ..            | Native.                                         |
|                                                | Turnbull, J. ..        | Public Trust.                                   |
|                                                | Gratton, F. J. H. ..   | "                                               |
|                                                | Lofley, W. G. ..       | Public Works.                                   |
| Cook Islands .. ..                             | Wadsworth, J. ..       | Scientific and Industrial Research.             |
|                                                | Brewer, J. V. ..       | State Forest.                                   |
|                                                | Wyman, T. S. ..        | "                                               |
|                                                | Nottage, I. L. ..      | Agriculture.                                    |
|                                                | McMahon-Box, J. P. ..  | Customs.                                        |
|                                                | Cook, L. M. ..         | Cook Islands.                                   |
|                                                | Wright, J. B. ..       | "                                               |
|                                                | Linton, A. M. ..       | Lands and Survey.                               |
|                                                | Luckham, A. A. ..      | Prisons.                                        |
|                                                | Chapman, J. H. ..      | Customs.                                        |
| Secretariat to League of Nations<br>Fiji .. .. | Lindsay, Miss G. ..    | Internal Affairs.                               |
|                                                | Taylor, J. B. K. ..    | Public Works.                                   |

## ADMINISTRATIVE CHANGES.

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

- Defence Department : Mr. H. Turner, formerly Assistant Public Trustee, was appointed to the newly created position of Under-Secretary. Mr. Turner took up his new duties on the 10th November, 1930.
- Education Department : Mr. A. Bell, M.A., retired from the position of Assistant Director of Education on the 30th June, 1931.
- Health Department : Dr. T. H. A. Valintine, C.B.E., Director-General of Health, retired on the 28th February, 1931. He was succeeded by Dr. M. H. Watt, formerly Deputy Director-General of Health.
- Internal Affairs Department : Mr. G. P. Newton, Under-Secretary of this Department, retired on the 30th June, 1931, and was succeeded by Mr. P. J. Kelleher, formerly Assistant Under-Secretary.
- Lands and Survey Department : Mr. J. B. Thompson, C.B.E., retired from the position of Under-Secretary on the 30th April, 1931. Mr. W. Robertson was promoted from Assistant Under-Secretary in his stead.
- Public Service Superannuation Department : Mr. W. M. Wright retired on the 31st August, 1930.
- Public Trust Department : Messrs. W. M. Barr and W. G. Baird were appointed Assistant Public Trustees to fill the vacancies caused by the appointments of Messrs. H. Turner and E. O. Hales to administrative positions in other Departments.
- State Advances Department : Mr. W. Waddel, C.B.E., Superintendent, retired on the 31st May, 1931. Mr. E. O. Hales, formerly Assistant Public Trustee, was appointed to this position.
- State Forest Service : Mr. E. Phillips-Turner, Director, retired on the 31st March, 1931, and was succeeded by Mr. A. D. McGavock, formerly Assistant Director.

## SUGGESTIONS FOR IMPROVEMENT.

Under Public Service 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 last year, in only one case was a monetary consideration granted—namely, W. A. Mardell, Printing and Stationery Department, for an improved attachment to the telegram-printing machine.

## OFFENCES BY OFFICERS.

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 follow :—

- (a) Misappropriations (2) : Forfeited office.
- (b) Irregularities (1) : Services dispensed with.
- (c) Breaches of regulations (7) : Reprimanded (3) ; reprimanded and required to refund portion of travelling-allowance (1) ; disrated and transferred (1) ; disrated (1) ; transferred (1).
- (d) Neglect of duty (11) : Reprimanded (3) ; reprimanded and transferred (1) ; disrated and transferred (1) ; disrated (1) ; fined (2) ; required to resign (2) ; services terminated (1).
- (e) Unsatisfactory conduct (13) : Reprimanded (5) ; transferred (1) ; reprimanded and leave privileges forfeited (2) ; dismissed (3) ; retired (1) ; appointment annulled (1).
- (f) Unsatisfactory work (3) : Reprimanded (2) ; transferred (1).
- (g) Unsatisfactory conduct and neglect of duty (2) : Disrated.

## EXAMINATIONS.

The policy adopted in the early stages of Commissioner control of providing special inducements to officers to continue their studies, and thus fit themselves for promotion to the more responsible positions, is now bearing fruit, and the educational standard of men aiming for executive positions is evidenced by the large number who hold university degrees or diplomas. The number of officers who have passed the Law Professional Examination or who have attained the degree of Bachelor of Laws or Master of Laws is 211 ; the number who have passed the Accountants' Professional Examination or who have commerce degrees is 280 ; the number who hold engineering degrees or diplomas is 199 ; and the number who hold other University degrees is 224.

Experience has shown that, for the effective performance of the higher administrative and executive duties, the Service must encourage and retain men of the highest integrity and capacity. What to the management of a commercial undertaking may be purely a business issue, to be decided by business judgment on business considerations, becomes in a Government Department a question in which social and political as well as economic considerations of wide significance may have to be weighed and well balanced. It augurs well for the future administration of the Public Service that such a large number of officers recognize the necessity of fitting themselves for the higher positions in the Service by continuing their studies in the manner indicated above.

## CONCLUSION.

It is desired to place on record appreciation of the generous measure of support and co-operation accorded by Permanent Heads, and of the loyal manner in which officers throughout the Service have risen to the demands of the abnormal conditions that have been experienced during the year. This maintenance of the best traditions is all the more praiseworthy when it is borne in mind that there is probably no calling the conditions of service of which are so exposed, particularly in times of financial stringency, to unthinking public criticism as the Public Service.

To the staff of this office special thanks are due for their unfailing zeal and loyalty.

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, 26th August, 1931.

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

| Department.                                            | Number<br>of<br>Officers. | Salaries.<br>Year ending<br>31/3/31. | Salaries.<br>Year ending<br>31/3/32. | Scale<br>Increase. | Saving<br>effected by<br>10-per-cent<br>Reduction<br>under Finance<br>Act, 1931. |
|--------------------------------------------------------|---------------------------|--------------------------------------|--------------------------------------|--------------------|----------------------------------------------------------------------------------|
|                                                        |                           | £                                    | £                                    | £                  | £                                                                                |
| Agriculture .. .. .                                    | 549                       | 194,044                              | 177,704                              | 3,064              | 19,744                                                                           |
| On loan .. .. .                                        | 4                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| On leave .. .. .                                       | 2                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Audit .. .. .                                          | 156                       | 50,730                               | 47,151                               | 1,494              | 5,239                                                                            |
| Cook Islands .. .. .                                   | 5                         | 1,460                                | 1,359                                | 45                 | 151                                                                              |
| On loan .. .. .                                        | 3                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Crown Law .. .. .                                      | 6                         | 3,925                                | 3,564                                | 31                 | 396                                                                              |
| Customs .. .. .                                        | 302                       | 99,120                               | 90,697                               | 1,489              | 10,077                                                                           |
| On loan .. .. .                                        | 3                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| On leave .. .. .                                       | 2                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Defence .. .. .                                        | 35                        | 9,755                                | 8,869                                | 90                 | 985                                                                              |
| Retired 31/3/31 .. .. .                                | 13                        | 3,725                                | ..                                   | ..                 | ..                                                                               |
| Education .. .. .                                      | 292                       | 105,934                              | 96,924                               | 1,584              | 10,769                                                                           |
| On leave .. .. .                                       | 3                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| External Affairs .. .. .                               | 2                         | 430                                  | 423                                  | 36                 | 47                                                                               |
| On loan .. .. .                                        | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Government Insurance .. .. .                           | 103                       | 31,660                               | 29,434                               | 940                | 3,270                                                                            |
| Health .. .. .                                         | 438                       | 119,261                              | 109,315                              | 1,980              | 12,146                                                                           |
| On loan .. .. .                                        | 2                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| On leave .. .. .                                       | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Immigration .. .. .                                    | 9                         | 2,970                                | 2,673                                | ..                 | 297                                                                              |
| On loan .. .. .                                        | 2                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Industries and Commerce, Tourist and Publicity .. .. . | 109                       | 29,834                               | 27,522                               | 671                | 3,058                                                                            |
| Retired 31/3/31 .. .. .                                | 1                         | 160                                  | ..                                   | ..                 | ..                                                                               |
| On loan .. .. .                                        | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Internal Affairs .. .. .                               | 364                       | 98,482                               | 90,753                               | 2,119              | 10,083                                                                           |
| Retired 31/3/31 .. .. .                                | 3                         | 815                                  | ..                                   | ..                 | ..                                                                               |
| On loan .. .. .                                        | 8                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| On leave .. .. .                                       | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Justice .. .. .                                        | 270                       | 75,280                               | 70,137                               | 2,385              | 7,793                                                                            |
| Retired 31/3/31 .. .. .                                | 1                         | 565                                  | ..                                   | ..                 | ..                                                                               |
| Labour .. .. .                                         | 96                        | 29,340                               | 26,919                               | 513                | 2,991                                                                            |
| On loan .. .. .                                        | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Land and Deeds .. .. .                                 | 128                       | 38,520                               | 35,622                               | 954                | 3,958                                                                            |
| On loan .. .. .                                        | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Land and Income Tax .. .. .                            | 160                       | 41,450                               | 39,136                               | 1,831              | 4,348                                                                            |
| Lands and Survey .. .. .                               | 613                       | 181,910                              | 168,610                              | 4,891              | 18,734                                                                           |
| Retired 31/3/31 .. .. .                                | 3                         | 1,170                                | ..                                   | ..                 | ..                                                                               |
| On loan .. .. .                                        | 2                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Marine .. .. .                                         | 192                       | 66,259                               | 60,420                               | 787                | 6,713                                                                            |
| Mental Hospitals .. .. .                               | 1,093                     | 239,453                              | 217,523                              | 2,015              | 24,169                                                                           |
| Retired 31/3/31 .. .. .                                | 1                         | 130                                  | ..                                   | ..                 | ..                                                                               |
| On loan .. .. .                                        | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| On leave .. .. .                                       | 2                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Mines .. .. .                                          | 50                        | 16,836                               | 15,503                               | 351                | 1,722                                                                            |
| Retired 31/3/31 .. .. .                                | 1                         | 295                                  | ..                                   | ..                 | ..                                                                               |
| On loan .. .. .                                        | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| National Provident and Friendly Societies .. .. .      | 34                        | 9,100                                | 8,487                                | 297                | 943                                                                              |
| Native .. .. .                                         | 72                        | 22,015                               | 20,263                               | 450                | 2,251                                                                            |
| On loan .. .. .                                        | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Native Trust .. .. .                                   | 31                        | 9,440                                | 8,761                                | 265                | 973                                                                              |
| Pensions .. .. .                                       | 104                       | 26,195                               | 24,750                               | 1,174              | 2,750                                                                            |
| Police .. .. .                                         | 6                         | 2,085                                | 1,894                                | 18                 | 210                                                                              |
| Prime Minister's .. .. .                               | 1                         | 825                                  | 742                                  | ..                 | 82                                                                               |
| Printing and Stationery .. .. .                        | 293                       | 84,483                               | 76,548                               | 512                | 8,505                                                                            |
| On leave .. .. .                                       | 5                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Prisons .. .. .                                        | 248                       | 69,730                               | 63,432                               | 675                | 7,048                                                                            |
| Retired 31/3/31 .. .. .                                | 1                         | 235                                  | ..                                   | ..                 | ..                                                                               |
| On loan .. .. .                                        | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Public Service Commissioner's .. .. .                  | 8                         | 3,370                                | 3,033                                | ..                 | 337                                                                              |
| Public Service Superannuation .. .. .                  | 8                         | 1,785                                | 1,678                                | 72                 | 186                                                                              |
| Public Trust .. .. .                                   | 640                       | 194,390                              | 180,477                              | 5,526              | 20,053                                                                           |
| On loan .. .. .                                        | 2                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Public Works .. .. .                                   | 757                       | 243,707                              | 224,070                              | 4,734              | 24,896                                                                           |
| Retired 31/3/31 .. .. .                                | 2                         | 730                                  | ..                                   | ..                 | ..                                                                               |
| On loan .. .. .                                        | 2                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| On leave .. .. .                                       | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Scientific and Industrial Research .. .. .             | 54                        | 20,930                               | 19,147                               | 310                | 2,127                                                                            |
| Stamp Duties .. .. .                                   | 73                        | 21,925                               | 20,290                               | 558                | 2,254                                                                            |
| State Advances .. .. .                                 | 96                        | 24,425                               | 22,941                               | 958                | 2,549                                                                            |
| On leave .. .. .                                       | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| State Fire and Accident Insurance .. .. .              | 137                       | 38,415                               | 35,698                               | 1,125              | 3,966                                                                            |
| State Forests .. .. .                                  | 119                       | 38,270                               | 35,221                               | 778                | 3,913                                                                            |
| On loan .. .. .                                        | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| On leave .. .. .                                       | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Transport .. .. .                                      | 7                         | 2,945                                | 2,686                                | 36                 | 298                                                                              |
| Treasury .. .. .                                       | 84                        | 25,340                               | 23,548                               | 742                | 2,616                                                                            |
| On loan .. .. .                                        | 1                         | ..                                   | ..                                   | ..                 | ..                                                                               |
| Valuation .. .. .                                      | 83                        | 29,730                               | 27,279                               | 522                | 3,031                                                                            |
| Totals .. .. .                                         | 7,827                     | 2,305,760                            | 2,121,214                            | 46,030             | 235,690                                                                          |
| Retired 31/3/31 .. .. .                                | 26                        | 7,825                                | ..                                   | ..                 | ..                                                                               |
| On loan .. .. .                                        | 38                        | ..                                   | ..                                   | ..                 | ..                                                                               |
| On leave .. .. .                                       | 19                        | ..                                   | ..                                   | ..                 | ..                                                                               |
| Totals, 31/3/31* .. .. .                               | 7,853                     | 2,313,585                            | ..                                   | ..                 | ..                                                                               |
| Totals, 1/4/31* .. .. .                                | 7,827                     | ..                                   | 2,121,214                            | ..                 | ..                                                                               |
| Native-school teachers .. .. .                         | 313                       | 65,945                               | ..                                   | ..                 | 6,594                                                                            |
| Vacant, 1/4/31 .. .. .                                 | 19                        | ..                                   | ..                                   | ..                 | ..                                                                               |

\* Excluding 38 officers on loan and 19 on leave.

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

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

| Class (excluding Administrative). | Number of Officers. | Total Salaries, 31/3/31. | Classification Salaries, 31/3/32. | Scale Increase. | Saving effected by 10-per-cent. Reduction under Finance Act, 1931. |
|-----------------------------------|---------------------|--------------------------|-----------------------------------|-----------------|--------------------------------------------------------------------|
| Professional—                     |                     | £                        | £                                 | £               | £                                                                  |
| Over scale .. .. .                | 84                  | 71,610                   | 64,449                            | ..              | 7,161                                                              |
| Over scale (on leave) .. .. .     | 1                   | ..                       | ..                                | ..              | ..                                                                 |
| A .. .. .                         | 119                 | 79,305                   | 71,734                            | 360             | 7,970                                                              |
| B .. .. .                         | 134                 | 74,010                   | 66,744                            | 135             | 7,416                                                              |
| B (retired 31/3/31) .. .. .       | 1                   | 565                      | ..                                | ..              | ..                                                                 |
| C .. .. .                         | 132                 | 62,620                   | 56,736                            | 378             | 6,304                                                              |
| C (on leave) .. .. .              | 1                   | ..                       | ..                                | ..              | ..                                                                 |
| D .. .. .                         | 103                 | 40,020                   | 36,540                            | 522             | 4,060                                                              |
| D (on leave) .. .. .              | 1                   | ..                       | ..                                | ..              | ..                                                                 |
| E .. .. .                         | 47                  | 13,050                   | 11,943                            | 198             | 1,327                                                              |
| F .. .. .                         | 29                  | 4,410                    | 4,536                             | 567             | 504                                                                |
| Clerical—                         |                     |                          |                                   |                 |                                                                    |
| Special .. .. .                   | 78                  | 55,960                   | 50,364                            | ..              | 5,596                                                              |
| Special (on loan) .. .. .         | 1                   | ..                       | ..                                | ..              | ..                                                                 |
| I .. .. .                         | 98                  | 57,530                   | 51,844                            | 67              | 5,760                                                              |
| I (retired 31/3/31) .. .. .       | 1                   | 565                      | ..                                | ..              | ..                                                                 |
| II .. .. .                        | 83                  | 42,295                   | 38,178                            | 112             | 4,242                                                              |
| II (on loan) .. .. .              | 1                   | ..                       | ..                                | ..              | ..                                                                 |
| III .. .. .                       | 160                 | 73,805                   | 66,640                            | 216             | 7,404                                                              |
| III (on loan) .. .. .             | 2                   | ..                       | ..                                | ..              | ..                                                                 |
| III (on leave) .. .. .            | 1                   | ..                       | ..                                | ..              | ..                                                                 |
| IV .. .. .                        | 240                 | 100,075                  | 90,472                            | 405             | 10,052                                                             |
| IV (retired 31/3/31) .. .. .      | 1                   | 425                      | ..                                | ..              | ..                                                                 |
| IV (on loan) .. .. .              | 4                   | ..                       | ..                                | ..              | ..                                                                 |
| IV (on leave) .. .. .             | 1                   | ..                       | ..                                | ..              | ..                                                                 |
| V .. .. .                         | 259                 | 96,675                   | 87,565                            | 558             | 9,729                                                              |
| V (on loan) .. .. .               | 1                   | ..                       | ..                                | ..              | ..                                                                 |
| V (on leave) .. .. .              | 1                   | ..                       | ..                                | ..              | ..                                                                 |
| VI .. .. .                        | 497                 | 164,875                  | 149,112                           | 724             | 16,568                                                             |
| VI (retired 31/3/31) .. .. .      | 5                   | 1,675                    | ..                                | ..              | ..                                                                 |
| VI (on loan) .. .. .              | 1                   | ..                       | ..                                | ..              | ..                                                                 |
| VII (£247½–£265½) .. .. .         | 689                 | 196,130                  | 180,967                           | 4,450           | 20,107                                                             |
| VII (retired 31/3/31) .. .. .     | 3                   | 865                      | ..                                | ..              | ..                                                                 |
| VII (on loan) .. .. .             | 7                   | ..                       | ..                                | ..              | ..                                                                 |
| VII (£189–£225) .. .. .           | 688                 | 144,555                  | 142,299                           | 12,199          | 15,811                                                             |
| VII (on loan) .. .. .             | 8                   | ..                       | ..                                | ..              | ..                                                                 |
| VII (on leave) .. .. .            | 1                   | ..                       | ..                                | ..              | ..                                                                 |
| VII (£72–£171) .. .. .            | 892                 | 105,280                  | 112,738                           | 17,986          | 12,526                                                             |
| VII (retired 31/3/31) .. .. .     | 1                   | 155                      | ..                                | ..              | ..                                                                 |
| VII (on loan) .. .. .             | 1                   | ..                       | ..                                | ..              | ..                                                                 |
| VII (on leave) .. .. .            | 1                   | ..                       | ..                                | ..              | ..                                                                 |
| General—                          |                     |                          |                                   |                 |                                                                    |
| I (£288 and over) .. .. .         | 822                 | 319,394                  | 289,608                           | 2,153           | 32,178                                                             |
| I (retired 31/3/31) .. .. .       | 3                   | 1,180                    | ..                                | ..              | ..                                                                 |
| I (on loan) .. .. .               | 5                   | ..                       | ..                                | ..              | ..                                                                 |
| I (on leave) .. .. .              | 1                   | ..                       | ..                                | ..              | ..                                                                 |
| II (£209–£287) .. .. .            | 1,469               | 392,298                  | 355,318                           | 2,250           | 39,479                                                             |
| II (retired 31/3/31) .. .. .      | 6                   | 1,530                    | ..                                | ..              | ..                                                                 |
| II (on loan) .. .. .              | 3                   | ..                       | ..                                | ..              | ..                                                                 |
| II (on leave) .. .. .             | 6                   | ..                       | ..                                | ..              | ..                                                                 |
| III (£172–£208) .. .. .           | 545                 | 115,210                  | 105,097                           | 1,408           | 11,677                                                             |
| III (retired 31/3/31) .. .. .     | 1                   | 205                      | ..                                | ..              | ..                                                                 |
| III (on loan) .. .. .             | 3                   | ..                       | ..                                | ..              | ..                                                                 |
| III (on leave) .. .. .            | 2                   | ..                       | ..                                | ..              | ..                                                                 |
| IV (£171 and under) .. .. .       | 615                 | 84,437                   | 77,156                            | 1,162           | 8,572                                                              |
| IV (retired 31/3/31) .. .. .      | 4                   | 660                      | ..                                | ..              | ..                                                                 |
| Educational—                      |                     |                          |                                   |                 |                                                                    |
| I (£288 and over) .. .. .         | 12                  | 4,775                    | 4,306                             | 9               | 478                                                                |
| II (£209–£287) .. .. .            | 12                  | 3,375                    | 3,096                             | 58              | 344                                                                |
| II (on leave) .. .. .             | 3                   | ..                       | ..                                | ..              | ..                                                                 |
| III (£172–£208) .. .. .           | 15                  | 3,215                    | 2,961                             | 67              | 329                                                                |
| IV (£171 and under) .. .. .       | 5                   | 850                      | 805                               | 40              | 89                                                                 |
| Totals .. .. .                    | 7,827               | 2,305,760                | 2,121,214                         | 46,030          | 235,690                                                            |
| Retired 31/3/31 .. .. .           | 26                  | 7,825                    | ..                                | ..              | ..                                                                 |
| On loan .. .. .                   | 38                  | ..                       | ..                                | ..              | ..                                                                 |
| On leave .. .. .                  | 19                  | ..                       | ..                                | ..              | ..                                                                 |
| Totals, 31/3/31* .. .. .          | 7,853               | 2,313,585                | ..                                | ..              | ..                                                                 |
| Totals, 1/4/31* .. .. .           | 7,827               | ..                       | 2,121,214                         | ..              | ..                                                                 |
| Native-school teachers.. .. .     | 313                 | 65,945                   | ..                                | ..              | 6,594                                                              |
| Vacant, 1/4/31 .. .. .            | 19                  | ..                       | ..                                | ..              | ..                                                                 |

\* Excluding 38 officers on loan and 19 on leave.

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 1930-31 AND 31st MARCH, 1931.

| Department.                                    | Classified List, 1930-31. |                            |                                                                   | Increase.                                                          |         |                                        |         |                                     |         |                 |         |                                |                                                                       |         |                   |                                                  |         | Decrease.               |         |                                                                       |         |                 |         |         |         |         |         |         |         |         |         | Net Increase or Decrease. |         | At 31st March, 1931. |            | Department.                         |                                                 |                                |
|------------------------------------------------|---------------------------|----------------------------|-------------------------------------------------------------------|--------------------------------------------------------------------|---------|----------------------------------------|---------|-------------------------------------|---------|-----------------|---------|--------------------------------|-----------------------------------------------------------------------|---------|-------------------|--------------------------------------------------|---------|-------------------------|---------|-----------------------------------------------------------------------|---------|-----------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------------------------|---------|----------------------|------------|-------------------------------------|-------------------------------------------------|--------------------------------|
|                                                | Number of Officers.       | Total Classified Salaries. | (1)<br>Additions to Salary on Promotion, &c. (within Department). | By Transfer from other Departments or from Unclassified Positions. |         | By New Entrants.                       |         |                                     |         | Total Increase. |         | (8)<br>By Reduction in Salary. | (9)<br>By Transfer to other Departments or to Unclassified Positions. |         | (10)<br>By Death. | (11)<br>By Retirement Superannuation or Pension. |         | (12)<br>By Resignation. |         | (13)<br>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 .. ..                              | 558                       | £ 197,664                  | 30                                                                | £ 750                                                              | 3       | £ 885                                  | 1       | £ 380                               | 9       | £ 2,240         | 1       | £ 255                          | 2                                                                     | £ 540   | ..                | £ ..                                             | 16      | £ 5,050                 | 2       | £ 95                                                                  | 3       | £ 1,155         | 3       | £ 1,395 | 7       | £ 2,560 | 12      | £ 3,465 | ..      | £ ..    | 25      | £ 8,670                   | - 9     | - £ 3,620            | 549        | £ 194,044                           | Agriculture.                                    |                                |
| Audit .. ..                                    | 158                       | 51,790                     | 18                                                                | 470                                                                | 2       | 365                                    | ..      | ..                                  | 2       | 160             | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 4       | 995                     | 1       | 45                                                                    | ..      | ..              | ..      | 1       | 665     | 5       | 1,345   | ..      | ..      | 6       | 2,055   | - 2                       | - 1,060 | 156                  | 59,730     | Audit.                              |                                                 |                                |
| Crown Law .. ..                                | 6                         | 3,925                      | ..                                                                | ..                                                                 | ..      | ..                                     | ..      | ..                                  | ..      | ..              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | ..      | ..                      | ..      | ..                                                                    | ..      | ..              | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..                        | 6       | 3,925                | Crown Law. |                                     |                                                 |                                |
| Customs .. ..                                  | 310                       | 101,695                    | 5                                                                 | 100                                                                | 3       | 780                                    | ..      | ..                                  | 1       | 80              | ..      | ..                             | ..                                                                    | ..      | 1                 | 210                                              | 5       | 1,170                   | 1       | 45                                                                    | 5       | 1,510           | 3       | 875     | 3       | 1,010   | 2       | 305     | ..      | ..      | 13      | 3,745                     | - 8     | - 2,575              | 302        | 99,120                              | Customs.                                        |                                |
| Defence .. ..                                  | 47                        | 12,290                     | ..                                                                | ..                                                                 | 11      | 3,675                                  | ..      | ..                                  | ..      | ..              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 11      | 3,675                   | 1       | 140                                                                   | 7       | 1,460           | ..      | ..      | ..      | 1       | 295     | 2       | 590     | 10      | 2,485   | + 1                       | + 1,190 | 48                   | 13,480     | Defence.                            |                                                 |                                |
| Education .. ..                                | 297                       | 110,164                    | 17                                                                | 635                                                                | 1       | 295                                    | ..      | ..                                  | 7       | 2,015           | 3       | 485                            | ..                                                                    | ..      | ..                | ..                                               | 11      | 3,430                   | ..      | ..                                                                    | 1       | 135             | 1       | 225     | 9       | 6,280   | 5       | 1,020   | ..      | ..      | 16      | 7,660                     | - 5     | - 4,230              | 292        | 105,934                             | Education.                                      |                                |
| External Affairs and Cook Islands              | 6                         | 1,810                      | ..                                                                | ..                                                                 | ..      | ..                                     | ..      | ..                                  | 2       | 175             | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 2       | 175                     | ..      | ..                                                                    | 1       | 95              | ..      | ..      | ..      | ..      | ..      | ..      | ..      | 1       | 95      | - 1                       | - 80    | 7                    | 1,890      | External Affairs and Cook Islands.  |                                                 |                                |
| Government Insurance                           | 107                       | 33,765                     | 3                                                                 | 90                                                                 | ..      | ..                                     | ..      | ..                                  | 3       | 240             | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 3       | 330                     | ..      | ..                                                                    | 2       | 465             | 1       | 900     | ..      | ..      | 3       | 775     | 1       | 295     | 7       | 2,435                     | - 4     | - 2,105              | 103        | 31,660                              | Government Insurance.                           |                                |
| Health .. ..                                   | 453                       | 119,443                    | 53                                                                | 5,365                                                              | 1       | 210                                    | 1       | 185                                 | 2       | 910             | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 4       | 6,670                   | 1       | 30                                                                    | 5       | 2,730           | 2       | 545     | 6       | 2,667   | 4       | 730     | 2       | 150     | 19      | 6,852                     | -15     | - 182                | 438        | 119,261                             | Health.                                         |                                |
| Immigration .. ..                              | 10                        | 3,160                      | ..                                                                | ..                                                                 | ..      | ..                                     | ..      | ..                                  | ..      | ..              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | ..      | ..                      | ..      | 1                                                                     | 190     | ..              | ..      | ..      | ..      | ..      | ..      | ..      | ..      | 1       | 190     | - 1                       | - 190   | 9                    | 2,970      | Immigration.                        |                                                 |                                |
| Industries and Commerce, Tourist and Publicity | 113                       | 30,929                     | 8                                                                 | 295                                                                | ..      | ..                                     | 6       | 1,510                               | ..      | ..              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 6       | 1,805                   | 1       | 20                                                                    | 3       | 670             | 1       | 295     | 3       | 1,310   | 1       | 150     | 1       | 295     | 9       | 2,740                     | - 3     | - 935                | 110        | 29,994                              | Industries and Commerce, Tourist and Publicity. |                                |
| Internal Affairs ..                            | 323                       | 90,867                     | 11                                                                | 130                                                                | 2       | 355                                    | 3       | 825                                 | 4       | 335             | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 9       | 1,645                   | ..      | ..                                                                    | 9       | 2,025           | 2       | 480     | 6       | 1,545   | 6       | 1,180   | ..      | ..      | 23      | 5,230                     | -14     | - 3,585              | 309        | 87,282                              | Internal Affairs.                               |                                |
| Internal Affairs (Relieving Staff)             | 56                        | 12,490                     | 5                                                                 | 60                                                                 | ..      | ..                                     | 8       | 1,350                               | 2       | 160             | 2       | 160                            | ..                                                                    | ..      | ..                | ..                                               | 12      | 1,730                   | ..      | ..                                                                    | 8       | 1,695           | 1       | 295     | ..      | ..      | 1       | 215     | ..      | ..      | 10      | 2,205                     | - 2     | - 475                | 58         | 12,015                              | Internal Affairs (Relieving Staff).             |                                |
| Justice (also Patents) ..                      | 270                       | 76,790                     | 13                                                                | 320                                                                | 4       | 690                                    | ..      | ..                                  | 4       | 430             | 3       | 240                            | ..                                                                    | ..      | ..                | ..                                               | 11      | 1,680                   | ..      | ..                                                                    | 1       | 230             | 2       | 675     | ..      | ..      | 6       | 1,090   | 2       | 630     | 11      | 2,625                     | ..      | - 945                | 270        | 75,845                              | Justice (also Patents).                         |                                |
| Labour .. ..                                   | 102                       | 31,450                     | 4                                                                 | 50                                                                 | ..      | ..                                     | ..      | ..                                  | ..      | ..              | 1       | 80                             | ..                                                                    | ..      | ..                | ..                                               | 1       | 130                     | ..      | ..                                                                    | ..      | ..              | 1       | 185     | 4       | 1,470   | 2       | 585     | ..      | ..      | 7       | 2,240                     | - 6     | - 2,110              | 96         | 29,340                              | Labour.                                         |                                |
| Land and Deeds .. ..                           | 131                       | 39,425                     | 5                                                                 | 155                                                                | 1       | 155                                    | 1       | 210                                 | 1       | 80              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 3       | 600                     | ..      | ..                                                                    | 3       | 835             | ..      | ..      | 1       | 295     | 2       | 375     | ..      | ..      | 6       | 1,505                     | - 3     | - 905                | 128        | 38,520                              | Land and Deeds.                                 |                                |
| Land and Income Tax                            | 159                       | 42,310                     | 2                                                                 | 40                                                                 | 1       | 135                                    | ..      | ..                                  | ..      | ..              | 5       | 460                            | ..                                                                    | ..      | ..                | ..                                               | 6       | 635                     | 2       | 40                                                                    | 2       | 730             | ..      | ..      | 1       | 295     | 2       | 430     | ..      | ..      | 5       | 1,495                     | + 1     | - 860                | 160        | 41,450                              | Land and Income Tax.                            |                                |
| Land and Survey .. ..                          | 627                       | 187,140                    | 37                                                                | 975                                                                | 2       | 175                                    | 1       | 210                                 | 9       | 720             | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 12      | 2,080                   | 2       | 45                                                                    | 2       | 345             | 4       | 1,235   | 5       | 2,085   | 12      | 2,430   | ..      | ..      | 23      | 6,140                     | -11     | - 4,060              | 616        | 183,080                             | Land and Survey.                                |                                |
| Marine .. ..                                   | 189                       | 66,654                     | 8                                                                 | 180                                                                | ..      | ..                                     | ..      | ..                                  | 11      | 1,585           | 2       | 890                            | 1                                                                     | 295     | ..                | ..                                               | 14      | 2,950                   | 1       | 25                                                                    | 3       | 715             | 3       | 1,300   | 1       | 590     | 1       | 150     | 3       | 565     | 11      | 3,345                     | - 3     | - 395                | 192        | 66,259                              | Marine.                                         |                                |
| Mental Hospitals ..                            | 945                       | 218,125                    | 252                                                               | 3,164                                                              | ..      | ..                                     | ..      | ..                                  | 278     | 38,110          | 19      | 3,353                          | ..                                                                    | ..      | ..                | ..                                               | 297     | 44,627                  | 5       | 40                                                                    | 3       | 560             | 5       | 1,260   | 5       | 1,255   | 119     | 17,513  | 16      | 2,540   | 148     | 23,168                    | +149    | + 21,458             | 1,094      | 239,583                             | Mental Hospitals.                               |                                |
| Mines .. ..                                    | 53                        | 17,870                     | ..                                                                | ..                                                                 | 2       | 370                                    | ..      | ..                                  | 1       | 425             | 1       | 590                            | ..                                                                    | ..      | ..                | ..                                               | 4       | 1,385                   | ..      | ..                                                                    | 1       | 335             | 1       | 374     | 2       | 940     | 1       | 95      | 1       | 380     | 6       | 2,124                     | - 2     | - 739                | 51         | 17,131                              | Mines.                                          |                                |
| National Provident and Friendly Societies      | 35                        | 9,285                      | ..                                                                | ..                                                                 | ..      | ..                                     | ..      | ..                                  | 3       | 240             | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 3       | 240                     | ..      | ..                                                                    | 1       | 80              | 1       | 95      | ..      | ..      | 2       | 250     | ..      | ..      | 4       | 425                       | - 1     | - 185                | 34         | 9,100                               | National Provident and Friendly Societies.      |                                |
| Native .. ..                                   | 74                        | 22,815                     | 1                                                                 | 20                                                                 | ..      | ..                                     | 1       | 190                                 | ..      | ..              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 1       | 210                     | ..      | ..                                                                    | ..      | ..              | 1       | 380     | 1       | 425     | 1       | 205     | ..      | ..      | 3       | 1,010                     | - 2     | - 800                | 72         | 22,015                              | Native.                                         |                                |
| Native Trust .. ..                             | 28                        | 8,720                      | 1                                                                 | 20                                                                 | ..      | ..                                     | 3       | 835                                 | ..      | ..              | 1       | 95                             | ..                                                                    | ..      | ..                | ..                                               | 4       | 950                     | 1       | 20                                                                    | 1       | 210             | ..      | ..      | ..      | ..      | ..      | ..      | ..      | 1       | 230     | + 3                       | - 720   | 31                   | 9,440      | Native Trust.                       |                                                 |                                |
| Pensions .. ..                                 | 107                       | 27,000                     | 3                                                                 | 60                                                                 | ..      | ..                                     | ..      | ..                                  | 1       | 80              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 1       | 140                     | ..      | ..                                                                    | 2       | 230             | ..      | ..      | 1       | 420     | ..      | ..      | 1       | 295     | 4       | 945                       | - 3     | - 805                | 104        | 26,195                              | Pensions.                                       |                                |
| Police .. ..                                   | 6                         | 2,045                      | 1                                                                 | 40                                                                 | ..      | ..                                     | ..      | ..                                  | ..      | ..              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | ..      | 40                      | ..      | ..                                                                    | ..      | ..              | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..                        | ..      | ..                   | 6          | 2,085                               | Police.                                         |                                |
| Prime Minister's ..                            | 1                         | 825                        | ..                                                                | ..                                                                 | ..      | ..                                     | ..      | ..                                  | ..      | ..              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | ..      | ..                      | ..      | ..                                                                    | ..      | ..              | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..                        | ..      | ..                   | 1          | 825                                 | Prime Minister's.                               |                                |
| Printing and Stationery                        | 305                       | 87,575                     | 10                                                                | 168                                                                | 1       | 400                                    | ..      | ..                                  | ..      | ..              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 10      | 2,681                   | ..      | ..                                                                    | 5       | 1,397           | 4       | 1,097   | 7       | 2,334   | 6       | 943     | ..      | ..      | 22      | 5,773                     | -12     | - 3,092              | 293        | 84,483                              | Printing and Stationery.                        |                                |
| Prisons .. ..                                  | 243                       | 68,645                     | 4                                                                 | 80                                                                 | 1       | 355                                    | 1       | 255                                 | 16      | 3,825           | ..      | ..                             | 1                                                                     | 140     | ..                | ..                                               | 19      | 4,655                   | 1       | 45                                                                    | 2       | 520             | 1       | 260     | ..      | ..      | 5       | 1,275   | 5       | 1,235   | 13      | 3,335                     | + 6     | + 1,320              | 249        | 69,965                              | Prisons.                                        |                                |
| Public Service Commissioner's                  | 8                         | 3,370                      | ..                                                                | ..                                                                 | ..      | ..                                     | ..      | ..                                  | ..      | ..              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | ..      | ..                      | ..      | ..                                                                    | ..      | ..              | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..                        | ..      | ..                   | ..         | 8                                   | 3,370                                           | Public Service Commissioner's. |
| Public Service Superannuation                  | 9                         | 2,450                      | ..                                                                | ..                                                                 | ..      | ..                                     | ..      | ..                                  | ..      | ..              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | ..      | ..                      | ..      | ..                                                                    | ..      | ..              | ..      | 1       | 665     | ..      | ..      | ..      | ..      | 1       | 665     | - 1                       | - 665   | 8                    | 1,785      | Public Service Superannuation.      |                                                 |                                |
| Public Trust .. ..                             | 646                       | 197,700                    | 21                                                                | 645                                                                | ..      | ..                                     | 5       | 995                                 | 4       | 320             | 6       | 480                            | ..                                                                    | ..      | 5                 | 1,475                                            | 20      | 3,915                   | 3       | 150                                                                   | 2       | 1,035           | 3       | 1,650   | 1       | 540     | 11      | 2,115   | 8       | 1,735   | 25      | 7,225                     | - 5     | - 3,310              | 641        | 194,390                             | Public Trust.                                   |                                |
| Public Works .. ..                             | 758                       | 246,354                    | 63                                                                | 1,071                                                              | 6       | 1,190                                  | 1       | 210                                 | 10      | 1,075           | 5       | 400                            | 1                                                                     | 375     | 4                 | 1,130                                            | 27      | 5,451                   | 3       | 138                                                                   | 4       | 1,025           | 4       | 1,490   | 9       | 3,138   | 6       | 725     | 3       | 852     | 26      | 7,368                     | + 1     | + 1,917              | 759        | 244,437                             | Public Works.                                   |                                |
| Scientific and Industrial Research             | 53                        | 20,890                     | 6                                                                 | 155                                                                | ..      | ..                                     | 1       | 135                                 | ..      | ..              | 1       | 750                            | ..                                                                    | ..      | ..                | ..                                               | 2       | 1,040                   | ..      | ..                                                                    | ..      | ..              | ..      | 1       | 1,000   | ..      | ..      | ..      | ..      | 1       | 1,000   | + 1                       | + 40    | 54                   | 20,930     | Scientific and Industrial Research. |                                                 |                                |
| Stamp Duties .. ..                             | 76                        | 22,435                     | 7                                                                 | 145                                                                | 1       | 255                                    | ..      | ..                                  | 1       | 80              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 2       | 480                     | ..      | ..                                                                    | 3       | 620             | ..      | ..      | ..      | 2       | 370     | ..      | ..      | 5       | 990     | - 3                       | - 510   | 73                   | 21,925     | Stamp Duties.                       |                                                 |                                |
| State Advances .. ..                           | 97                        | 24,700                     | 3                                                                 | 50                                                                 | ..      | ..                                     | ..      | ..                                  | 2       | 160             | ..      | ..                             | ..                                                                    | ..      | 3                 | 870                                              | 5       | 1,080                   | ..      | ..                                                                    | 4       | 495             | ..      | ..      | 1       | 765     | 1       | 95      | ..      | ..      | 6       | 1,355                     | - 1     | - 275                | 96         | 24,425                              | State Advances.                                 |                                |
| State Fire Insurance                           | 136                       | 38,810                     | 4                                                                 | 70                                                                 | ..      | ..                                     | ..      | ..                                  | 4       | 320             | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 4       | 390                     | ..      | ..                                                                    | ..      | ..              | ..      | ..      | ..      | 2       | 510     | 1       | 275     | 3       | 785     | + 1                       | - 395   | 137                  | 38,415     | State Fire Insurance.               |                                                 |                                |
| State Forests .. ..                            | 123                       | 39,685                     | 8                                                                 | 280                                                                | 1       | 210                                    | ..      | ..                                  | 1       | 80              | ..      | ..                             | 1                                                                     | 245     | ..                | ..                                               | 3       | 815                     | ..      | ..                                                                    | 3       | 1,220           | 1       | 285     | 1       | 425     | 2       | 300     | ..      | ..      | 7       | 2,230                     | - 4     | - 1,415              | 119        | 38,270                              | State Forests.                                  |                                |
| Transport .. ..                                | 7                         | 2,945                      | ..                                                                | ..                                                                 | ..      | ..                                     | ..      | ..                                  | ..      | ..              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | ..      | ..                      | ..      | ..                                                                    | ..      | ..              | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..      | ..                        | ..      | 7                    | 2,945      | Transport.                          |                                                 |                                |
| Treasury .. ..                                 | 88                        | 26,200                     | 2                                                                 | 45                                                                 | ..      | ..                                     | ..      | ..                                  | 1       | 80              | ..      | ..                             | ..                                                                    | ..      | ..                | ..                                               | 1       | 125                     | ..      | ..                                                                    | ..      | ..              | ..      | ..      | 1       | 260     | 4       | 725     | ..      | ..      | 5       | 985                       | - 4     | - 860                | 84         | 25,340                              | Treasury.                                       |                                |
| Valuation .. ..                                | 83                        | 30,320                     | 5                                                                 | 150                                                                | ..      | ..                                     | ..      | ..                                  | 5       | 805             | 1       | 80                             | ..                                                                    | ..      | ..                | ..                                               | 6       | 1,035                   | ..      | ..                                                                    | 1       | 95              | ..      | ..      | 3       | 1,160   | 2       | 370     | ..      | ..      | 6       | 1,625                     | ..      | - 590                | 83         | 29,730                              | Valuation.                                      |                                |
| Totals .. ..                                   | 7,803                     | 2,332,527                  | 610                                                               | 15,778                                                             | 43      | 10,500                                 | 33      | 7,290                               | 384     | 54,730          | 51      | 8,318                          | 15                                                                    | 3,707   | 13                | 3,685                                            | 539     | 104,009                 | 31      | 878                                                                   | 88      | 22,807          | 45      | 15,296  | 81      | 34,099  | 229     | 40,032  | 46      | 9,837   | 489     | 122,951                   | + 50*   | -18,942*             | 7,853      | 2,313,585                           | Totals.                                         |                                |

NOTE.—This return does not include administrative officers, 38 officers on loan, 19 on leave without pay, and Native-school teachers (313, £65,945).

\* Twenty-six officers (£7,825) retired on 31/3/31 and 67 officers (£37,371) were on that date on leave prior to retirement. These retirements would result in a net decrease in staff of 43 officers and in salaries of £64,138.

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



TABLE IV.—TEMPORARY EMPLOYEES, OTHER THAN WORKMEN, ETC., AS AT 1ST APRIL, 1931.

| Department.                                       | Male Clerks. | Female Clerks. | Shorthand-typists, Typists, and Machinists. | Draughtsmen and Computers. | Draughtswomen. | Tracers. | Engineers. | Engineers' Assistants. | Inspectors. | Instructors. | Office Assistants. | Milk-testers. | Overseers. | Medical Officers. | Sorters. | Field Inspectors. | Miscellaneous. |
|---------------------------------------------------|--------------|----------------|---------------------------------------------|----------------------------|----------------|----------|------------|------------------------|-------------|--------------|--------------------|---------------|------------|-------------------|----------|-------------------|----------------|
| Agriculture .. ..                                 | 6            | ..             | 24                                          | ..                         | ..             | ..       | ..         | ..                     | 28          | 31           | 12                 | 14            | 3          | ..                | 3        | ..                | 40             |
| Audit .. ..                                       | ..           | 4              | 1                                           | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | ..                 | ..            | ..         | ..                | ..       | ..                | ..             |
| Crown Law .. ..                                   | ..           | ..             | 1                                           | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | ..                 | ..            | ..         | ..                | ..       | ..                | ..             |
| Customs .. ..                                     | 1            | ..             | 8                                           | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | ..                 | ..            | ..         | ..                | ..       | ..                | ..             |
| Defence .. ..                                     | 15           | ..             | 2                                           | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 5                  | ..            | ..         | ..                | ..       | ..                | 50             |
| Education .. ..                                   | 3            | 14             | 18                                          | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 12                 | ..            | ..         | ..                | 2        | ..                | 52             |
| External Affairs ..                               | ..           | ..             | ..                                          | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | ..                 | ..            | ..         | ..                | ..       | ..                | 1              |
| Government Life Insurance ..                      | 1            | ..             | 10                                          | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 16                 | ..            | ..         | ..                | ..       | ..                | ..             |
| Health .. ..                                      | 14           | 4              | 15                                          | ..                         | ..             | ..       | 4          | ..                     | 7           | ..           | 3                  | ..            | ..         | 8                 | 1        | ..                | 43             |
| Immigration .. ..                                 | ..           | ..             | 1                                           | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | ..                 | ..            | ..         | ..                | ..       | ..                | ..             |
| Industries and Commerce, Tourist and Publicity .. | 4            | ..             | 13                                          | ..                         | ..             | ..       | 3          | ..                     | 3           | ..           | 4                  | ..            | ..         | 1                 | ..       | ..                | 13             |
| Internal Affairs ..                               | 12           | ..             | 67                                          | ..                         | ..             | ..       | ..         | ..                     | 1           | ..           | 10                 | ..            | ..         | ..                | 2        | ..                | 18             |
| Justice .. ..                                     | 2            | ..             | 16                                          | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 1                  | ..            | ..         | ..                | ..       | ..                | 2              |
| Labour .. ..                                      | 3            | ..             | 20                                          | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 2                  | ..            | ..         | ..                | ..       | ..                | ..             |
| Land and Deeds .. ..                              | 9            | ..             | 19                                          | ..                         | 16             | ..       | ..         | ..                     | ..          | ..           | 2                  | ..            | ..         | ..                | ..       | ..                | ..             |
| Land and Income Tax .. ..                         | ..           | ..             | 5                                           | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 11                 | ..            | ..         | ..                | ..       | ..                | ..             |
| Lands and Survey .. ..                            | 7            | ..             | 58                                          | 12                         | ..             | ..       | ..         | ..                     | ..          | ..           | ..                 | ..            | ..         | ..                | 6        | 8                 | 6              |
| Marine .. ..                                      | 5            | ..             | 11                                          | ..                         | ..             | ..       | 1          | ..                     | 1           | ..           | ..                 | ..            | ..         | ..                | 1        | ..                | 1              |
| Mental Hospitals .. ..                            | ..           | ..             | 10                                          | ..                         | ..             | ..       | 2          | ..                     | ..          | ..           | 4                  | ..            | ..         | 3                 | ..       | ..                | 6              |
| Mines .. ..                                       | 3            | ..             | 3                                           | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 2                  | ..            | ..         | ..                | ..       | ..                | 4              |
| National Provident and Friendly Societies ..      | ..           | ..             | 2                                           | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 17                 | ..            | ..         | ..                | ..       | ..                | ..             |
| Native .. ..                                      | 15           | ..             | 16                                          | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 2                  | ..            | ..         | ..                | ..       | ..                | 11             |
| Native Trust .. ..                                | 1            | ..             | 4                                           | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 1                  | ..            | ..         | ..                | ..       | ..                | ..             |
| Pensions .. ..                                    | 14           | ..             | 19                                          | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 16                 | ..            | ..         | ..                | ..       | ..                | 2              |
| Printing and Stationery ..                        | 1            | ..             | 3                                           | 1                          | ..             | ..       | ..         | ..                     | ..          | ..           | 1                  | ..            | ..         | ..                | ..       | ..                | ..             |
| Prisons .. ..                                     | 6            | ..             | 5                                           | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | ..                 | ..            | ..         | ..                | ..       | ..                | 4              |
| Public Service Superannuation ..                  | ..           | ..             | ..                                          | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 2                  | ..            | ..         | ..                | ..       | ..                | ..             |
| Public Trust .. ..                                | 33           | ..             | 150                                         | ..                         | ..             | ..       | ..         | ..                     | 2           | ..           | 1                  | ..            | ..         | ..                | 3        | ..                | 7              |
| Public Works .. ..                                | 65           | ..             | 92                                          | 75                         | ..             | ..       | 17         | 61                     | 1           | ..           | 3                  | ..            | 69         | ..                | 6        | ..                | 238            |
| Scientific and Industrial Research ..             | 2            | ..             | 4                                           | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | ..                 | ..            | 1          | ..                | ..       | ..                | 35             |
| Stamp Duties .. ..                                | ..           | ..             | 9                                           | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 2                  | ..            | ..         | ..                | ..       | ..                | ..             |
| State Advances .. ..                              | 9            | ..             | 23                                          | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 6                  | ..            | ..         | ..                | 12       | ..                | ..             |
| State Fire Insurance .. ..                        | 2            | ..             | 32                                          | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 18                 | ..            | ..         | ..                | ..       | ..                | ..             |
| State Forest Service .. ..                        | 12           | ..             | 19                                          | 4                          | ..             | ..       | ..         | ..                     | ..          | ..           | 1                  | ..            | ..         | ..                | ..       | ..                | 10             |
| Transport .. ..                                   | ..           | ..             | ..                                          | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 1                  | ..            | ..         | ..                | ..       | ..                | ..             |
| Treasury .. ..                                    | ..           | ..             | 8                                           | ..                         | ..             | ..       | ..         | ..                     | ..          | ..           | 9                  | ..            | ..         | ..                | 1        | ..                | ..             |
| Valuation .. ..                                   | 7            | ..             | 25                                          | ..                         | ..             | 2        | ..         | ..                     | ..          | ..           | 3                  | ..            | ..         | ..                | 1        | ..                | 3              |
| Totals .. ..                                      | 252          | 22             | 713                                         | 92                         | 16             | 2        | 27         | 61                     | 43          | 31           | 167                | 14            | 73         | 12                | 38       | 8                 | 546            |

Approximate Cost of Paper.—Preparation, not given; printing (625 copies), £20 12s. 6d.

By Authority: W. A. G. SKINNER, Government Printer, Wellington.—1931.

Price 6d.]

