

1945

NEW ZEALAND

## PUBLIC SERVICE COMMISSIONERS

(THIRTY-THIRD REPORT OF THE)

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

To His Excellency Sir Cyril Louis Norton Newall, Marshal of the Royal Air Force, Knight Grand Cross of the Most Honourable Order of the Bath, Member of the Order of Merit, Knight Grand Cross of the Most Distinguished Order of St. Michael and St. George, 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 and Assistant Commissioner under the Public Service Act, 1912, we have the honour to submit the following report as required by section 15 of the Public Service Act, 1912.

## REPORT

The past year has again been one of staffing difficulties. There has been a continuing demand for staff in war Departments and newly created organizations, such as the Rehabilitation Department and the War Assets Realization Board. From the point of view of recruitment of staff, the year has been almost as difficult as any of the war years, mainly owing to the fact that all previously untapped sources of labour have disappeared and all available labour has come within the scope of the activities of the National Service Department. Exceptional difficulties have been experienced in maintaining the shorthand-typing staff in the Public Service, but this seems to be a difficulty that is being experienced by most employers throughout New Zealand. Indeed, reference to overseas publications indicates that this shortage of qualified shorthand-typists is common to most countries. Presumably the source of supply for this type of labour has been directed to or attracted by more colourful or more remunerative types of wartime employment. A limited number of servicemen have become available for re-employment in the Service during the year, but they have not been sufficient as yet to meet the continuing demands for staff.

## RECRUITMENT OF CADETS

A total of 317 cadets were appointed to the Public Service during the year. Those appointed in Wellington were 109; Auckland, 47; Christchurch, 29; and Dunedin, 21. Valuable assistance was given by the Vocational Guidance Officers, Recruitment Liaison Officers, and the careers teachers of the schools. The Commissioner records here his appreciation of their work. From the educational point of view a pleasing feature was that more than half the appointees were qualified in the University Entrance or higher examination.

The total number of cadets recruited during the year was the lowest since 1934. To meet the future needs of the Public Service it is essential that there should be an increase in the number of juniors being recruited. New measures to stimulate recruitment are now under consideration. Some interesting conclusions, however, have been reached in a report prepared by the Wellington Vocational