

SESSION II.
1918.
NEW ZEALAND.

PUBLIC SERVICE COMMISSIONER

(SIXTH REPORT OF THE).

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

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To His Excellency the Right Honourable Arthur William de Brito Savile, Earl of Liverpool, Knight Grand Cross of the Most Distinguished Order of Saint Michael and Saint George, Member of the Royal Victorian Order, Governor-General and Commander-in-Chief in and over His Majesty's Dominion of New Zealand and its Dependencies.

MAY IT PLEASE YOUR EXCELLENCY,—

As Commissioner appointed under the Public Service Act, 1912, I have the honour to submit the following report, as required by section 15 of the Act.

REPORT.

1. IN common with other institutions the Public Service has, owing to staff conditions, had a strenuous time during the year. Not only have Heads of Departments had to cope with the loss of their own officers for military service, but developments in some Departments have had the result of causing vacancies, which have been filled by transfer of officers from one Department to another.

2. The number of officers absent with the Expeditionary Forces on the 31st March, 1918, was 2,509, an increase of 376 over the previous year. The wastage of the permanent staff numbered 1,514, as compared with 1,183 in the preceding year, necessitating the filling of 1,890 positions. The increase in wastage is principally in the Post and Telegraph Department, where it has risen from 5 to 9 per cent. The number of officers discharged from the Expeditionary Forces was 266.

3. Permanent Heads have had many difficulties to overcome, and the Commissioners must express their appreciation of the manner in which unavoidable temporary derangements of staff, which have at times occurred, have been met.

4. Notwithstanding all staff difficulties, the efficiency of the Service has been well maintained. Reference was made in the Fifth Report to the fact that until last year there had been little restriction of facilities to the public. Recently, however, the Post and Telegraph Department has found it necessary to curtail its services in several directions, and as time goes on it will no doubt be necessary for other Departments to make similar curtailments.

5. Experience during four years of war has shown that the system of central recruiting of temporary employees, which followed the coming into force of the Public Service Act, has avoided many difficulties and kept expenditure to a minimum, which could not have been done under any system of recruiting by individual Departments. It is interesting to note that a Committee sat this year in London, and principally owing to the competition between Departments, the varying rates of pay, differing hours in different Departments, and the payment of overtime in some Departments and not in others has recommended, after considerable inquiry, that a system of central recruiting should be adopted in London for temporary employees.

6. Recruiting has been fairly satisfactory, although at times the list of suitable applicants has been exhausted. Owing to the centralization of Defence and other activities in Wellington, the main difficulty is in supplying staff for offices in that city. The disinclination of young people to leave their homes is accentuated by the scarcity of lodging-accommodation, particularly for women, in Wellington. Several institutions are making an effort to relieve this by the establishment of hostels, but this work is proceeding so slowly that it will apparently be necessary either for Government to establish hostels of their own or to subsidize approved institutions.

7. There are 4,153 women in the Service in a permanent or temporary capacity, as compared with 1,826 before the war. While there are many positions in the Public Service which, for good reasons, cannot be filled by women, the Commissioners record that women are now satisfactorily performing work which Departments would have hesitated to entrust to them before the war. The zeal, diligence, and good conduct of the large number of women, of whom the greater proportion had no office experience before joining the Service, merits praise.

ROLL OF HONOUR.

8. Up to the end of March last the Public Service of the Dominion has suffered the loss in action, or as the result of the war, of 277 officers. The names of these officers are again shown in the departmental lists. The Service has reason to point with pride to the good record of its officers who are fighting abroad.

9. The following honours have been awarded to our soldiers of the Public Service:—

Distinguished-service Order, Croix de Guerre, and mentioned in Despatches.—Lieut.-Colonel J. G. Roache, Accounts Clerk, Public Health Department, Wellington.

Distinguished-service Order and mentioned in Despatches.—Colonel E. Puttick, Draughtsman, Public Works Department, Wellington; Major H. Vickerman, Staff Engineer, Public Works Department, Wellington.

Distinguished-service Order and Croix de Guerre.—Lieut.-Colonel W. S. Austin, Inspector, Education Department, Grey.

Distinguished-service Order.—Major J. Stafford, Veterinarian, Department of Agriculture, Industries, and Commerce, Christchurch.

Military Cross and mentioned in Despatches.—Lieutenant M. E. Johnston, Chainman, Public Works Department, Wanganui District.

Military Cross.—Lieutenant J. E. Anderson, Assistant Engineer, Public Works Department, Whangarei District; Lieutenant C. W. Chilcott, Clerk, Valuation Department, Auckland; Lieutenant A. Hall, Private Secretary, Internal Affairs Department, Wellington; Second Lieutenant A. Paisley, Clerk, Department of Agriculture, Industries, and Commerce, Wellington; Second Lieutenant S. T. Seddon, Surveyor, Lands and Survey Department, Nelson; Lieutenant K. J. Tait, Clerk, Labour Department, Wellington; Lieutenant A. J. Wigley, Assistant Engineer, Public Works Department, Otago; Lieutenant R. Worley, Assistant Engineer, Public Works Department, Wellington.

Distinguished-conduct Medal.—Sergeant A. K. Coley, Chainman, Public Works Department, Whangarei; Sergeant C. J. M. Gair, Examiner, Audit Department, Wellington.

Military Medal.—Sergeant L. F. Allan, Cadet, Government Insurance Department, Wellington; Lance-Corporal M. G. Easton, Draughtsman and Engineer's Assistant, Public Works Department, Featherston; Lance-Corporal E. G. Fuller, Clerk, Public Service Commissioner's Office, Wellington; Lance-Corporal A. M. Gill, Farm Hand, Department of Agriculture, Industries, and Commerce, Te Kauwhata; Sapper J. Houston, Clerk, Tourist and Health Resorts Department, Wellington; Acting-Bombardier W. G. McClintock, Clerk, Valuation Department, Wellington; Lance-Corporal G. G. M. Mitchell, Clerk, Department of Agriculture, Industries, and Commerce, Wellington; Corporal P. G. Pearce, Clerk, Valuation Department, Wellington; Sergeant L. J. Poff, Survey Cadet, Lands and Survey Department, Auckland; Corporal H. G. Wilson, Clerk, Defence Department, Wellington.

Mentioned in Despatches.—Lieutenant H. Watkinson, Assistant Engineer, Public Works Department, Featherston.

Cross of the Legion of Honour.—Major H. S. Whitehorn, Topographer, Mines Department, Wellington.

Croix de Guerre.—Captain T. A. Blake, Veterinarian, Department of Agriculture, Industries, and Commerce, Tokomaru Bay.

Post and Telegraph Department.

Distinguished-service Order and mentioned in Despatches.—Major C. McGilp, Telegraphist, Auckland.

Military Cross and mentioned in Despatches.—Lieutenant G. T. Kellaway, Clerk, General Post Office.

Military Cross and Silver Medal (Italian) for Military Valour.—Lieutenant M. R. Walker, Clerk, C.P.O., Christchurch.

Military Cross.—Captain S. W. B. Brooker, Clerk, C.P.O., Christchurch; Captain H. C. MacKenzie, Exchange Clerk, Otago; Lieutenant R. F. Mitchell, Telegraphist, Dunedin; Second Lieutenant D. J. B. Walker, Clerk, C.P.O., Auckland.

Distinguished-conduct Medal and Military Medal.—Lance-Corporal W. G. F. Pinkham, Cadet, Blenheim.

Distinguished-conduct Medal and mentioned in Despatches.—Sergeant F. W. Moor, Clerk, C.P.O., Auckland.

Distinguished-conduct Medal.—Corporal A. W. Brown, Telegraphist, Greymouth.

Military Medal and mentioned in Despatches.—Sapper J. E. Hollywood, Lineman, Te Aroha.

Military Medal and Cross of Karageorge (with Swords), First Class (Serbian).—Sergeant W. A. Birkett, Letter-carrier, Gisborne.

Military Medal.—Bombardier R. I. Brake, Clerk, Hastings; Lance-Corporal C. A. J. Browning, Telegraphist, Napier; Sapper W. H. Gibbs, Lineman, Auckland; Second Corporal P. L. Keys, Telegraphist, Dunedin; Sapper W. J. Kinghan, Telegraphist, Thames; Sergeant J. A. Little, Letter-carrier, Gisborne; Sapper P. McQuillan, Lineman, Auckland; Sergeant G. V. T. Moore, Senior Clerk and Telegraphist, Taihape; Sapper R. J. Pratt, Lineman, Auckland; Sapper C. H. Raxworthy, Clerk, C.P.O., Auckland; Private A. A. Rossiter, Lineman, Dannevirke.

Meritorious-service Medal.—Staff Sergeant C. B. Burdekin, Correspondence Clerk, Accountant's Branch, General Post Office.

Silver Medal (Serbian) and mentioned in Despatches.—Sergeant P. D. Holmes, Telegraphist, Wellington.

Mentioned in Despatches.—Lieutenant E. Burrows, Clerk, Masterton; Lieutenant T. P. M. Grace, Clerk, General Post Office; Captain R. F. C. Scott, Clerk, New Plymouth; Sapper W. Ward, Lineman, Christchurch; Sergeant J. G. Young, Telegraphist, Timaru.

Bronze Medal (Italian) for Military Valour.—Sergeant F. C. Robinson, Telegraphist, Radio-Awanui.

WORK OF COMMISSIONERS.

10. Mr. Triggs, Assistant Commissioner, resigned on the 10th October last to take up the position of Public Trustee, and will continue to carry out the duties of Controller of the Department of Imperial Government Supplies. Government decided that it was not necessary at present to fill the position of Assistant Commissioner. The Commissioners regret the loss of a colleague who was associated with them in the heavy work which fell upon the Commission during the early stages of its career.

11. Inspection of offices outside Wellington has been fairly well maintained during the year. The principal places visited were—Auckland, Cambridge, Christchurch, Dannevirke, Greymouth, Hamilton, Hokitika, Lake Coleridge, Lyttelton, Masterton, Napier, Paeroa, Ruakura, Taihape, Tauranga, Te Awamutu, Te Kuiti, Thames, Waihi.

EXPANSION OF THE SERVICE.

12. It has been frequently pointed out that if it were determined there should be no expansion in any Department, the cost of the Service would decrease year by year; but such a stagnation of the Dominion as this would imply cannot well be imagined. The war, instead of reducing business, as appeared possible at one time, has had the contrary effect; and many Government activities have been rather in the direction of increase than decrease, while it may be expected that new Departments will be created, and others expanded, as the result of the closing period of the war and the succeeding peace.

13. It is evident that, in the case of non-trading Departments, the decision whether additional facilities are to be granted to the public, or positions created for the purpose of increasing the paternal care of the people, is entirely one for Government. Considerable attention has been given during the past few years to restricting expansion for such purposes, but it is noticed that there is again a tendency to revert to the creation of positions for the carrying-out of new schemes.

14. While there are many factors which require consideration, a general review of the Public Service for the year ended 31st March last will be of interest in connection with the expansion of the Service. Excluding the Post and Telegraph Department (which will be referred to later), there was, for the first time in six years, a decrease and not an expansion during the year: that is, on the 1st April, 1917, the salary bill was £1,208,979 for 6,217 permanent officers, and on the 31st March, 1918, £1,181,558 for 6,264 officers—a decrease of £27,420 in amount, and an increase of 47 officers.

15. On the 1st April of this year the statutory classification increments, £46,595, were added, and new appointments, £4,960, were made, leaving the commencing figures for the new year at £1,231,433, or an increase of £22,454 over the 1st April, 1917. In the previous year the corresponding increase was, in round figures, £50,030, and the year before that within a few pounds of £60,000.

16. It will thus be seen that, taking Departments as a whole, there has been a reasonable effort towards economy.

17. In the last report of the Public Service Commissioner several Departments were named as being responsible for new positions. Some of these have again to be referred to : Agriculture Department, £5,086 ; Education Department, £3,151 ; Public Health Department, £1,165 ; Public Trust Department, £6,000 ; Public Works Department, £2,449. As for all Departments the new positions approximated £30,000, it is obvious that if no new positions had been created the year 1918-19 would have been commenced, after providing for all statutory increments, with a salary bill of about £10,000 less than the previous year.

18. In the Post and Telegraph Department the salary bill at the commencement of the year 1917-18 was £970,641, and at the end of the year £949,444, or £21,197 less. The statutory classification increments added on the 1st April last were £58,742, resulting in an increase of £37,545 on the 1st April last as compared with the 1st April, 1917. The corresponding increase in 1916-17 was £84,714.

REGRADING.

19. Under the Public Service Act a general regrading of the Service has to be made at not longer intervals than five years. Such regrading would in the ordinary course have been due in August of this year, but in view of existing conditions Parliament passed legislation last year postponing the first general regrading until 1920. As the experience of the past five years has shown that alterations are required in the schedule of annual salaries and increments, it is hoped that the desirability of suitably amending the schedule to meet existing conditions will be taken into consideration before the first regrading. The main difficulty about the schedule of salaries is that it is too rigid, even in time of peace, to meet special or abnormal conditions, while the upheaval caused by the war has intensified this.

20. Where the present scale presses most unduly is in a large Department such as the Post and Telegraph. Under the Public Service Act there is no schedule for the General Division, the Commissioner having power to alter salaries in the General Division as circumstances may appear to warrant. In the Post and Telegraph Department, entry into the clerical service is almost invariably by way of the General Division. For the Clerical Division rigid classification is prescribed ; and, owing to the fact that practically all the officers in the lower grades of the Clerical Division have received promotion to it by way of the General Division, it is impossible to improve the position of General Division officers without making a corresponding improvement in the Clerical Division. Moreover, the average salaries in the Post and Telegraph Department are lower than the average salaries in other Departments, while opportunities of advancement are not nearly so frequent.

21. It has been stated that a regrading would be difficult while so many officers are absent with the Expeditionary Forces. While there is some warrant for this opinion as regards some Departments, the difficulty would not apply to Post and Telegraph officers, as the regrading of that Department is, in effect, the regrading of large groups, and not primarily of individuals, as in the rest of the Public Service.

22. The Commissioners are of opinion that, in view of the peculiar conditions attaching to the Post and Telegraph Department, a general regrading of that Department in particular should take place without delay, and that provision should be made for regrading the other Departments as soon thereafter as possible.

23. As mentioned elsewhere, the wastage in the Post and Telegraph Department for the last year was much higher than normal, the result mainly of the resignation of junior officers. In order to check this as far as possible, such cadets as had served for one year at £95 per annum, and had passed the necessary examination for promotion to clerkships, were promoted one year earlier than usual. At the same time the commencing salary of cadets, junior letter-carriers, &c., has for the time being been fixed at £65 instead of £50 per annum.

24. As, however, no satisfactory regrading can be made without an alteration in the schedule, and as any rigid schedule is not likely to be satisfactory for the next five or six years, it is suggested that provision might be made for fixing a schedule by Order in Council, which could be amended from time to time.

25. Failing such a schedule, it has to be considered whether a division of the Service into classes—each class with a minimum and maximum salary, the latter attained by annual increments—is the most satisfactory. As regards the first few years of a young man's career, probably nothing better could be devised. At the same time, the present scale is one under which it takes a young man too long to reach a salary on which he can reasonably support a wife, and it is unlikely that the purchasing-power of money will increase for some years to come. The war bonus of £7 10s. to single men and women, and £15 to married men, granted by the Government is not sufficient to make up for the increased cost of living.

26. The position is further complicated at the present time by the fact that the places of public servants who are now serving in the Army are filled by temporary clerks, whose wages are in some cases higher than those of the permanent officers they replace. These wages are not by any means stable, although they are not rising as rapidly at the present moment as before. The anomalous condition therefore exists that, while a temporary clerk can be paid a wage to meet the present conditions, the public servant in the lower clerical grades had his maximum salary fixed by legislation six years ago. It is by no means easy to answer the man—say, in the Post and Telegraph Department—who has nineteen or twenty years' service and who asks why he is not able to draw more than £220 per annum, while wages are so high outside the Service. It is true that on passing certain examinations men in the £220 grade may rise to £230, and two years later to £245, per annum; but many men, from lack of opportunity or family cares, have not succeeded, and are not likely to succeed, in passing the examinations required.

27. The congestion in the Post and Telegraph Department is indicated by the fact that out of 6,965 officers only 314 are receiving more than £5 a week, while 248 are receiving £5 a week, and 6,403 less than that amount. This is unsatisfactory as compared with other Departments.

28. It has nevertheless been possible to make some improvement in the General Division of the Post and Telegraph Department; and the General Division salaries of the rest of the Public Service have been considerably revised, particularly in such Departments as are mainly staffed by General Division officers, such as the Mental Hospitals and Government Printing Office.

ACCOUNT-KEEPING.

29. So much reference has been made by the Commissioners to the necessity for a proper method of account-keeping in Government Departments that it would seem to be unnecessary to refer to the subject again. It cannot be ascertained that much progress has been made, but as the National Efficiency Board has made a recommendation on the matter to Government, it is hoped that the time is approaching when very necessary reforms will be instituted. It is considered that every Department should produce a balance-sheet showing the whole operations of the Department, and making proper allowance for overhead charges. As remarked on a previous occasion, there is, without this, little hope of reasonable economy, or of Government being made aware of the exact position of the accounts of Departments.

30. Notwithstanding the failure to effect reforms, it is satisfactory to learn that the Treasury is insisting on a proper system of accounts in all new Departments. The latest of these is the Wheat-purchase Control.

DEPARTMENT OF AGRICULTURE.

31. This important Department is being reorganized under a Director-General of Agriculture, to which position Dr. C. J. Reakes, formerly in charge of the Live-stock Division of the Department, has been appointed, the position of Secretary lapsing in favour of that of Assistant Director-General. In the First Report (1913) the Commissioners referred to this Department at some length; and, although the reorganization referred to is in its initial stages, it is understood that desirable improvements referred to in the First Report, besides other reforms, are now

contemplated by the Department. It is expected that the reorganization will not only lead to increased efficiency, but to economy as well. The result will be referred to in the next report.

NEW DEPARTMENTS CREATED.

32. The following Branch Departments have been created during the year, as the outcome of the war: The "Jugo-Slav Department" (later described as "Alien Service Branch"), for the purpose of utilizing Jugo-Slav labour; and the "Wheat-purchase Control," for the purpose of controlling the purchase and supply of wheat.

CIVILIAN STAFF FOR WAR WORK.

33. The civilian staff (permanent and temporary) provided for war work is as follows:—

	Male.	Female.
Defence Audit	10	81
Defence Department—		
Headquarters	56	40
Base Records	19	104
A.G. 2 (Ballot)	24	107
War Expenses	76	252
Financial Assistance Board	12	10
District Offices	20	44
Discharged Soldiers' Information Department	10	7
Munitions and Supplies Department	17	6
Internal Affairs Department		
Census and Statistics and Military Service Branch	60	159
War Funds	6	3
Passports and Permits	8	5
Pensions Department	10	32
Public Trust	26	23
Totals	334	873

BOARD OF APPEAL.

34. Owing to the resignation of Mr. A. Mill, Telegraph representative, to take up war work, an election was held in July, 1917, when Mr. J. Alexander was elected.

35. On account of the serious illness of Mr. P. Barr, Chairman of the Board, Mr. F. V. Frazer, Stipendiary Magistrate, was appointed in his place.

36. The Board held three sessions during the year ended the 31st March, 1918, the business dealt with being as follows:—

	Postal.	Telegraph.	General Service.	Totals.
Appeals lodged	35	32	54	121
Appeals withdrawn	6	5	7	18
Appeals allowed	1	2	6	9
Appeals disallowed	24	11	16	51
Appeals which Board agreed did not lie	4	14	25	43

37. In addition to the above there are two General Service appeals which have been deferred pending the next sitting of the Board.

38. The nature of the appeals was—(1) Against non-promotion, 79; (2) against penalties imposed, 4; (3) for regrading of position, 23; (4) against salary allotted, 13; (5) against officers transferred without promotion, 2.

39. Six of the appeals allowed (1 Postal, 2 Telegraph, and 3 General Service) were by consent.

40. In three cases in which the appeals were disallowed the appellants were each ordered to pay 10s. towards the cost of hearing thereof, the Board deciding that the appeals were frivolous, and in one case where the appeal was disallowed the train fare only of the appellant was allowed.

41. The appeals in which the Board agreed that no ground of appeal existed included those under heading (5).

42. It is scarcely necessary to comment on these figures, beyond remarking that only nine out of 121 appeals were allowed, of which nine the Commissioner had previously consented to six.

MINIMUM WAGE.

43. Reference was made in the last report to the subject of a minimum wage for married men. The present minimum of £140, even taking into consideration the war bonus given by Government, is altogether insufficient, and it is hoped that some provision will be made during the coming session of Parliament under which the Commissioners may be able to pay a reasonable wage to married men whose classified positions carry a lower payment than £3 a week.

DEFALCATIONS.

44. Last year, defalcations of a considerable amount were discovered to have been made in the Mines Department. The Commissioners inquired into the case. The fraud was accomplished partly by means of forgery and partly by manipulation of accounts, and was for a time concealed with unusual cleverness. Nothing was revealed to indicate any lack of alertness on the part of the Treasury or Audit Departments. The defalcations were rendered possible by the fact that the culprit was an old and trusted officer, who held a sufficiently high position in the Department to be treated as both certifying and paying officer of accounts. This is a practice which should never be allowed in the Head Office of any Department, however small the Department may be. The offender was sentenced to a term of imprisonment.

RETURNED SOLDIERS.

45. The Commissioners decided early in 1915 that preferential consideration should be given to returned soldiers for any vacancies in the Public Service for which they were considered suitable. The Discharged Soldiers' Information Department is working in close co-operation with the Commissioners, and every effort is being made to carry out the decision.

46. Out of 961 men employed, 399 have left the Service. Probably many of the men took up temporary positions in the Public Service until they could obtain employment at their former trades or occupations; but, even making due allowance for this and the unsettled state of mind which probably exists amongst some of the returned soldiers, the proportion of resignations to appointments is high.

47. In order to facilitate the employment of discharged soldiers, the Commissioner has been empowered by regulation to dispense with the former conditions in regard to age, &c.

48. A difficulty still exists about the permanent employment of returned soldiers. As stated in the Fifth Report, the Commissioners, while not desiring to insist on too strict a medical certificate, cannot make any regulation, in view of possible unforeseen charges on the Superannuation Fund. If the matter could be settled by subsidizing the fund many of the temporary employees could be placed on a permanent footing.

49. The following shows the class of position in which discharged soldiers were employed on the 31st March, 1918:—

Clerks	103	Storemen	2
Messengers	68	Chauffeurs	14
Watchmen	5	Basketmaker	1
Night-watchmen	22	Sorters	4
Postmen	134	Caretaker	1
Linemen	114	Milk-tester	1
Night telephonists	42	Launch-driver	1
Meat Inspectors	16	Lift-attendants	4
Fields Inspectors	3	Locker	1
Orchard Inspectors	2	Miscellaneous	3
Draughtsmen	9		
Attendants	12	Total	562

STORES TENDER BOARD.

50. The Annual Report of the Board is printed in Appendix A.

51. The proposed amendment in the constitution of the Board, referred to in the Fifth Report, has not yet been agreed to by Government. Notwithstanding the conditions arising out of the war, it is thought that the Board's operations might be considerably extended with much benefit.

AMENDMENTS TO GENERAL REGULATIONS.

52. During the year the principal amendments made were as follows :—

Regulation 8E: In the direction of increasing the amount of overtime paid to certain officers in which the rate was below the amount of their ordinary salary.

Regulation 61, "Leave of Absence, Temporary Employees": To empower the Commissioner to grant sick-leave on such conditions as may be determined to temporary employees whose service exceeds one year.

Regulation 161: By amending the conditions of admission to the Public Service in so far as members of the Expeditionary Forces are concerned.

Regulation 161: Further amended to empower the Commissioner to pay such commencing salary as might be determined to officers joining the Public Service as clerical cadets.

Regulation 164: To provide that candidates who pass the Public Service Senior Examination or Matriculation Examination should receive preference over candidates passing the Entrance Examination only.

Regulation 178: In the direction of adding the subjects wood-work and metal-work to the syllabus for the Public Service Entrance Examination.

Regulation 204A, providing for special allowances to shorthand-typists engaged on machine work, was cancelled.

Special regulations were made dealing with—

The maximum number of Examining Officers in the Customs Department; Examinations for Draughtsmen in the Lands and Survey Department; and Leave of absence to officers of the Tourist and Health Resorts Department.

EXAMINATIONS HELD DURING THE YEAR.

53. The examinations conducted during the year under the Public Service Regulations have been the Public Service Entrance Examination, the Public Service Senior Examination, the efficiency examinations in the Post and Telegraph Department, a qualifying examination for promotion to first-grade typists, and examinations for admission of shorthand-writers and typists.

Senior and Entrance Examinations.

54. The Public Service Senior Examination, held between the 5th and 19th January last, was conducted under regulations which came into force on the 1st April, 1915. The number of entrants was 270, as compared with 794 for the previous year. Of the 270 admitted at the last examination, 226 actually presented themselves in the examination-room; and 160 were successful in improving their status, and are now recorded, in conjunction with earlier successes (if any), as having passed as follows: Passed the whole examination, 81; gained further success in two or more subjects, 79.

55. The Public Service Entrance Examination was conducted at fifty-one centres between the 21st and 28th November, 1917, under regulations which came into force on the 1st April, 1914. The number of candidates entered was 1,098, as compared with 1,222 for the previous year. Of the total, 1,072 were present at the examination, and 676 passed. The examination was open to all candidates, both boys and girls, who expressed their intention of entering the Public Service if successful.

56. Both the Senior and the Entrance Examinations were conducted by the Education Department by arrangement. The cost was as follows: Public Service Senior, £308; Public Service Entrance, £910.

Post and Telegraph Efficiency Examinations

57. The number of officers who sat for the efficiency examinations during the year 1917-18 was 947. Of this number, 533 (57 per cent.) were successful either wholly or partially. Details are as follows:—

	Passed (wholly or partially).	Failed.
Cadets, Telegraph	87	3
Cadets, Technical	58	43
Cadets, Sorting-test	43	13
Counter Clerks' Junior	7	1
Postal Efficiency	143	322
First (Telegraph, General)	74	9
Junior Despatch Clerks	3	1
Despatch and Counter Clerks' First	2	..
Letter-carriers' Sorter	6	..
Oral Test	91	..
Telephone-exchange Clerks' First	7	1
Telephone-exchange Clerks' Technical	2	2
Senior Technical	5	3
Engineering (parts of)	5	1

TECHNICAL EDUCATION.

58. In order to take advantage as far as possible of the technical-school education of the Dominion it has been decided that certain positions in the mechanical branch of the Post and Telegraph Department are to be reserved for qualified students who have received technical education in selected subjects. One condition of appointment is that all appointees must continue their studies, for which purpose they will be allowed two half-days a week to attend the technical school, the fees being paid by the Department. While only a small beginning has been possible, owing to the present disturbed conditions, it is hoped that the establishment of the principle of continuation studies may later on be more widely followed.

59. The Commissioners, while recognizing the value of the technical-school education of the Dominion, would remark that there appears to be such diversity in the syllabuses of the technical schools throughout the Dominion as to render it somewhat difficult to prescribe examinations for the Public Service which will meet requirements. It is not easy to understand why such standard subjects as engineering and metal-work should not be taught on a reasonably uniform basis at all technical schools.

HEALTH OF STAFF.

60. The following table gives the average absence of permanent officers on sick-leave. Figures in parentheses represent last year's return:—

	Number of Officers on Staff, 30 '11 '17.	Number of Officers absent during the Year.	Number of Days Officers absent.	Average Number of Days each Officer absent sick.	Average Absence for the whole Staff (in Days).	Number of Deaths.
Male	11,221 (11,120)	2,838 (3,099)	45,799 (46,329)	16 (15)	4 (5)	74* (84)
Female	2,079 (1,995)	947 (994)	17,007 (18,127)	19 (18)	8 (9)	3 (7)
Totals	13,300 (13,115)	3,785 (4,093)	62,806 (64,456)	16 (16)	5 (5)	77 (91)

* Includes 15 (25) officers killed or died of wounds whilst serving with the Expeditionary Forces.

MEDICAL INSPECTION.

61. The women employed in the Public Service numbered, on the 31st March last, 4,153, as against 1,826 prior to the war. This influx has necessitated the devising of means to meet the altered conditions, foremost amongst which is the care of the women by a female medical officer.

62. For many years the Post and Telegraph Department retained the partial services of a female medical practitioner; and by an arrangement made a few years ago her services were extended to cover the Government Printing Office and the Government Buildings, the medical officer undertaking to give up private practice. Recently the women in the Public Trust building and in the War Expenses building have been included, and it is proposed to extend the system to the other war branches.

63. As the female employees in the Government service in Wellington range from Telegraph messenger-girls of fourteen years of age, and as the conditions of work and accommodation vary, the Commissioners regard with satisfaction the establishment of a system which it is hoped will rapidly develop into a medical and welfare branch of the Public Service. Experience elsewhere has shown that constant medical supervision of large staffs of women is not only of great benefit to the women themselves, but results in more satisfactory and therefore more economical service.

64. The medical and welfare section of the Post and Telegraph Department is now well established. Each girl or woman on the staff is seen daily by a Supervisor, who refers the officer for medical advice where necessary.

APPLICATIONS FOR EMPLOYMENT.

65. The total number of applications for employment received (other than for advertised positions) during the year was 6,492. Preference for employment continues, as far as possible, to be given to discharged soldiers. Special consideration has also been extended to the wives and relatives of members of the Expeditionary Forces.

66. The total number of applications received for positions which were advertised within and without the Service was 1,610.

RETIREMENT OF PRINCIPAL OFFICERS.

67. Dr. F. Fitchett, C.M.G., Permanent Head, Public Trust Department, retired on the 9th October last. Dr. Fitchett joined the Public Service as Solicitor-General in 1894, and was appointed Public Trustee in 1910. Dr. Fitchett throughout his service worthily upheld the best traditions of the high offices he held. His resignation was accepted with much regret.

GRADING OF TEMPORARY OFFICERS.

68. Temporary employees have been classified as far as practicable. Out of 3,149 employed, 188 men and 1,530 women have been classified in the following Departments:—

Defence Department—	Males.	Females.
Base Records	1	93
War Expenses	69	234
Headquarters	42	32
A.G. 2 (Ballot)	22	95
Military Service Branch	54	154
Defence Audit .. .. .	..	81
Post and Telegraph .. .. .	..	841
Totals	188	1,530

PROMOTION OF ABSENT OFFICERS.

69. All officers absent with the Expeditionary Forces are regarded as having complied with the efficiency test examination requirements, the understanding being that they will pass any necessary examination within a reasonable time after their return.

70. In the event of vacancies occurring in the permanent Service such officers are regarded as applicants, and their claims considered. If an absent officer is found to be the best qualified for a vacancy which carries promotion he is appointed, and the vacancy temporarily filled. Every effort is being made to conserve the rights of officers who are serving in the Army, and it has been decided that appeals by them will be received on their return to civil duty, notwithstanding the time-limit.

LEAVE OF ABSENCE: MEMBERS OF PUBLIC SERVICE WITH EXPEDITIONARY FORCES.

71. It has also been decided that on their return to civil duty officers may be granted leave of absence on full pay equivalent to the accumulated annual leave which would have accrued due had they remained in New Zealand; and Government has agreed, on the recommendation of the Commissioner, that in the event of an officer of the Public Service dying while on active service payment for the number of days of accumulated annual leave due may be made to his estate.

72. A further concession has been made by arranging that the accumulated annual leave may be taken at any time preferred by the officer, provided the Department can so arrange.

73. Generally, the regulations as to sick-leave of officers discharged from the Expeditionary Force have been relaxed; and the provisos in Regulation 49—that leave of absence shall be subject to the conditions of total sick or special leave during the previous twelve months not exceeding fourteen days, and that all the days in excess of the number of days allowed for sick-leave or special leave shall be deducted from annual leave of absence—will not apply in the case of annual leave to officers in connection with any sick or special leave granted on their discharge from the Expeditionary Forces.

SHORTHAND-WRITERS.

74. The Service is suffering from the lack of male shorthand-writers, and, although officers with a knowledge of shorthand are in constant demand for important positions, it is apparently difficult to induce boys to take up the study of this useful art. While there are many women in the Public Service whose skill is of a high order, there are positions to which, for known reasons, it is not desirable to appoint women.

75. In order to encourage boys to qualify in shorthand, an offer has been made to promote juniors who can pass a satisfactory examination to a salary of £120. So far there are very few entrants.

76. Every facility is offered to boys in Wellington to avail themselves of the shorthand classes established by the Commissioners.

77. In view of the good work done by several women as reporters of conferences, &c., and who, at the suggestion of the Commissioners, sat for and passed the Law Court Reporters' Examination, they have been promoted to a special grade.

LEGISLATION AFFECTING PUBLIC SERVANTS.

78. In the War Legislation Act, 1917, it is provided that no person who is a contributor to the Superannuation Fund shall, during the continuance of the present war, be entitled to retire from the Service on superannuation without the consent of the Minister of the Department in which he is employed. Due provision is made for the preservation of the rights of officers who are contributors to the fund, and no officer entitled to retire who is retained is obliged to contribute during the period of his retention.

79. In the same Act it is provided that officers cannot be transferred from one Department to another without the consent of the Minister in charge of the Department in which the officer is employed.

80. Under section 17 of the Appropriation Act, 1917, the period during which consideration may be given, in deciding the promotion of officers, to the examinations passed by them was extended until the 31st March, 1918.

81. Under section 18 of the same Act there may, notwithstanding anything to the contrary in the Public Service Act, be paid to officers by way of bonus or grants for special services such sums as may be appropriated by Parliament.

82. Under section 29 of the same Act the first general regrading of the Public Service is postponed until the expiration of seven years after the first grading, and no special regrading of any position to which a salary in excess of £260 is attached can be made until the additional cost has been voted by Parliament.

HOLIDAYS IN THE PUBLIC SERVICE.

83. The National Efficiency Board recently brought under notice of Government the desirability of lessening the number of holidays observed in the Public Service. However desirable it would be to cease observing the holidays which are, as a rule, observed only by the Public Service, banks, insurance companies, and legal practitioners, it is considered that the matter is one which would be more effectively dealt with by legislation than by regulation—if possible, in the direction of fixing standard holidays which could be observed by the community generally.

84. Owing to shortage of staffs, and the doubt whether it would be possible to allow the usual leave of absence, it was decided to close as many offices as possible, for a period ranging from ten to fourteen days, in the Christmas and New Year weeks. No inconvenience appears to have been caused to the public by this arrangement.

MOVEMENT OF STAFF.

Departments other than Post and Telegraph.

85. The classified staff on the following dates was,—

			Number.	Amount. £
1st April, 1913	..	..	.. 4,641	874,437
„ 1914	..	..	.. 5,095	953,343
„ 1915	..	..	.. 5,613	1,098,960
„ 1916	..	..	.. 5,985	1,158,949
„ 1917	..	..	.. 6,217	1,208,979
„ 1918	..	..	.. 6,282	1,231,433

86. Of the increase of £356,996 since the 1st April, 1913, £96,856 is accounted for by temporary officers made permanent (£76,275) the nationalization of School Inspectors (£20,581), and £27,269 converted emoluments. In the figures quoted there is not taken into account overlapping increases under classification which fall due at other dates during the financial year. These will, in effect, reduce the amount actually required.

87. The classification increases provided on the 1st April, 1918, amount to £46,595, as against £45,621 in the preceding year.

88. The average salaries at the following dates were,—

				£
1st April, 1913	..	..	..	.. 188
„ 1914	..	..	..	.. 187
„ 1915	..	..	..	.. 195*
„ 1916	..	..	..	.. 194
„ 1917	..	..	..	.. 194
„ 1918	..	..	..	.. 196

89. The Native-school teachers are not included in the foregoing. They were on—

			Number.	Amount. £
1st April, 1914	..	..	.. 241	26,861
„ 1915 (including nine vacancies)	..	..	.. 256	34,875†
„ 1916	..	..	.. 256	36,618
„ 1917	..	..	.. 247	35,723
„ 1918	..	..	.. 238	35,707

* Converted emoluments account for £4 18s. of this increase.
converted emoluments.

† Includes £2,940, value of

Post and Telegraph Department.

90. The classified staff on the following dates was,

				Number.	Amount. £
1st April, 1913	..	..	..	5,372	708,165
„ 1914	..	..	..	5,633	761,365
„ 1915	..	..	..	5,958	824,242
„ 1916	..	..	..	6,441	885,927
„ 1917	..	..	..	6,956	970,641
„ 1918	..	..	..	6,965	1,008,186

91. The average salary for the year ending 31st March, 1919, for adult male officers is £149·75, for female officers £108·6; and for the whole staff, including 808 message boys and girls at £40 per annum each, and excluding the Administrative Division, is £144·75.

92. The classification increments provided on the 1st April, 1918, represent £58,742, as against £57,547 for the preceding year.

93. It is estimated, as at 1st April, 1918, that classified salaries will be under-spent by approximately £385,000 for all Departments, including the Post and Telegraph, owing to the absence of officers at the war; but it will be necessary to set against this an expenditure estimated at £235,000 for permanent and temporary assistance other than that supplied to the Defence Department for its special work.

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

D. ROBERTSON, Commissioner.

A. D. THOMSON, Assistant Commissioner.

Office of the Public Service Commissioner,
Wellington, 31st July, 1918.

NOTE.—Owing to the need for conserving stocks of paper several tables are not printed.

TABLE I.—PUBLIC SERVICE LIST, 31/3/18.—GENERAL SUMMARY OF CLASSIFICATION BY DEPARTMENTS
(EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION).

Department.	Number of Officers.	Salary, 31/3/18.	Salary, Year ending 31/3/19.	Increase.	Average Increase.	Average Salary, Year ending 31/3/19.
		£	£	£	£	£
Agriculture	496	112,245	115,595	3,349	6-751	233-008
(Retired 31/3/18)	2	486	..	..	..	..
(Appointed 1/4/18)	1	..	210	..	..	..
(Vacant 1/4/18)	9	..	..	..	..	..
Audit	102	20,919	22,155	1,236	12-117	217-205
Crown Law	8	3,772	3,814	42	5-250	476-750
(Vacant 1/4/18)	1	..	..	..	..	..
Customs	276	55,256	57,701	2,445	8-860	209-061
(Vacant 1/4/18)	2	..	..	..	..	..
Defence	83	14,556	15,242	686	8-265	183-638
Education	259	62,724	64,449	1,725	6-660	246-007
(Appointed 1/4/18)	8	..	1,235	..	..	..
(Vacant 1/4/18)	107	..	..	..	..	..
Government Insurance	158	30,038	31,662	1,624	10-278	200-392
Immigration	5	1,305	1,315	10	2-000	263-000
Internal Affairs	256	37,311	38,249	938	3-664	149-410
(Retired 31/3/18)	1	180	..	..	..	..
(Vacant 1/4/18)	2	..	..	..	..	..
Internal Affairs—						
Relieving Staff	228	21,237	23,866	2,629	11-530	104-675
Dominion Laboratory	15	3,600	3,710	110	7-333	247-333
Dominion Museum	5	1,516	1,526	10	2-000	305-200
Private Secretaries	6	2,345	2,365	20	3-333	394-166
Registrar-General	23	4,345	4,532	187	8-130	197-043
Census and Statistics	17	3,578	3,781	203	11-941	222-411
(Vacant 1/4/18)	1	..	..	..	..	..
Justice (including Patents)	235	42,727	44,709	1,982	8-434	190-251
(Retired 31/3/18)	1	135	..	..	..	..
(Vacant 1/4/18)	8	..	..	..	..	..
Labour	81	14,648	15,383	735	9-074	189-913
(Vacant 1/4/18)	2	..	..	..	..	..
Land and Deeds	114	20,736	21,965	1,229	10-780	192-676
Land and Income Tax	94	14,674	15,766	1,092	11-617	167-723
(Vacant 1/4/18)	1	..	..	..	..	..
Lands for Settlement	3	1,180	1,195	15	5-000	398-333
Lands and Survey	501	115,379	118,622	3,243	6-473	236-770
(Retired 31/3/18)	1	160	..	..	..	..
Marine	175	41,081	42,530	1,449	8-28	243-028
Mental Hospitals	656	99,164	101,255	2,091	3-187	154-352
(Retired 31/3/18)	2	225	..	..	..	..
(Vacant 1/4/18)	6	..	..	..	..	..
Mines	102	22,815	23,394	579	5-676	229-352
(Vacant 1/4/18)	2	..	..	..	..	..
National Provident	32	5,193	5,506	313	9-781	172-062
(Vacant 1/4/18)	1	..	..	..	..	..
Native	71	13,293	14,055	762	10-732	197-957
Pensions	48	6,997	7,624	627	13-062	158-833
Police	3	735	760	25	8-333	253-333
(Vacant 1/4/18)	1	..	..	..	..	..
Printing and Stationery	372	61,598	63,053	1,455	3-911	169-149
(Retired 31/3/18)	1	75	..	..	..	..
(Appointed 1/4/18)	18	..	2,915	..	..	..
(Vacant 1/4/18)	1	..	..	..	..	..
Prisons	188	36,675	37,492	817	4-345	199-425
(Vacant 1/4/18)	4	..	..	..	..	..
Public Health and Hospitals	89	18,173	18,983	810	9-100	213-291
(Retired 31/3/18)	1	65	..	..	..	..
(Vacant 1/4/18)	1	..	..	..	..	..
Public Service Commissioner's Office	21	3,445	3,696	251	11-952	176-000
Public Service Superannuation Office	7	1,249	1,320	71	10-142	188-571
(Vacant 1/4/18)	1	..	..	..	..	..
Public Trust	377	58,068	63,030	4,962	13-162	167-188
(Retired 31/3/18)	1	80	..	..	..	..
(Vacant 1/4/18)	1	..	..	..	..	..
Public Works	652	136,050	140,314	4,264	6-539	215-136
(Retired 31/3/18)	1	180	..	..	..	..
(Appointed 1/4/18)	3	..	600	..	..	..
(Vacant 1/4/18)	2	..	..	..	..	..
Stamp	55	9,052	9,767	715	13-000	177-581
(Retired 31/3/18)	1	95	..	..	..	..
State Advances	58	9,747	10,349	602	10-379	178-431
State Fire	69	11,572	12,457	885	12-826	180-536
Tourist	147	23,680	24,584	904	6-149	167-238
(Vacant 1/4/18)	19	..	..	..	..	..
Treasury	62	12,058	12,627	569	9-177	203-061
Valuation	103	25,139	26,073	934	9-067	253-135
(Vacant 1/4/18)	8	..	..	..	..	..
Totals	6,252	1,179,877	1,226,473	46,595	7-452	..
Vacancies 1/4/18	180	..	..	..	..	..
Retired 31/3/18	12	1,681	..	..	..	..
Appointed 1/4/18	30	..	4,960	..	..	..
Totals 31/3/18	6,264	1,181,558	..	..	..	..
Totals 1/4/18	6,282	..	1,231,433	..	..	196-025
Native Schools	237	..	35,447	..	..	..
(Appointed 1/4/18)	1	..	260	..	..	..
(Vacant 1/4/18)	19	..	..	..	..	..
Totals	238	..	35,707	..	..	150-031
Post and Telegraph	6,965	949,444	1,008,186	58,742	8-43	144-750

NOTE.—One officer from Customs, and two from Justice on loan to Cook Islands, and two pieceworkers at Printing and Stationery are not included in this return.

TABLE II.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912.

Department.	Name of Officer.	Place.	From	To	Remarks.
Agriculture	Earp, E. A.	Dunedin	Apiary Instructor, 2nd Grade	Apiary Instructor, 1st Grade	Revaluation of duties.
"	Westbrook, G. V.	Auckland	"	"	"
"	Atkinson, R. W.	Wellington	Clerk, C VI.	Clerk, C V	"
"	Bruce, L. G.	Timaru	" (max. £180)	" (max. £200)	"
"	Smith, A. W.	Dunedin	Chief Grain Grader (max. £260)	Chief Grain Grader (max. £270)	"
"	Harkness, W. R.	Hamilton	Dairy Instructor and Grader, 2nd Grade	Dairy Instructor and Grader, 1st Grade	"
"	Milne, A.	Invercargill	"	"	"
"	Evans, J.	Wallaceville	Farm Overseer (max. £175)	Farm Overseer (max. £200)	"
"	Ross, W.	Pahiatua	Fields Inspector, 3rd Grade	Fields Inspector, 2nd Grade	"
"	Marshall, W. G.	New Plymouth	Meat Inspector, 2nd Grade	Meat Inspector, 1st Grade	"
"	Esam, G.	Hastings	Orchard Instructor, 2nd Grade	Orchard Instructor, 1st Grade	"
"	Goodwin, W. T.	Dunedin	"	"	"
"	Mansfield, A. B.	Auckland	"	"	"
"	Roach, T. B.	Ruakura	Overseer (max. £175)	Overseer (max. £200)	"
"	Taylor, S. B.	Wellington	Photographer and Cinematographer (max. £240)	Photographer and Cinematographer (max. £300)	"
"	Smith, Miss I. M.	"	Shorthand-Typist, Board of Trade (max. £156)	Shorthand-Typist, Board of Trade (max. £180)	"
"	Hickman, A. J.	Auckland	Veterinarian, P D 3	Veterinarian, P D 4	"
"	Wood, R. B.	Waitara	"	"	"
"	Collins, C. G.	Auckland	Audit Inspector, C III	Audit Inspector, C II	"
Audit	Meek, B. A.	"	"	"	"
"	Wylie, H.	"	"	"	"
"	Dudley, J. C. A.	Nelson	"	"	"
"	Bernard, V. R.	Wellington	Examiner, C VII	Examiner, C VI	"
"	Casey, Miss E. A.	"	"	"	"
"	McKay, D.	"	"	"	"
"	Macassey, P. S. K.	"	"	"	"
Crown Law	Redward, E. Y.	"	Crown Solicitor (max. £750)	Crown Solicitor (max. £900)	"
"	Tudhope, J. McC.	"	"	"	"
"	Abercrombie, F. N.	"	"	"	"
Customs	Brocket, C. E.	Auckland	Clerk, P E	Assistant Solicitor, P D (max. £345)	"
"	Butler, D.	Dunedin	Examining Officer, 2nd Grade	Examining Officer, 1st Grade	"
"	Eyre, C. O.	Wellington	"	"	"
"	Graham, W. H.	Gisborne	"	"	"
"	Lawrence, F. W.	Auckland	"	"	"
"	McKellar, G. F.	Wellington	"	"	"
"	Oliver, W. R. B.	Dunedin	"	"	"
"	Patrick, J. C.	Auckland	"	"	"
"	Prichard, G. P.	Napier	"	"	"
"	Walter, R. R.	Wanganui	"	"	"
"	Wild, H. A.	Wellington	"	"	"
"	Dunn, D. W. P.	Christchurch	"	"	"
"	Fisher, W. H.	"	3rd Grade	2nd Grade	"
"	Lewis, W. H. S.	Auckland	"	"	"
"	Martin, J. S.	"	"	"	"
"	Nichol, J. E.	Wellington	"	"	"
"	Richardson, O. M. G.	Auckland	"	"	"

TABLE II.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912—continued.

Department.	Name of Officer.	Place.	From	To	Remarks.
Customs	Tily, H. S. . . .	Wellington	Examining Officer, 3rd Grade..	Examining Officer, 2nd Grade	Revaluation of duties
"	Wallace, W. . . .	Christchurch	"	"	"
"	Campbell, J. . . .	Auckland	Locker (max. £200) . . .	Locker (max. £220) . . .	"
Defence	Morgan, W. J. . . .	Penrose	Caretaker, Rifle Range (max. £110)	Caretaker, Rifle Range (max. £160)	"
Education	Allen, C. S. . . .	Burnham	Carpenter Attendant (max. £180)	Carpenter Attendant (max. £200)	"
"	Ross, Miss J. . . .	Otekaieke	Dormitory Maid and Assistant Laundress (max. £90)	Dormitory Maid and Assistant Laundress (max. £115)	"
"	Andrews, Miss A. M.	Sumner	Matron's Assistant (max. £115)	Matron's Assistant (max. £130)	"
"	Hyde, E. G. . . .	Wellington	Probation and Visiting Officer (max. £250)	Probation and Visiting Officer (max. £290)	"
"	Shell, F. S. . . .	Auckland	"	"	"
"	"	"	Sub-Matrons (max. £115)	Sub-matrons (max. £130)	"
"	"	"	Visiting Nurses (max. £160)	Visiting Nurses (max. £170)	"
Government Insurance	Muter, P. . . .	Wellington	Actuary (max. £750)	Actuary (max. £800)	"
Internal Affairs	Newton, G. P. . . .	"	Assistant Under-Secretary, C II (max. £440)	Assistant Under-Secretary, C II (max. £475)	"
"	Hogg, E. . . .	Dunedin	Caretaker, Drill-hall, G (max. £170)	Caretaker, Drill-hall, G (max. £200)	"
"	Oakley, F. W. . . .	Wellington	Caretaker, Executive Council Rooms and Library (max. £200)	Caretaker, Executive Council Rooms and Library (max. £220)	"
"	Parslow, J. H. . . .	Auckland	Caretaker, G (max. £170)	Caretaker, G (max. £200)	"
"	Thompson, F. N. . . .	Tauranga	" (max. £180)	"	"
"	McPhee, Mrs. J. . . .	Wellington	Fore-charwoman (max. £90)	Fore-charwoman (max. £104)	"
"	"	"	Working Fore-charwoman (max. £85)	Working Fore-charwoman (max. £96)	"
"	"	"	Charwoman (max. 3ls. 6d. p. w.)	Charwoman (max. 34s. p. w.)	"
"	Butcher, J. W. . . .	Wellington	Chief Compiler, C V	Chief Compiler, C III	"
"	Cahill, W. B. . . .	"	Clerk, C VII (max. £200)	Clerk, C VII (max. £210)	"
"	Thomas, W. A. . . .	"	" C VI (max. £220)	" C VI (max. £260)	"
"	Ross, J. H. . . .	"	"	"	"
"	Climo, A. E. . . .	"	Custodian and Inspector of General Messenger Services, G (max. £220)	Custodian and Inspector of General Messenger Services, G (max. £240)	"
"	Montgomery, G. . . .	Hamilton	Custodian and Messenger, G (max. £180)	Custodian and Messenger, G (max. £200)	"
"	Robertson, E. L. . . .	Wellington	Messenger, G (max. £190)	Messenger, G (max. £200)	"
"	Greig, G. . . .	Invercargill	Senior Messenger, G (max. £180)	Senior Messenger, G (max. £200)	"
"	"	"	Motor-cycle Messengers (max. £100)	"	"
"	Moran, Miss E. M. . . .	Wellington	Cutter, G (max. £108)	Chauffeurs (max. £140)	"
"	Hugo, T. T. . . .	"	Inspector, Fire Brigades, C I (max. £550)	Cutter, G (max. not fixed)	"
"	Towler, W. A. . . .	Dunedin	Magazine-keeper (max. £170)	Inspector, Fire Brigades, C I (max. £600)	"
"	Castle, Miss A. . . .	Wellington	Museum Assistant, G (max. £160)	Magazine-keeper (max. £200)	"
"	Poulton, E. N. G. . . .	"	Private Secretary, C IV	Museum Assistant, G (max. not fixed)	"
"	Georgeson, C. M. . . .	"	Sorter, G (max. £170)	Private Secretary, C III	"
Justice	Cood, W. . . .	Christchurch	Assistant Bailiff (max. £145)	Sorter, G (max. £200)	"
"	Keen, J. D. . . .	Auckland	"	Assistant Bailiff (max. £180)	"
"	Veron, W. J. . . .	Taurarunui	Bailiff (max. £145)	Bailiff (max. £180)	"
"	Dixon, H. J. . . .	Hamilton	Clerk of Court, C V	Clerk of Court, C IV	"
"	Maxwell, Miss J. R. M.	Wellington	Clerk (max. £200)	Clerk (max. £220)	"
Labour	Hooper, F. F. . . .	Dunedin	Inspector of Factories, 3rd Grade	Inspector of Factories, 2nd Grade	"
"	Lowden, J. . . .	Christchurch	"	"	"
"	Whiting, G. R. A. . . .	Auckland	"	"	"
"	Wilson, F. . . .	Wellington	"	"	"

TABLE II.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912—continued.

Department.	Name of Officer.	Place.	From	To	Remarks.
Labour	Sutton, Miss V. A.	Auckland	Third Inspector of Factories (max. £200)	Third Inspector of Factories (max. £220)	Revaluation of duties.
Land and Deeds	Bowering, W. J.	Wellington	Clerk (max. £210)	Clerk (max. £220)	"
"	Richmond, F. W.	Hokitika	District Land Registrar, &c., P D (max. £365)	District Land Registrar, &c., P D (max. £400)	"
Land and Income Tax	Morgan, W. P.	Wellington	Deputy Commissioner, C I (max. £525)	Deputy Commissioner, C I (max. £550)	"
"	Fowler, A. E.	"	Inspector, C V	Inspector, C IV	"
"	Copeland, W.	Dunedin	"	"	"
"	Allen, L. F.	Auckland	"	"	"
"	Young, H. H. A.	Wellington	Section Clerk, C V	Section Clerk, C IV	"
"	Barron, H. S.	"	"	"	"
"	Dowland, C. E. J.	"	"	"	"
"	Hibbard, B. E.	"	"	"	"
"	Hirschberg, R. S.	"	"	"	"
"	Monahan, J.	"	"	"	"
"	Williamson, A. S.	"	"	"	"
Lands and Survey	O'Donnell, J. H.	Kapiti Island.	Caretaker (max. £156)	Caretaker (max. £175)	"
"	Archibald, C. E.	Wellington	Chief Accountant, C III (max. £385)	Chief Accountant, C III (max. £425)	"
"	Bendeley, J. G.	Dunedin	Chief Clerk and Receiver of Land Revenue, C IV	Chief Clerk and Receiver of Land Revenue, C III	"
"	"	Auckland	"	"	"
"	Smith, L. L.	Gisborne	Receiver of Land Revenue, C VII	Receiver of Land Revenue, C VI	"
"	Hurthouse, H. F.	New Plymouth	Clerk-Typist (max. £210)	Clerk-Typist (max. £220)	"
"	Steedman, J. D.	Blenheim	Crown Lands Ranger (max. £260)	Crown Lands Ranger (max. £300)	"
"	Armstrong, H.	Auckland	"	"	"
"	Gillanders, Miss R.	Christchurch	Draughtsman and Computer, C V	Draughtsman and Computer, C IV	"
"	Maitland, H.	Timaru	Draughtswoman and Computer, C VII	Draughtswoman and Computer, C VI	"
"	Pemberton, B. V.	Nelson	Office Assistant (max. £104)	Office Assistant (max. £120)	"
"	Alves, W.	Wellington	Surveyor, P E	Surveyor, P D	"
Marine	"	"	Assistant Meteorologist, P E	Assistant Meteorologist, P D	"
"	Goudie, W. W.	"	Clerk, C VII	Clerk, C VI	"
"	Tomlinson, H. F.	"	" (max. £200)	" (max. £210)	"
"	Broadhouse, J.	Dunedin	Clerk and Surveyor of Ships, C VI	Clerk and Surveyor of Ships, C V	"
"	Burgess, J. W.	Wellington	Surveyor of Ships, P D (max. £310)	Surveyor of Ships, P D (max. £365)	"
"	Hardy, F. A.	Auckland	"	"	"
"	Holmes, J. W. H.	"	"	"	"
"	Renaut, C. N.	"	"	"	"
"	Whiteford, W.	Wellington	"	"	"
"	Ayson, L. F.	"	"	"	"
"	Hodgson, W.	Russell	Chief Inspector of Fisheries, P C (max. £420)	Chief Inspector of Fisheries, P C (max. £440)	"
"	"	"	Inspector of Fisheries and Launch-driver, G (max. £145)	Inspector of Fisheries and Launch-driver, G (max. £160)	"
"	Letcher, J. H.	Auckland	Manager, Oyster-depot (max. £200)	Manager, Oyster-depot (max. £250)	"
"	Bollons, J.	"	Master, s.s. "Hinemoa," P B (max. £500)	Master, s.s. "Hinemoa," P B (max. £550)	"
"	Blackburne, H. S.	Wellington	Nautical Adviser, P B (max. £550)	Nautical Adviser, P B (max. £575)	"
"	Mitchell, J. W.	"	Storeman and Carpenter (max. £220)	Storeman and Carpenter (max. £260)	"
"	Beaumont, N.	Dunedin	Superintendent Mercantile Marine, P D (max. £420)	Superintendent Mercantile Marine, P C (max. £480)	"
"	Fleming, C. E. W.	Auckland	"	"	"
"	Marciel, J. A. H.	Lyttelton	"	"	"

TABLE II.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912—continued.

Department.	Name of Officer.	Place.	From	To	Remarks.
Marine	Smith, G. G.	Wellington	Superintendent Mercantile Marine, P D (max. £420)	Superintendent Mercantile Marine, P C (max. £480)	Revaluation of duties.
"	Atwood, T. A. G.	Auckland	Assistant Superintendent Mercantile Marine, P D (max. £325)	Assistant Superintendent Mercantile Marine, P D (max. £400)	"
"	Fraser, R.	Dunedin	Ditto	Ditto	"
"	Stringer, S. G.	Wellington	"	"	"
"	Wilcox, H. T. W.	Lytelton	"	"	"
Mental Hospitals	Edmenson, A.	Seacliff	Assistant Engineer, G (max. £220)	Assistant Engineer, G (max. £230)	"
"	Palmer, F.	Sunnyside	" (max. £210)	"	"
"	Kennedy, A. W.	Porirua	2nd Assistant Engineer, G (max. £210)	2nd Assistant Engineer, G (max. £230)	"
Mines	Dixon, J. B.	Wellington	Clerk (max. £180)	Clerk (max. £220)	"
"	"	"	Gaugers and Caretakers—	Gaugers and Caretakers—	"
"	"	"	1st Grade (min. £170; max. £200)	1st Grade (min. £175; max. £200)	"
"	"	"	2nd Grade (min. £140; max. £160)	2nd Grade (min. £150; max. £170)	"
National Provident	Spraggon, R. D.	Wellington	Clerk, C VI	Clerk, C V	Revaluation of duties.
"	"	"	Shorthand-writer and Typist (male) (max. £204)	Shorthand-writer and Typist (male) (max. £216)	"
Native	Heketa, O.	Wellington	Clerk, Ikaroa District Land Court, C VII	Clerk, Ikaroa District Land Court, C VI	"
"	Wall, W. J.	Auckland	"	"	"
"	Stubbing, P. A.	Gisborne	Clerk, Tokerau Maori District Land Board, C VII	Clerk, Tokerau Maori District Land Board, C VI	"
Pensions	Butler, W. E.	"	Clerk and Interpreter, C VI	Clerk and Interpreter, C V	"
"	Leckie, F. M.	Wellington	Chief Clerk, C IV (max. £350)	Chief Clerk, C IV (max. £370)	"
"	Thomson, J. A.	"	Clerk, C V (max. £275)	Clerk, C V (max. £315)	"
"	Williams, J. R.	"	"	"	"
"	Hickson, H. C.	"	"	"	"
"	Lambert, J. S.	"	"	"	"
"	Stokes, R. S.	"	"	"	"
"	Boyes, J. H.	"	"	"	"
"	Keddell, P. A.	"	"	"	"
Police	Schmidt, J. G.	Christchurch	Registrar of Pensions, C VI	Registrar of Pensions, C V (max. £315)	"
"	"	Wellington	"	"	"
"	Smyth, J.	"	Clerk, C VII	Clerk, C VI	"
Printing and Stationery	Allen, B. B.	"	"	"	"
"	Wannell, O.	"	"	"	"
Public Health	Killick, E. A. S.	"	Chief Clerk, C I (max. £525)	Chief Clerk, C I (max. £550)	"
"	Middleton, E.	"	Caster Attendant (max. £200)	First Caster Attendant (max. £210)	"
Public Trusts	Macalister, R. L.	"	Chief Clerk, C IV	Chief Clerk, C III	"
"	Mackay, Miss A.	"	Chief Sanitary Inspector, G (max. £250)	Chief Sanitary Inspector, G (max. £275)	"
"	Barns, E.	"	Assistant Solicitor, P D	Assistant Solicitor, P C	"
"	Smith, S. W.	"	Clerk (max. £200)	Clerk (max. £220)	"
"	McKay, H. A.	"	District Manager, C III	District Manager, C II	"
"	Fairfax-Cholmeley, R. E.	"	"	"	"
"	Speedy, A. P.	"	Local Property Inspector, C VI (max. £245)	Local Property Inspector, C VI (max. £260)	"
"	Bradley, F. G.	"	Ranger, G (max. £300)	Ranger, G (max. £320)	"
Public Works	King, W.	"	Architectural Draughtsman, P F	Architectural Draughtsman, P E	"
"	Penlington, G. F.	"	"	"	"
"	Keals, L. H.	"	"	"	"
"	Matthewman, H.	"	"	"	"
"	Child, A. B.	"	"	"	"
"	Colvin, A. S.	"	"	"	"
"	"	"	Draughtsman, C VII	Draughtsman, C VI (max. £230)	"
"	"	"	"	"	"

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TABLE II.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912—continued.

Department.	Name of Officer.	Place.	From	To	Remarks.
Public Works	Duff, J. R.	Taumarunui	Draughtsman, C VII	Draughtsman, C VI (max. £230)	Revaluation of duties.
"	Gondie, T. S.	Grey mouth	"	"	"
"	Hill, C. M.	Wellington	"	"	"
"	Sinnett, R. H.	Gisborne	"	"	"
"	Ellis, F. I.	Auckland	P E (max. £260)	P E (max. £280)	"
"	Lawn, C. H.	Stratford	"	"	"
"	Slane, W. J. C.	Tauranga	"	"	"
"	Heays, H. C.	Wellington	"	"	"
"	Alderton, T. D. H.	Okahukura	Assistant Engineer, P F	" (max. £300)	"
"	Bennett, W. H.	Maungaturoto	"	"	"
"	Evans, E. F.	Alexandra	"	"	"
"	Lindup, F. W.	Napier	"	"	"
"	Newham, W. L.	"	P E	"	"
"	Campbell, L. B.	"	Resident Engineer, P D	Resident Engineer, P C	"
"	Dinnie, A.	Otira	"	"	"
"	Wood, G. L.	Lake Coleridge	Operating Engineer, G (max. £210)	Operating Engineer, G (max. £230)	"
"	Fernandez, F.	Addington	Switchboard Operator, G (max. £200)	Switchboard Operator, G, (max. £210)	"
"	Church, A. J.	Wellington	Electrician (max. £180)	Electrician (max. £190)	"
"	O'Gorman, T.	"	"	"	"
"	Drifill, A. T. T.	Westport	Foreman Bridge Carpenter (max. £190)	Foreman Bridge Carpenter (max. £200)	"
"	Bold, E.	Wellington	Land Purchase Officer, C III	Land Purchase Officer, C I	"
"	Kimbell, A. H.	"	"	"	"
"	Hart, W. S.	"	"	"	"
"	Bunting, W. H. H.	Tauraroa	Locksmith (max. £170)	Locksmith (max. £190)	"
"	Boylard, A. A.	Wanganui	Navy-driver, G (max. 12s. 6d. p.d.)	Navy-driver, G (max. 13s. 6d. p.d.)	"
"	Brown, H. G.	Wellington	Overseer (max. £235)	Overseer (max. £250)	"
"	Champness, C. J.	Hamilton	"	"	"
"	Lamason, R. O.	Rotorua	G (max. £220)	G (max. £235)	"
"	Robson, J. A.	Wellington	"	"	"
"	Waterson, W.	Wellington	(max. £220)	(max. £235)	"
"	Carroll, M.	Opotiki	"	"	"
"	Corlett, J.	Weheka	(max. £210)	(max. £220)	"
"	Dunkley, E. F. A.	Taumarunui	"	"	"
"	Hughson, J. J.	Te Kuiti	"	"	"
"	King, G.	Westport	"	"	"
"	Lunie, G. N.	Aria	"	"	"
"	Rigg, W. C.	Marakopa	"	"	"
"	Rutledge, W. C.	Tongaporutu	"	"	"
"	Wright, J. E.	Wellington	"	"	"
"	Cameron, J.	Nelson	"	"	"
"	Gagliardi, J. F. A.	Otira	G (max. £200)	G (max. £210)	"
"	Goodhue, F. T.	Dannevirke	(max. £200)	(max. £210)	"
"	Nicholson, A.	Kaikōhe	"	"	"
"	Hill, H. W.	Tauraroa	"	"	"
"	O'Connell, G. W.	Ngaruawahia	(max. £190)	(max. £200)	"
"	Woulfe, P.	Paerata	"	"	"
"	"	Tuhua	"	"	"
"	"	"	Overseer Electricians (max. £220)	Overseer Electricians (max. £245)	"

TABLE II.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912—continued.

Department.	Name of Officer.	Place.	From	To	Remarks.
Public Works	Lindell, M. A.	Tauranga	Acting Workshops Foreman (max. £210)	Acting Workshops Foreman (max. £220)	Revaluation of duties.
"	Brooker, F.	Wellington	Woodturner and Machinist G (max. £170)	Woodturner and Machinist, G (max. £180)	"
"	Duncan, T. C. F.	Auckland	Clerk (max. £210)	Clerk (max. £220)	"
"	Gibson, J. J.	Christchurch	Chief Clerk and Accountant, C VI	Chief Clerk and Accountant, C V	"
Stamp	Withers, P. C.	Wellington	Deputy Commissioner, C II (max. £475)	Deputy Commissioner, C I (max. £600)	"
"	McKay, J. H.	"	Clerk (max. £190)	Clerk (max. £200)	"
"	Chapman, R.	Wanganui	" (max. £180)	" (max. £190)	"
State Fire	Redward, C. B.	Wellington	Accountant, C IV (max. £370)	Accountant, C III (max. £405)	"
"	Thompson, H. J.	"	Assistant Accountant, C VI (max. £260)	Assistant Accountant, C V (max. £290)	"
"	Rogers, H. C.	Christchurch	Branch Manager, C III (max. £425)	Branch Manager, C II (max. £440)	"
"	Osborn, L. H.	Dunedin	"	"	"
"	Jacka, H. E.	Auckland	Chief Clerk, C VI (max. £260)	Chief Clerk, C V (max. £290)	"
"	Morrison, D.	Christchurch	"	"	"
"	Berry, A. L.	Wellington	District Inspector, C VI (max. £260)	District Inspector, C V (max. £290)	"
"	Newbold, R. H.	"	Fire-risk Surveyor, C VI (max. £260)	Fire-risk Surveyor, C V (max. £290)	"
Tourist	Hannah, T.	Te Aroha	Senior Bath-attendant, G (max. £150)	Labourer, G (max. £160)	"
"	Strude, H.	Rotorua	Bath-attendant, G (max. £130)	Bath-attendant, G (max. £150)	"
"	"	"	Bath-attendants (married couple)— Male (min. £100; max. £130)	Bath-attendants (married couple)— Male (min. £105; max. £130)	"
"	"	"	Female (min. £50; max. £50)	Female (min. £55; max. £65)	"
"	Lynds, O. E.	Rotorua	Carter, G (max. £141)	Carter, G (max. £160)	"
"	Thomas, A. J.	"	Electric Lineman (max. £170)	Electrician (max. £180)	"
"	Archer, G. E.	"	Gardener and Poultryman, G (max. £140)	Gardener and Poultryman, G (max. £160)	"
"	Cooze, H.	"	" (max. £146)	"	"
"	Simpson, B. G.	"	Gardener (max. £108)	Gardener (max. £140)	"
"	Walker, Miss E.	"	Laundress, G (max. £65)	Laundress, G (max. £80)	"
"	Dittmer, G.	"	Masseur, G (max. £150)	Masseur, G (max. £180)	"
"	Thomson, Miss E. J.	"	Masseur, G (max. £138)	Masseur, G (max. £180)	"
"	Cobeldick, W.	"	Ranger (max. £170)	Ranger (max. £180)	"
"	Maingay, Miss E. M.	Te Aroha	Ticket-seller, G (max. £100)	Ticket-seller, G (max. £105)	"
"	Penney, Miss O.	Rotorua	"	"	"
"	Stewart, Miss M.	Hanmer	Ticket-seller and Tea-house Manageress, G (max. £100)	Ticket-seller and Tea-house Manageress, G (max. £105)	"
"	Walker, Miss E.	Rotorua	Ticket-seller (max. £80)	Ticket-seller (max. £105)	"
"	Hill, W.	"	Tourist Agent and Resident Officer, C IV	Tourist Agent and Resident Officer, C III	"
Treasury	Rawnsley, Miss H. F. C.	Wellington	Shorthand-typist, G (max. £176)	Shorthand-typist, G (max. £180)	"
Valuation	Clachan, W. C.	"	Clerk, C VI	Clerk, C V	"
"	Lovell, W. M.	Gisborne	"	" C VI	"
"	Wells, J.	Wellington	Draughtsman and Searcher, C VI	Draughtsman and Searcher, C V	"

TABLE II.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912—continued.
 POST AND TELEGRAPH DEPARTMENT.

Name of Officer.	Place.	From	To	Reason.
Cummings, H. L.	Wellington	Assistant Telegraph Engineer, D (max. £400)	Assistant Telegraph Engineer, C (max. £480)	Revaluation of position.
Gage, E. C.	Auckland	" "	" "	" "
Gannaway, F. G.	Auckland	Superintendent, Telegraph-office, C I (max. £525)	Superintendent, Telegraph-office, C I (max. £550)	Revaluation of position.
Bourke, L. W.	Radio-Awanui	Officer in Charge, C IV	Officer in Charge C III	" "
Cumming, S.	Masterton	Postmaster, C IV	Postmaster C III	Expansion of business.
	Wanganui	Superintendent, Telegraph-office, C IV	Superintendent, Telegraph-office, C III	" "
	Auckland	District Accountant, C IV	District Accountant, C III	" "
Wylie, J. T.	Wellington	" "	" "	" "
	Hamilton	Postmaster, C IV	Postmaster, C III	" "
	Hastings	" "	" "	" "
Russell, J. A.	Christchurch	Second Assistant Superintendent, Telegraph-office, C IV (max. £360)	Second Assistant Superintendent, Telegraph-office, C IV (max. £370)	Revaluation of position.
Canavan, C. H. D.	Invercargill	Assistant Superintendent, Telegraph-office, C IV (max. £330)	Assistant Superintendent, Telegraph-office, C IV (max. £370)	" "
Keary, H.	Auckland	Officer in Charge, Telephone Exchange, C IV (max. £330)	Officer in Charge, Telephone Exchange, C IV (max. £370)	" "
	Gisborne	Assistant Superintendent, Telegraph-office, C V	Assistant Superintendent, Telegraph-office, C IV	" "
	Wellington	Second Money-order and Savings-bank Clerk, C V	Second Money-order and Savings-bank Clerk, C IV	" "
Clarke, A. G.	Auckland	Assistant Superintendent, Telegraph-office, C V	Assistant Superintendent, Telegraph-office, C IV	" "
Furby, F. W.	Palmerston North	Private Secretary, C V	Private Secretary, C IV	" "
Fountain, G. H.	Wellington	Senior Parcel Clerk, C V	Senior Parcel Clerk, C IV	" "
Laurensen, J.	Wellington	Senior Clerk, Chief Inspector's Office, C V	Senior Clerk, Chief Inspector's Office, C IV	" "
	"	Second Assistant Superintendent, Telegraph-office, C IV (max. £330)	Second Assistant Superintendent, Telegraph-office, C IV (max. £345)	" "
Lucas, A. H.	Dunedin	Assistant Superintendent, Telegraph-office, C V	Assistant Superintendent, Telegraph-office, C IV (max. £345)	" "
	Blenheim	" "	" "	" "
Yates, W. C.	Napier	" "	Ditto	" "
	Timaru	" "	" "	" "
	Greymouth	" "	" "	" "
	Christchurch	" "	" "	" "
Sunley, E.	Wellington	Officer in Charge, Telephone Exchange, C V	Officer in Charge, Telephone Exchange, C IV (max. £345)	Expansion of business.
Umbers, J. C. A.	Moray Place	Senior Counter Clerk, C V (max. £275)	Senior Counter Clerk, C V (max. £315)	" "
Stewart, W. F. Y.	Te Awamutu	Postmaster, C V (max. £275)	Postmaster, C V (max. £315)	" "
Pirani, A. S.	Port Ahuriri	" "	" "	" "
Percy, R. W.	Motueka	" "	" "	" "
Clinch, G.	Balclutha	" "	" "	" "
Heron, A.	Geraldine	" "	" "	" "
McDougall, J. G.	Paeroa	" "	" "	" "
Brebner, F.	Port Chalmers	" "	" "	" "
Dixon, H.	Featherston	" "	" "	" "

*Professional Division.**Clerical Division.*

TABLE II.—POSITIONS REGRADED UNDER SECTION 29, PUBLIC SERVICE ACT, 1912—continued.
POST AND TELEGRAPH DEPARTMENT—continued.

Name of Officer.	Place.	From	To	Reason.
Martin, R.	Auckland	Relieving Postmaster, C V (max. £275)	Relieving Postmaster, C V (max. £31)	Expansion of business.
McGuire, P. D.	Dunedin	Postmaster, C V (max. £275)	Postmaster, C V (max. £315)	"
Johnston, A. J. W.	Milton	"	"	"
O'Gorman, J. P.	Hunterville	"	"	"
Fisher, W.	Woodville	"	"	"
Canning, W.	Kaiapoi	"	"	"
Falk, E. N.	Waverley	"	"	"
Stephenson, G. O.	Dunedin	Relieving Postmaster, C VI	Relieving Postmaster, C V	"
Brooks, V.	Opotiki	Postmaster, C VI	Postmaster, C V	"
Marshall, A.	Whangarei	Senior Clerk and Telegraphist, C VI	Senior Clerk and Telegraphist, C V	"
Gilbertson, J. T.	Wellington	Assistant Sectional Clerk, G.P.O., C VI	Assistant Sectional Clerk, G.P.O., C V	"
*Dawson, A.	Hamilton	Senior Telegraphist, C VI	Senior Telegraphist, C V	"
McIntosh, D. M.	Dunedin	Senior Clerk, Engineer's Office, C VI	Senior Clerk, Engineer's Office, C V	"
Ansell, C.	Masterton	Senior Telegraphist, C VI	Senior Telegraphist, C V	"
Herd, J. A.	Helensville	Postmaster, C VI	Postmaster, C V (max. £290)	"
Macalister, P. J. S.	Ohakune	"	"	"
	Martinborough	"	"	"
	Tokomaru Bay	"	"	"
Furniss, W.	Wellington	Overseer, C VI	Overseer, C V (max. £275)	Revaluation of position.
Gibbons, T. F.	Kawhia	Postmaster, C VI (max. £245)	Postmaster, C VI (max. £260)	Expansion of business.
McLaren, J.	Te Puke	"	"	"
Scott, W. A.	Amberley	"	"	"
Dollimore, E.	Pleasant Point	"	"	"
Gibbs, W. J.	Raetihi	"	"	"
Slyfield, H. L.	Otahuhu	"	"	"
Ward, W. E.	Kaponga	"	"	"
Wilson, H. A.	Richmond	"	"	"
Callander, R. A.	Rongotea	"	"	"
Delany, V. J.	Tolaga Bay	"	"	"
*Dunsey, G. R.	(Unattached)	"	"	"
*Ross, J.	"	"	"	To preserve seniority.
*Jackson, E. M.	Neison	Clerk, C VI (max. £245)	Clerk, C VI (max. £260)	"
*Brooker, S. W. B.	Christchurch	"	"	"
		Forewoman (max. £95)	Max. £120	"
		Junior officers in G13 from £50, £60, £70, £80, &c.	£50, £65, £80, &c.	"

General Division.

* Officer absent with Expeditionary Force.

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

Department in which Officer concerned was employed.	Decision of Commissioner.
Agriculture, Industries, and Commerce	Officer required to resign.
Customs	Officer dismissed.
Defence	One officer transferred; other officers cautioned.
Education	Services terminated; allowed salary during period of suspension.
Internal Affairs	Charge not proved.
"	Officer dismissed.
Labour	Officer reinstated and cautioned.
Lands and Survey	Officer transferred.
Mental Hospitals	Officer reinstated with loss of pay during suspension.
"	One officer reinstated and one officer dismissed.
"	Officer reinstated.
Post and Telegraph	Officer dismissed.
"	Officer reinstated.
"	To withdraw statements made and make apology.
Public Works	Officer required to tender resignation; as this was not forthcoming, officer dismissed.
Tourist	Officer reinstated.

APPENDIX.

REPORT OF THE PUBLIC SERVICE STORES TENDER BOARD FOR THE YEAR ENDED 31ST MARCH, 1918.

THE Board met on eleven occasions during the year.

Mr. J. Orchiston again filled the position of Chairman, while Mr. F. T. O'Neill ceased to be a member on the 31st January, on which date he retired from the Public Service.

Owing to the continued unsettled conditions of trade it was in many cases found more advantageous to extend existing arrangements for supplies than to arrange fresh contracts by tender, and for the same reason tendering was for the greater part restricted to items of local and Australian production or manufacture, and to articles readily procurable in America, either in Canada or the United States.

The value of tenders let during the year was approximately the same as that for the previous year, thirty-five tenders being accepted for stores to the value of £33,477 0s. 7d.

The purchase of forty-three miscellaneous items, valued at £15,640 0s. 11d., was also approved.

Six tenders, the lowest of which aggregated £4,181 0s. 2d., were declined.

A contract for the supply of uniforms for officers of the Department of Internal Affairs for a period of one year was let, while a contract for the supply of uniforms for the Post and Telegraph Department, for the two years ending 31st December, 1919, of an estimated annual value of £10,000, was let. A contract was also arranged for the supply of bicycle, motor-cycle, and motor-car covers and tubes, of an estimated annual value of £3,325.

Contracts for the supply of ironmongery and general stores for the year ending 30th June, 1918, were let, and notwithstanding the conditions satisfactory arrangements were made for the supply of 3,943 items, as against 3,502 during the previous year.

The deposit security of one contractor was forfeited on account of failure to carry out his contract.

Schedules giving particulars of tenders let and purchases approved are attached for your information.

E. A. SHRIMPTON, Chairman.

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