

1922.
NEW ZEALAND.

PUBLIC SERVICE COMMISSIONER

(TENTH 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 John Rushworth, Viscount Jellicoe, Admiral of the Fleet, Knight Grand Cross of the Most Honourable Order of the Bath, Member of the Order of Merit, Knight Grand Cross 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.

Since the last report it has been the unpleasant duty of the Commissioners to pursue a policy of retrenchment.

Many of the officers retrenched were eligible for and were granted retiring-allowances under the Public Service Superannuation Act. Others who were almost near the retiring-age, but who would not otherwise have been eligible for a pension, were provided for by amending legislation, which made provision for the granting of a retiring-allowance to an officer (a) whose age is not less than fifty-seven years ; or (b) whose age is not less than fifty-two years, if his length of service is not less than twenty-seven years ; or (c) whose length of service is not less than thirty-two years.

The total reduction in the staff (classified and temporary, excluding workmen) during the year ended 31st March, 1922, was 1,093 officers, their annual salaries being £395,006.

Reduction in Classified Staff.

The number of permanent classified officers in the Service on the 1st April, 1921, was 7,353 ; total annual salaries, £2,088,229 : on the 31st March, 1922, was 6,781 ; total annual salaries, £1,804,483 : thus showing a reduction in *classified* staff during the year of 572, and in salaries of £283,746. Details of the reduction are shown in Table III.

The reduction would have been greater but for the necessity for the appointment of 144 additional officers to certain Departments, and the permanent appointment of 46 employees previously on the temporary staff. These additional appointments were principally in the following Departments :—

	Number of Officers.	Salaries. £
Agriculture	8	1,510
Education	9	1,195
Land and Income Tax	8	695
Lands and Survey	9	825
Mental Hospitals	35	6,492
Printing and Stationery	7	1,582
Prisons	5	1,150
Health	57	10,090
Public Trust	10	1,400
Public Works	15	3,675
State Forest Service	5	1,130

The greatest increase was in the Mental Hospitals and Health Departments. In the Mental Hospitals Department the increase is due to improved working-conditions of the staff, which previously was required to work long hours. In the Health Department the increase is, in the main, due to the expansion of the school dental services necessitating the appointment of a number of trainees, and to the fact that a number of Inspectors who were previously employed by local authorities were, by amending legislation, placed under the control of the Health Department, thus adding to the numerical strength of that Department. The salaries of the Inspectors are subsequently recoverable from the local authorities.

Part of the reduction in the classified salaries was due to the operation of the Public Expenditure Adjustment Act, which resulted in a saving at the annual rate, under the first reduction, operating as from the 1st January, 1922, of £110,185.

A rearrangement in connection with the charing staff, whereby the charwomen were transferred from the permanent to the unclassified staff, also reduced the classified staff. The number affected was 113; annual salaries, £13,114.

Temporary Employees.

The position in regard to the temporary staff (excluding workmen, charwomen, &c.) in the Departments under the control of the Public Service Commissioner is as under:—

Department.	1st April, 1921.		1st April, 1922.	
	Number.	Total Remuneration.	Number.	Total Remuneration.
		£		£
Agriculture	92	21,257	56	13,609
Audit	32	5,301	13	2,117
Coal Control	10	2,117	..	..
Defence	218	44,180	64	14,152
Education	18	3,739	9	1,969
Government Insurance	8	1,960	2	371
Health	56	17,022	39	11,235
Immigration	2	422	2	325
Industries and Commerce	8	1,504	5	981
Internal Affairs	39	7,323	35	6,502
Justice	19	3,993	5	993
Labour	20	4,906	5	1,740
Land and Deeds	23	3,952	8	998
Land and Income Tax	2	481	2	449
Land for Settlements .. .. .	..	..	1	285
Lands and Survey	80	17,754	35	7,272
Marine	9	1,873	8	1,410
Mental Hospitals	4	832	3	496
Mines	6	978	2	135
National Provident	15	2,147	9	1,147
Native	13	2,772	7	1,250
Native Trust	3	637	..	..
Pensions	66	15,067	33	7,868
Printing and Stationery	2	546	2	514
Prisons	1	260	2	595
Public Trust	60	12,408	17	2,954
Public Works	82	20,398	63	16,310
Stamp Duties	8	1,800	1	218
State Advances	12	2,615	6	1,231
State Fire Insurance	2	377	..	..
State Forest Service	2	481	4	803
Tourist	8	1,337	6	737
Treasury	27	6,670	7	1,724
Valuation	39	6,778	14	2,235
	986	£213,897	465	£102,637

(Shillings and pence are omitted from this table.)

The following summary illustrates how the temporary staff has been steadily reduced since 1919 :—

	Total Number of Temporary Employees.	Total Annual Remuneration. £
1st April, 1919	2,089	284,160
1st April, 1920	1,455	301,425
1st April, 1921	986	213,897
1st April, 1922	465	102,637
1st August, 1922	434*	92,322*

* Excluding persons temporarily employed on electoral work.

ADJUSTMENT OF SALARIES AND VARIATION OF THE COST OF LIVING.

The following is a review of the adjustment in remuneration paid to officers to meet the variation in the cost of living since 1916 :—

Up to £315 per annum :—

From 1st April, 1916, bonus granted as under :—	Per Annum.
	£ s. d.
Married officers and widowers or widows with dependent children under fourteen years of age	15 0 0
Single officers and widowers or widows with no children dependent	7 10 0
Juveniles (under eighteen years of age)	3 0 0
From 1st April, 1917, bonus renewed as under :—	
Married officers and widowers or widows with dependent children under fourteen years of age	15 0 0
Single officers and widowers or widows with no children dependent	7 10 0
Juveniles (under eighteen years of age)—	
If living at home	3 0 0
If living away from home	7 10 0
From 1st October, 1918, bonus increased as under :—	
Married officers and widowers or widows with dependent children under fourteen years of age	30 0 0
Single officers and widowers or widows with no children dependent	15 0 0
Juveniles (under eighteen years of age)—	
If living at home	6 0 0
If living away from home	15 0 0

From 1st April, 1919, a general regrading of the Service was carried out, and the amount previously paid by way of bonus was incorporated with salary.

From 1st January, 1920, bonus granted as under :—

Up to £500 per annum—

	£ s. d.
Married officers and widowers and others with children or others entirely dependent on them	15 0 0
Single officers and widowers or widows without dependants	7 10 0

1st April, 1920 : Bonus granted 1st January, 1920, dropped, and salaries of all officers increased as follows :—

	Per Annum.
	£ s. d.
Officers receiving £145 and under	20 0 0
Officers receiving over £145	50 0 0

When this latter adjustment in remuneration was made there was an understanding that the salary would be adjusted in the event of the cost of living falling.

In January, 1922, the Public Expenditure Adjustment Act was passed, the following portion of the recital to which gives an indication of the reason for its introduction :—

“Whereas the rates of remuneration of certain persons employed, whether permanently or temporarily, in the Government Service . . . have from time to time since the first day of April, nineteen hundred and sixteen, been increased, firstly by way of a bonus or grant, and afterwards by way of an increase in the rates of salaries or wages, such increase of remuneration being given partly in respect of special services and partly on account of the increased cost of living due to

conditions arising out of the war with Germany And whereas the increased rates of remuneration continue to be paid notwithstanding that a state of war no longer exists, and notwithstanding also that the cost of living has decreased and is likely further to decrease: And whereas it is essential in the public interest, having regard to the decreasing amount of revenue derivable from the usual and ordinary sources, that such increases as were made in the permanent charges on the public revenues by reason of the increased rates of remuneration aforesaid should be diminished”

The Act applies to practically every employee in receipt of remuneration from the Government, with the exception of His Excellency the Governor-General; the Judges of the Supreme Court; the Judge of the Court of Arbitration; the High Commissioner for New Zealand; any person employed by the Government or by any other authority for a specific limited term of office pursuant to a contract made out of New Zealand; any person who is remunerated by fees or commission, and not by wages or salary; and any person who at the time of the passing of the Act was on leave of absence prior to retirement.

The Act provides for the reduction in remuneration to be made by three instalments, the first “cut” to take effect as from the 1st January, 1922, the rate of reduction being as follows: Over £1,250, 10 per cent.; £1,001 to £1,250, 9 per cent.; £901 to £1,000, 8 per cent.; £801 to £900, 7 per cent.; £501 to £800, £25; £321 to £500, £20; £191 to £320, £15; £190 and under, £10.

The Act further provides that, except in the case of officers in receipt of a salary in excess of £800 per annum, in which case only one “cut” was made, subsequent reductions should be applied on the 1st July, 1922, and the 1st January, 1923, as might be determined by the Minister of Finance and notified by notice published in the *Gazette*. In accordance with this provision a reduction in salaries was made from the 1st July, 1922, as follows: £191 to £800, £10; £190 and under, £5.

The Governor-General may from time to time make such regulations as are necessary for the purpose of carrying the Act into effect, in particular in the direction of providing for the adjustment of anomalies or for the relief of cases of hardship. This latter provision is very necessary, as the effect of the operation of the Act has been to create many cases which would have been distinct anomalies had they been allowed to remain in effect.

By regulations gazetted on the 16th June, 1922, a Board was established for the purposes of the adjustment of anomalies or hardship arising from the operation of the Act. This Board, which is known as the Adjustment Committee, consists of the following officers, viz.: The Public Service Commissioner, who is Chairman; the Secretary to the Treasury; the General Manager of Railways; and the Secretary, Post and Telegraph Department.

An amendment published in the *Gazette* of the 3rd August, 1922, adds the Director of Education to the Committee when applications for relief affecting the Education service are being dealt with.

The regulations provide that any person may apply to the Adjustment Committee for relief from the operations of the Act on the ground of anomaly or hardship, such applications being forwarded to the Public Service Commissioner, as Chairman of the Adjustment Committee, through the Permanent Head of his Department, who is required to furnish a report and recommendation in regard to each application. No application for relief under the regulations is considered by the Board in respect of any person in receipt as at the 31st December, 1921, of a salary at a rate exceeding £500 per annum; and no application for relief is granted where the person received the full cost-of-living increase given to officers subsequent to the 31st March, 1920. The regulations further provide that in the case of any workers who would be bound by an award under the Industrial Conciliation and Arbitration Act, 1908, if they were employed by an employer bound by that award, the Adjustment Committee shall ascertain the rates of wages payable under that award to workers of the same class, and, in determining whether or not relief should be granted, and the extent of such relief, shall take those rates into consideration, together with all other relevant facts.

SALARIES GENERALLY.

In the last report the Commissioners expressed the opinion that the present maximum of the lowest class for clerical officers—£320, Class VII—was too high

a remuneration for an officer who might be performing only routine clerical duties, and pointed out that the existing class should be subdivided, new subdivisions being formed with the following maxima: £320, £270, £215, and £160. A recommendation in this direction was made to Government, and in April last His Excellency the Governor-General, by Order in Council, revoked the existing scale of salaries for officers in Class VII, and substituted the following:—

	£	£	£	£	£	£
VII (a)	255	275	295	305		
(b)	215	235				
(c)	185	200				
(d)	75	90	105	130	150	170

Provision was made that under no circumstances should an officer be advanced beyond any subdivision of Class VII (d), and beyond the maxima of Classes VII (c) and VII (b), until he had given satisfactory proof to the Commissioner of his efficiency. The range of salaries was identical with that previously gazetted, with the exception that new steps at £170 and £185 were inserted, thus abolishing the automatic increase of £50, from £150 to £200, which was previously provided, and which in the case of junior officers is considered excessive.

The representatives of the Public Service Association have been advised that for the current year the Commissioner will raise no objection on technical grounds to any Clerical Division officer who was on a salary of £150, and who is dissatisfied with the increment which has been granted him, placing his case before the Public Service Board of Appeal.

APPOINTMENTS TO THE SERVICE.

The difficulty referred to in last year's report, of securing cadets for appointment to the Public Service, no longer obtains. It was therefore unnecessary to continue the special educational classes, and the Public Service College which was established in January, 1921, was accordingly closed at the end of June of this year.

The following quotation from a report of the New South Wales Public Service Board in regard to recruiting the Service also applies to the New Zealand Public Service:—

“There is no disputing the fact, too, that owing to ignorant and ill-considered public criticism of the Government Service it has come to be regarded in many quarters that the Public Service does not offer a sufficiently attractive career to a youth of brains and energy—that it is a place where brains and energy are not required and are not paid for, and, in fact, is the home *par excellence*—of incompetence and mediocrity. The Board strongly resent such an imputation, for they claim that the Service is an efficient one, that it is becoming more efficient year by year, and that in its capacity, industry, initiative, and character are the prime factors taken into consideration by the Board in selecting officers for promotion or for appointment to important positions. Furthermore, the Service, taken as a whole, is adequately remunerated. It is, of course, to be remembered that the number of positions in each Department of the Service demanding high professional and administrative qualifications is limited, and the Board, while agreeing that such positions, and those demanding initiative, business acumen, and rare powers of control, should be liberally valued, are not prepared to sanction the payment of inflated salaries for essentially routine work, even though it may be carried out by men classed in the Professional Division.”

PERIOD OF PROBATION.

The practice adopted last year of extending the period of probation to a period of not less than two years has proved of advantage. The need for reducing expenditure also has impressed Permanent Heads and controlling officers with the necessity of making a more rigid examination of the qualifications of probationers before recommending that their appointments be confirmed, with the result that there has been an increase in the number of annulments during the first period. The magnitude and multiplicity of the business operations of the various Departments of the Public Service, and the perfect service which the public expect and to which they are entitled, require that not only the greatest care be exercised in the selection of officers, but that their tenure of office shall depend entirely upon efficient and meritorious service. As was stated by the Public Service Commission in 1912, it is better for the State and better for the individual that an officer's unsuitability for the Service should be discovered in the early stages of his career. Many young fellows start in a line that is not suited to them. If they remain in it

they will be failures for life, but if they pass out of it early in life they will probably get into something else which will suit them, and perhaps be successful.

POLITICAL RIGHTS OF PUBLIC SERVANTS.

The matter of conferring full political rights on public servants is again the subject of discussion, and the Commissioners repeat the opinion expressed in the last report, that the prohibition from an active part in public politics makes for greater contentment in the Public Service, and enables officers more easily to render loyal and more efficient service. There is little doubt but that complete liberty of political action for all officers alike would inevitably result in frequent conflicts between the desires and interests of an officer as a citizen and his duty as an official, and that such conflicts could not but be inimical to the Service.

BOARD OF APPEAL.

There were two sittings of the Appeal Board for the year ended 31st March, 1922. The total number of appeals received was 150, of which 109 were promotion appeals, the remainder, 41, being classification appeals. Fourteen of the appeals were allowed; 52 were not allowed; 46 did not lie; and 38 were withdrawn.

In last year's report it was stated that "the Commissioners have no representation on the Board as at present constituted, and, as information as to the reasons actuating the Board in its finding is not usually given, the result at times is that decisions are arrived at which cannot be understood either by the Commissioners or the Department concerned. It is felt that until the Commissioners are given direct representation on the Board it will not be possible to secure a greater measure of satisfaction." This matter is again brought forward by the Commissioners as one of importance, the work of the past year further strengthening the previous view held.

INQUIRIES HELD UNDER THE PUBLIC SERVICE ACT.

During the year fifteen inquiries have been held into charges made against officers in terms of sections 52 and 54 of the Public Service Act. As the outcome of the inquiries eleven officers were dismissed, four of whom were subsequently reinstated on appeal; three officers were required to resign; and eleven officers were penalized to a lesser extent in the direction of reduction in grading or salary, forfeiture of salary during period of suspension, transfer at own expense, or censure.

DEFALCATIONS IN THE SERVICE.

The number of cases of dishonesty which have come to light within the past few years might almost be regarded as indicating a weakening of the moral fibre resulting from the Great War, more than as evidence of the inefficiency of the departmental methods for maintaining effective control and audit. This condition is not peculiar to the Government Service, but, on the contrary, commercial institutions usually held up as patterns of effective organization and businesslike methods have afforded many instances during the past year of moral turpitude on the part of those responsible for dealing with money.

There is also this further point, that under existing legislation it is the duty of the Controller and Auditor-General to institute prosecution in all cases where an officer is found to be short in his cash. The result is that in *all* cases of defalcations in the Service, whether the amount is small or large, and even where full restitution is made, a prosecution necessarily follows, while it is a well-known fact that in commercial houses such defalcations are very often hushed up.

In view of the criticism at times levelled against the Public Service the Commissioners feel constrained to repeat their previous observations that the majority of officers to be found in the Public Service are of a fine type, well-educated, keen and intelligent, interested in their work, and anxious to conserve the interests of the State by every means within their power.

EXAMINATIONS HELD DURING THE YEAR.

The examinations conducted during the year under the Public Service Regulations have been the usual Entrance Examination, a special examination for Public Service Entrance, the Public Service Senior Examination, and examinations for admission of shorthand-typists and typists.

Senior and Entrance Examinations.

The Public Service Senior Examination held between the 4th and 17th January last was conducted under regulations which came into force on the 1st April, 1915. The only candidates admitted were returned soldiers who had previously obtained partial success at the examination. Of twenty candidates who presented themselves, ten completed the examination.

The examination held afforded a final opportunity for returned soldiers to complete the Public Service Senior Examination, the Matriculation Examination having now been substituted for the Senior Examination for the purposes of the Public Service Regulations.

The Public Service Entrance Examination was conducted at fifty-four centres between the 21st and 28th November, 1921. The number of candidates entered was 1,152, as compared with 1,076 for the previous year. Of the total number who presented themselves, 632 passed the examination.

A special examination for Public Service entrance was conducted in June, 1921. There were 248 candidates distributed over eighteen centres, and of the number who presented themselves for examination 130 were successful in passing. Both the ordinary and special examinations were open to all candidates, both boys and girls, who expressed their intention of entering the Public Service if successful.

STORES.

Since the last report a Stores Control Board has been established, the necessary regulations being gazetted on the 5th May, 1922. The Board consists of: The Minister of Public Works, who is Chairman; the General Manager, New Zealand Railways; the Secretary to the Treasury; the Under-Secretary, Department of Public Works; and the Secretary, Post and Telegraph Department.

The function of the Board is, generally, to control and supervise the matter of stores requirements for all Government Departments, and to take such action as may ensure that stores are purchased to the best advantage.

To assist the Board, an Advisory Committee was set up, consisting of: The Controller of Stores, Railways Department; the Stores Manager, Public Works Department; and the Stores Manager, Post and Telegraph Department.

The regulations provide that the purchasing of stores should be undertaken by the Railways Department, Public Works Department, and the Post and Telegraph Department, according to the class of stores required.

District Supplies and Tenders Committees were also set up to deal with local purchases as directed by the Board.

It is expected that with careful management the Service will benefit considerably by improved purchasing on economical lines.

PUBLICATIONS AND PUBLICITY COMMITTEE.

Following on the recommendation of the Economy Committee, Government during the year set up a Publications and Publicity Committee, consisting of: The Public Service Commissioner, who is Chairman; the Secretary to the Treasury; the Government Printer; the Under-Secretary, Department of Internal Affairs; the Government Statistician; and the General Manager, Tourist and Health Resorts Department.

The Committee reviews all departmental publications and papers before being printed, the main object being to effect economy by reducing the volume of publications. It also deals with the preparation and issue of all State propaganda and advertising abroad.

SUGGESTIONS FOR IMPROVEMENTS OF METHODS OF WORKING.

The Public Service Regulations indicate the Commissioner's desire to encourage suggestions having for their object increased efficiency and economy, and there is every reason for the conclusion that Heads of Departments are not lacking in the interest which should be taken to encourage the members of their staff to bring under notice improvements in methods which might result in economy coupled with increased efficiency.

The following suggestions by officers were adopted during the year :—

Name.	Department.	Suggestion.
G. C. Holder ..	Mental Hospitals ..	Quotation form with advice to unsuccessful tenderer attached.
G. W. Green ..	Printing and Stationery ..	Improved method of black-lettering books.
H. W. Morrison ..	Printing and Stationery ..	Improved shooter.
G. Tinney ..	Stamp Duties ..	Suggestion <i>re</i> stamping company licenses.
W. C. Leversedge ..	Lands ..	Increasing fees for checking plans deposited in Land Registry.
J. G. Anderson ..	Agriculture ..	Subscription to <i>Journal</i> .
W. J. Johnson ..	Lands ..	Improvement in detail of procedure of Native-land surveys.
W. Taylor ..	Health ..	Code for preparing returns of infectious diseases.

DEPARTMENTAL OFFICERS ON DUTY ABROAD.

The following officers proceeded abroad for the purposes stated :—

Jacobsen, F. A., Apiary Instructor, Agriculture Department, Wellington : To visit Australia to make inquiries in connection with apicultural matters.

Adams, Dr. C. E., Government Astronomer and Seismologist, Hector Observatory, Internal Affairs Department, Wellington : To visit Western Australia to observe total eclipse of the sun.

Lewis, J. C., Registrar of Patents, Justice Department, Wellington : To visit London to attend the Empire Patent Conference.

Paterson, Dr. A. G., School Medical Officer, Health Department, Wellington : To visit England and America to investigate and study matters in connection with child-welfare.

Kissel, F. T. M., Electrical Engineer, Public Works Department, Wellington : To visit engineering workshops abroad.

In addition the following officers have also been granted leave for the purpose of taking courses abroad :—

McGillivray, R. (Agriculture Department) : Agricultural course, Reading, England.

Baxter, Dr. R. H. (Health Department) : Medical course in connection with functional nervous disorders, England.

DEPARTMENTAL OFFICERS ON LOAN TO OTHER ADMINISTRATIONS.

The following officers were, on the 30th September, 1922, on leave of absence from the New Zealand Public Service to enable them to take up duty with the Administrations named :—

Administration.	Name.	Department from which loaned.
Samoa	Cordery, H. S., Leaper, H. B., Stevens, A. O. ..	Customs.
	Beaglehole, E. W.	Education.
	Greening, Miss L. C.	External Affairs.
	Ritchie, Dr. T. R., Buchanan, J. W., Walker, Miss V. M.	Health.
	McKay, C. G. R., Clark, L. H. V.	Internal Affairs.
	Tyndall, A., Sutherland, A. S., Crawford, J., Lofley, W. G., Rogers, J., Neilson, D. I. M.	Public Works.
Cook Islands	Lewis, A. P., McCurdy, D. A.	Treasury.
	Reid, E. A.	Agriculture.
	McMahon-Box, J. P.	Customs.
	Morris, G. N.	Justice.
High Commissioner's Office	Lückman, A. A.	Prisons.
	Granger, P., Wright, W.	Agriculture.
	Steere, H. C.	Audit.
	Herd, T. R.	Customs.
	Sandford, F. T.	Internal Affairs.
Fijian Government ..	Toms, E.	Treasury.
	Valentine, G. M., Mackenzie, A.	Agriculture.
League of Nations ..	Chapman, J. H.	Customs.

RETIREMENT OF PRINCIPAL OFFICERS.

A number of important changes has occurred in Departments owing to the retirement of administrative and departmental heads.

Colonel R. J. Collins, C.M.G., I.S.O., Controller and Auditor-General, retired on the 31st December, 1921. He was succeeded by Colonel G. F. C. Campbell, C.M.G., Secretary to the Treasury, who was in turn succeeded by Colonel J. J. Esson, C.M.G., Assistant Secretary.

Mr. P. Muter, Actuary and Deputy Commissioner, Government Insurance Department, retired on the 31st January, 1922, after having completed forty-two years' service. He was succeeded by Mr. A. T. Traversi, Assistant Actuary, who also became Actuary of the combined Departments—Government Insurance and National Provident and Friendly Societies.

Mr. G. C. B. Jordan, Under-Secretary for Justice (also Under-Secretary, Native Department, and Secretary for the Cook Islands), retired on superannuation on the 31st December, 1921, after having completed thirty-six years' service. He was succeeded by Mr. C. E. Matthews, Inspector-General of Prisons.

Mr. T. N. Brodrick, O.B.E., I.S.O., Under-Secretary, Lands and Survey Department, retired on superannuation on the 18th June, 1922, after having completed forty-five years' service. He was replaced by Mr. J. B. Thompson, Chief Drainage Engineer.

Mr. M. F. Marks, Government Printer, retired on superannuation on the 31st May, 1922, after having completed forty-three years' service, and was succeeded by Mr. W. A. G. Skinner, Superintendent.

The Service also suffered a further loss in the death of Mr. P. C. Corliss, Commissioner of Stamp Duties. He was succeeded by Mr. D. G. Clark, O.B.E., Commissioner of Taxes, the Stamp Duties and Land and Deeds Department being amalgamated with the Land and Income Tax Department, under the title of "Inland Revenue Department."

Mr. C. R. C. Robieson, General Manager, State Fire Insurance Department, retired on superannuation on the 30th April, 1922. His retirement was due to the amalgamation of the State Fire Insurance Department with the Government Insurance Department, the Commissioner of which, Mr. J. H. Richardson, C.M.G., became General Manager, State Fire Insurance Department.

CONCLUSION.

In conclusion the Commissioners wish to record their appreciation of the great assistance which has been rendered by Permanent Heads and other principal officers during the past year, which, owing to the necessity for rigid economy and retrenchment, has been an exceedingly trying one. The Commissioners feel sure that this loyal co-operation, without which their work would be even more difficult than it is, will continue to be extended to them.

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

W. R. MORRIS, Commissioner.

P. VERSCHAFFELT, Assistant Commissioner.

Office of the Public Service Commissioner,
2nd October, 1922.

TABLES.

NOTE.—In the printing of these tables, shillings and pence are omitted from the totals.

TABLE I.—PUBLIC SERVICE LIST, 31/3/22.—GENERAL SUMMARY OF CLASSIFICATION BY DEPARTMENTS
(EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION).

Department.	Number of Officers.	Salary, Year	Salary, Year	Scale
		ending 31/3/22.	ending 31/3/23.	Increase.
		£	£	£
Agriculture	488	153,679	157,593	3,914
(On loan)	2	..	..	..
(On leave without pay)	3	..	..	..
Audit	107	29,356	30,926	1,570
Crown Law	7	3,754	3,789	35
Customs	288	80,540	83,886	3,346
(On loan)	6	..	..	..
Defence	81	17,043	17,797	754
Education	288	88,082	90,292	2,210
(On loan)	1	..	..	..
(On leave without pay)	2	..	..	..
External Affairs	5	1,367	1,394	27
(On loan)	1	..	..	..
Government Insurance—				
Life and Accident	132	36,376	38,372	1,995
State Fire Insurance	96	20,749	22,051	1,302
National Provident and Friendly Societies	37	8,509	9,000	491
Public Service Superannuation	9	2,490	2,600	110
Health	322	88,218	90,646	2,428
(On loan)	3	..	..	..
Immigration	11	2,728	2,830	102
Industries and Commerce	20	6,661	6,750	89
Inland Revenue—				
Land and Deeds	137	30,423	32,755	2,332
Land and Income Tax	128	26,710	28,905	2,195
Stamp Duties	80	16,832	18,075	1,243
Internal Affairs	402	96,141	99,921	3,780
(On loan)	7	..	..	..
(On leave without pay)	1	..	..	..
Justice (includes Patents)	218	56,391	59,385	2,994
(On loan)	1	..	..	..
Labour	103	25,647	26,843	1,196
Land for Settlements	2	1,197	1,197	..
Lands and Survey	626	161,385	169,383	7,998
Marine	177	55,989	57,645	1,656
(On leave without pay)	1	..	..	..
Mental Hospitals	686	157,738	158,550	812
(New appointments, 1/4/22)	6	..	960	..
Mines	80	26,650	26,925	275
Native	68	17,548	18,404	856
Native Trust	13	3,060	3,272	212
Pensions	94	17,584	19,176	1,592
Police	6	1,740	1,795	55
Printing and Stationery*	299	79,844	80,709	864
Prisons	183	51,549	52,484	935
(New appointments, 1/4/22)	2	..	510	..
(On loan)	1	..	..	..
Public Service Commissioner's Office	18	5,739	5,918	179
Public Trust	526	130,808	139,207	8,399
Public Works	608	182,024	187,020	4,996
(On loan)	7	..	..	..
State Advances	49	11,778	12,589	811
State Forests	89	27,847	28,752	905
Tourist	125	30,497	31,103	606
Treasury	74	17,20	18,853	933
(On loan)	2	..	..	..
Valuation	99	31,886	32,990	1,104
Totals	6,781	1,804,483	1,869,785	65,302
(Appointed 1/4/22)	8	..	1,470	..
(On leave without pay)	7	..	..	..
On loan	31	..	..	..
Totals, 31/3/22	6,781	1,804,483	..	..
Totals, 1/4/22	6,789	..	1,871,255	..
Native Schools	257	..	51,509	..
Vacant, 1/4/22	18	..	..	..
Totals	257	..	51,509	..

* Not including one piecemaker.

TABLE II.—PUBLIC SERVICE LIST, 31/3/22.—GENERAL SUMMARY OF CLASSIFICATION BY CLASSES
(EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION).

Class (excluding Administrative).	Number of Officers.	Total Salary, 31/3/22.	Classification Salary, 31/3/23.	Scale Increase.
Professional—		£	£	£
Over scale	48	39,935	40,271	336
Over scale (on loan)	1	..	..	..
A	81	53,515	54,265	750
A (on loan)	2	..	..	..
B	85	47,095	47,825	730
C	119	55,943	57,202	1,259
C (on loan)	1	..	..	..
D	153	59,800	61,355	1,555
D (on leave without pay)	1	..	..	..
E	39	11,030	11,835	805
E (on leave without pay)	1	..	..	..
F	47	7,305	8,170	865
Clerical—				
Special	28	19,982	19,982	..
I	58	34,525	34,900	375
II	65	33,335	33,925	590
II (on loan)	1	..	..	..
III	57	26,660	27,160	500
III (on loan)	2	..	..	..
IV	141	59,005	59,980	975
IV (on loan)	1	..	..	..
V	272	99,365	101,535	2,170
V (on loan)	2	..	..	..
VI	383	122,050	124,790	2,740
VI (on loan)	4	..	..	..
VI (on leave without pay)	1	..	..	..
VII (£255-£305)	576	156,215	164,145	7,930
VII (on loan)	7	..	..	..
VII (£215-235)	251	52,560	56,625	4,065
VII (on leave without pay)	2	..	..	..
VII (£185-£200)	256	38,775	47,735	8,960
VII (on loan)	2	..	..	..
VII (£75-£170)	771	77,110	91,795	14,685
General—				
I (£330 and over)	412	158,216	160,411	2,195
I (on loan)	1	..	..	..
II (£185-£329)	2,179	548,924	556,839	7,914
II (appointed 1/4/22)	4	..	970	..
II (on loan)	7	..	..	..
II (on leave without pay)	1	..	..	..
III (under £185)	723	91,945	97,617	5,672
III (appointed 1/4/22)	4	..	500	..
Educational—				
I (£330 and over)	15	5,445	5,495	50
II (£185-£329)	22	5,745	5,925	180
II (on leave without pay)	1	..	..	..
Totals	6,781	1,804,483	1,869,785	65,302
Appointed 1/4/22	8	..	1,470	..
On loan	31	..	..	..
On leave without pay	7	..	..	..
Totals, 31/3/22	6,781	1,804,483	..	..
Totals, 31/3/23	6,789	..	1,871,255	..
Native Schools	257	..	51,509	..
Vacant, 1/4/22	18	..	..	..
Totals	257	..	51,509	..

NOTE.—One pieceworker not included in above return.



TABLE IV.—TEMPORARY EMPLOYEES OTHER THAN WORKMEN, ETC., AS AT 1ST APRIL, 1922.

Department.	Male Clerks.	Female Clerks.	Shorthand-typists, Typists, and Machinists.	Draughtsmen and Computers.	Draughtswomen.	Tracers.	Engineers.	Engineers' Assistants.	Surveyors.	Surveyors' Assistants.	Inspectors.	Instructors.	Office Assistants.	Milk-testers.	Overseers.	Medical Officers.	Sorters.	Crown Lands Rangers.	Miscellaneous.
Agriculture	6	..	2	..	..	..	..	..	..	..	19	17	1	6	2	..	..	..	3
Education	4	..	2	..	..	..	..	..	..	..	1	..	2	..	..	..	..	..	..
Government Insurance—																			
Life and Accident ..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
National Provident and Friendly Societies	..	8	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Health	8	..	1	..	..	..	1	..	..	..	8	..	..	..	1	8	..	..	12
Immigration	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Industries and Commerce	1	1	2	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..
Inland Revenue—																			
Land and Deeds ..	2	..	5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Land and Income-tax	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..
Stamp Duties .. ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
Internal Affairs ..	10	1	19	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	3
Justice (including Patents)	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2
Labour .. ..	..	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
Land for Settlements ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
Lands and Survey ..	2	..	6	8	1	3	..	..	2	1	..	..	..	..	..	..	..	10	2
Marine	4	2	1	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..
Mental Hospitals ..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Mines	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Native	4	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Printing and Stationery	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Prisons	1	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..
Public Trust	5	2	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
Public Works	11	1	5	8	..	1	5	2	..	..	..	..	1	..	15	..	..	..	14
State Advances	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..
State Forests	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
Tourist	1	..	1	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	3
Treasury	6	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Valuation	4	1	5	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	1
War Departments—																			
Audit	13
Defence	42	21	1
Pensions	32	1
Totals	156	54	70	21	1	6	6	2	2	1	30	18	7	6	18	8	4	10	45

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