

1927.

NEW ZEALAND.

## PUBLIC SERVICE COMMISSIONER

(FIFTEENTH REPORT OF THE).

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

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To His Excellency General Sir Charles Fergusson, Baronet, General on the Retired List in the Reserve of Officers of His Majesty's Army, Doctor of Laws, Knight Grand Cross of the Most Distinguished Order of Saint Michael and Saint George, Knight Commander of the Most Honourable Order of the Bath, Companion of the Distinguished Service Order, 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.

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REPORT.

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SINCE the inception of the Public Service Act the standard of efficiency in administration and organization has been consistently improved. The officers of the Service have continued to render faithful and adequate service, and have also fully maintained the confidence of the public.

The causes which have contributed largely to this improvement since the introduction of the Public Service Act are the method of recruitment of the Service and the recognition of merit and efficient service in the promotion of officers. These matters are of primary importance, and are apt to be easily overlooked, both by the general public and by officers of the Service. It will, however, be generally conceded that the efficient and economical administration of the various Public Services must largely depend upon the proper selection of those officers undertaking the higher positions in the several Departments.

Great care has been exercised to ensure that the administration and management of Departments have been faithfully carried out, with due regard to economy and efficiency, and no opportunity has been overlooked for suggesting the introduction of better methods and reducing expenditure without impairing efficiency.

## ADMINISTRATIVE CHANGES.

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

*Education Department.*—On the 31st January, 1927, Mr. J. Caughley, Director of Education, retired on superannuation. He was replaced by Mr. T. B. Strong, Assistant Director of Education, who was in turn replaced by Mr. A. Bell, who previously held the office of Secretary.

*Prisons Department.*—Mr. B. L. Dallard, Public Service Inspector, who had temporarily assumed the position of Controller-General of Prisons in order that certain reorganization might be effected, was confirmed in the position.

*Scientific and Industrial Research Department.*—Following on the recommendation of Sir Frank Heath, Government decided to create a Department of Scientific and Industrial Research. Dr. E. Mardsen, formerly Assistant Director of Education, was appointed to the position of Secretary, and the following branches of other Departments were grouped under the newly created Department :—

	Number of Officers transferred.
Dominion Laboratory .. .. .	17
Dominion Observatory .. .. .	3
Geological Survey .. .. .	9
Meteorological Branch .. .. .	5

Since the creation of the Department its activities have been considerably extended, necessitating the appointment of several additional professional officers.

*Government Insurance.*—On the 13th December, 1926, Mr. A. T. Traversi, Commissioner, retired on superannuation. He was succeeded by Mr. A. E. Allison, who formerly held the position of Deputy Commissioner.

During the year the Actuarial Branch was separated from the Government Insurance Department and attached to the Department of Internal Affairs. Mr. C. Gostelow is in control of the branch as Government Actuary.

The work of the National Provident and Friendly Societies Department was also separated and transferred to the Treasury Department, Mr. R. E. Hayes holding the position of Superintendent; and the Public Service Superannuation Office was again placed under separate control.

*Mental Hospitals Department.*—Sir F. Truby King, Inspector-General of Mental Hospitals, and Director, Division of Child Welfare, retired on superannuation on the 31st October, 1927. He was replaced by Dr. T. G. Gray, Deputy Inspector-General.

It is scarcely necessary for me to refer to the extremely valuable services that have been rendered the State by Sir Truby King, particularly in regard to child-welfare work, in connection with which the Plunket Society and the valuable work carried on by it will be a lasting memorial.

## APPOINTMENTS AND PROMOTIONS.

The Public Service Act provides that, when additions to the Public Service (other than to junior positions such as cadetships) are required, notice thereof shall be given in the public press. The competition for Government positions has been keen. A large number of the applications received indicate the high qualifications possessed by individual applicants.

In addition to inviting applications from within New Zealand, applications are invited from beyond the Dominion for professional and technical positions in which it is difficult to secure the desired training in New Zealand.

During the year ended 31st March, 1927, the number of vacancies advertised in the public press was 120. The total number of applications received for these positions was 1,659, and the number of appointments from outside the Service was 117.

It is the practice also to invite applications from within the Service for any position which would probably be filled by the promotion of an officer already in the Service. Such vacancies are advertised in the *Public Service Official Circular*, or by way of circular memorandum within a Department if it appears that the position is one which will most likely be better filled by an officer of that Department. The

number of positions for which applications were invited in the *Official Circular* was 149; the number of applications received was 2,022. Of the 149 positions filled by the appointment of officers already on the Permanent Staff, in only 39 instances was the senior applicant appointed.

#### FINANCIAL ACCOUNTS AND COSTING SYSTEMS.

While it is recognized that Government expenditure at any time is controlled by Government policy, it is, however, further recognized that administrative cost is an important, if not the most important, factor in the matter. The war period and the immediate post-war period were times of expanding activity. Increased demands were made on Government for higher standards of service and extension of services, which necessarily involved increased appropriations. The inevitable reaction set in in a demand for economy and a reduction in public expenditure, and, although the position has been reviewed from time to time with the object of eliminating anything in the nature of unnecessary expenditure, this cry is still insistent. Experience has shown that readjustments can be only gradually made. A curtailment of necessary services, or retrenchment, involving either underpayment of officers or understaffing of Departments in an effort to make a Budget balance, is an economy dearly bought, as it means loss of many of the advantages of past spending, while with certain services continuity is of prime importance.

The alternative to a short-cut, and most probably questionable economy in the long-run, is to devise a system of controlling administrative expenditure that will ensure the elimination of waste and extravagance. It is in this connection that recourse has been made by Government in one important instance to modern methods of accountancy by the installation of departmental book-keeping on commercial lines. In this regard the remarks from a recent presidential address at the annual meeting of the New Zealand Society of Accountants, in which reference is made to the adoption of the orthodox commercial balance-sheet for Government Departments, are interesting :—

“ This points to the thoroughness with which the Government is carrying out its decision to follow commercial lines in the construction of the accounts of all State Departments, and bears evidence of the work of trained Accountants in the Public Service.”

In addition to the usual financial accounts, steps have been taken during the past few years to ensure that proper costing methods are followed in those Departments where large sums have been invested in the purchase of materials and payment of wages, to enable comparative data to be compiled and thus ensure that such undertakings are conducted with due regard to efficiency and economy. It is recognized in modern accountancy circles that a sound costing system plays an important part in works organization and expense-control. The sawmill and brickworks industries undertaken by the Prisons Department are two prominent examples which could be quoted as showing where the institution of a costing system has revealed where industries which had been regarded as most successful have actually been carried on at a loss. This knowledge has led to a reorganization of the undertakings, with a resultant saving of public moneys.

The introduction of commercial book-keeping in all Departments, and the establishment of proper costing systems, has, in addition to other advantages, undoubtedly tended to eliminate avenues of waste which would otherwise have remained undetected.

#### INSPECTION OF OFFICES.

In the first report of the Commissioner it was stated, “ Probably the greatest need to-day of the Service is the inauguration of a proper system of inspection of all offices.” It had become evident to the then Commissioners that there had been no inspection, in its proper sense, of departmental offices.

During the war period it was difficult to obtain a sufficiently trained staff to carry out this important work, and little headway was made. At the present time arrangements in the larger and more important Departments for continuous inspection are regarded as satisfactory. The efficient and economical administra-

tion of a Department of State requires that a proper and regular system of inspection should be maintained, and the results which have followed the appointment of an increased number of departmental Inspectors have been gratifying. The Auditor-General has co-operated very fully in this matter. The audit of stores, under the control of the Audit Office, has been largely extended, with satisfactory results.

#### APPOINTMENTS ANNULLED.

The provision of a period of six months' probation, in terms of the Public Service Act, 1912, was found as a general rule to be ineffective, and has been extended to a period of not less than two years.

As a result of the extension, Permanent Heads have been enabled more carefully to test the suitability and capacity of new entrants. As was well stated in a previously quoted report, "Many young fellows start their work in life 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."

The attention of Permanent Heads and controlling officers has been directed to the importance of reporting specifically on this matter, and during the year the services of thirty-six persons serving on probation were dispensed with for various reasons of unsuitability.

#### LEGISLATION AFFECTING THE PUBLIC SERVICE ACT.

Section 29 of the Finance Act, 1926, amended sections 20 and 21 of the Public Service Act, 1912.

Section 20 provided that, when the salary of an officer in the Professional Division reached the sum of £700, he might be paid such higher salary as might be determined by the Commissioner and appropriated by Parliament.

In regard to the Clerical Division (section 21), the maximum salary which might be authorized by the Commissioner was £765.

Under the amendment an officer may, with the approval of the Commissioner, be paid a salary in excess of the maximum provided for in the scale of salaries, subject to the amount being appropriated by Parliament.

Prior to this provision the only means by which an officer classified in the Clerical Division could be granted an increased salary was by way of transfer from the Clerical to the Professional or Administrative Divisions—a course which could not be given effect to.

There should only be one officer—the Permanent Head—in each Department in the Administrative Division, and the salary an officer should receive for his services should never be a factor for placing him in a particular Division.

It is further provided that no appeal shall lie from the determination of the Commissioner to approve of or to withhold his approval from any application or recommendation made to him in this connection.

Previously the Professional Division was limited to six classes and the Clerical Division to eight classes. The amendment removes this restriction, and will enable the classification and grading of the officers in these divisions to be brought on a more uniform basis.

#### AMENDMENTS TO GENERAL REGULATIONS.

There were no amendments to the General Regulations during the year.

#### PUBLIC SERVICE LIST.

In accordance with the provisions of the Public Service Act, an obligation is placed on the Commissioner to prepare and issue a list of persons employed in the Public Service on the 31st March immediately preceding.

To enable the list to be of real value to those concerned it has been the practice since the commencement of the Act to provide additional information in respect of the salary and grading of all officers for the next succeeding year. It has also been found desirable to include in the list particulars of any regradings of positions

affecting individuals and also groups of officers. To enable this latter work, which is of considerable volume, to be included requires that the list must be delayed beyond the period referred to.

In future years it is proposed to omit particulars of any alterations in grading, and to deal with these matters in a similar manner to promotions or regradings occurring during the year.

#### APPOINTMENTS TO CADETSHIPS.

The Regulations under the Public Service Act provide that before a lad can be appointed to a cadetship in the Public Service he must have passed the Entrance Examination, an examination the syllabus for which is based on a two years' course at a secondary school.

By arrangement with the Education Department the Public Service Entrance Examination is conducted by that Department in conjunction with other public examinations. For some years past it has been the practice to hold two examinations in each year, the principal examination being held in November and a supplementary examination in June.

The regulations further provide that lads who have matriculated take precedence over those who have passed only the Entrance Examination.

In last year's report attention was drawn to the fact that, for the first time in several years, more candidates were available for appointment than were immediately required. As this position still obtained, it was decided not to hold the usual mid-year Entrance Examination.

A large number of matriculated lads has been offering for cadetships during the year. This has resulted in a smaller number of appointments being made from the Entrance Examination pass-list.

It has been arranged with the Permanent Heads of the Post and Telegraph and New Zealand Government Railways Departments that, as far as practicable, appointments to cadetships (other than by way of regular promotion of their own officers who have qualified for such positions) in those Departments will in future be made in order of merit from the Public Service Commissioner's list of candidates available for appointment who have matriculated or who have passed the Public Service Entrance Examination.

As mentioned in last year's report, the lads offering for appointment to cadetships in the Service are of a very fine type. There is keen competition for admission to the Service, and this fact evidences a clear indication that the Service is becoming better recognized as offering a sufficiently attractive career to a youth of ability and energy.

#### ENTRANCE EXAMINATIONS.

The usual annual Public Service Entrance Examination for admission to cadetships in the Public Service was held in November, 1926, when 2,096 candidates, including boys and girls, entered for the examination, as compared with 1,830 in the previous November. Of the number presented, 1,190 candidates passed the examination, 854 failed, and 52 absented themselves from the examination. The examination was conducted at sixty-four centres throughout New Zealand, and in two of the Pacific Islands—namely, Suva (Fiji) and Apia (Samoa).

In addition, in November last Senior and Junior Entrance Examinations were held in twenty-three centres for shorthand-typists, for which there were 392 entries, an increase of 112 over the previous year: 282 of the candidates were successful in passing the examinations, and of the remainder 109 failed and 1 did not present herself.

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

## SUGGESTIONS FOR IMPROVEMENT.

A number of suggestions for improved methods in departments were received, and clearly indicate that the officers of the Service are fully sensible with the desirability of improving methods of working. The suggestions made by all officers are always appreciated, and are given every consideration. Some suggestions put forward are not regarded as practicable, but the action prompting officers in these cases is worthy of commendation, and is regarded as an evidence of the zeal of the officer.

As stated in previous reports, every encouragement is given by the Commissioner to suggestions likely to improve the organization or efficiency of the Service, and it is the practice to make a special reward to any officer bringing forward a suggestion of merit.

The following cases were recognized by the granting of monetary consideration :—

- H. R. Robinson, Accountant, Lands and Survey Department, North Auckland: System of receiving cash.
- G. H. Boag and J. H. W. Bruce, casual compositors in Government Printing Office: Suggestions for preventing loosening of quoins in formes when on machines.
- R. H. Packwood, Resident Engineer, Public Works Department, Auckland: Movable trestle for use in bridge-construction.
- R. C. Barnett, W. E. Ewart, and W. Spence, Government Insurance Department: Suggestions for new publicity matter.
- H. J. Hardie, E. Butt, and C. Weir, Tourist Department, Rotorua: Invention of turbine control gear.
- J. B. Watt, W. Menzies, and F. Munro, State Forest Service: Improved and new machines.

## STAFF UNIFORMITY COMMITTEE.

In order to ensure that a uniform policy should as far as practicable operate in the three main branches of the Government Service—namely, Railways, Post and Telegraph, and those Departments under the control of the Public Service Commissioner—on all matters of general application, insofar as staffing, salaries, &c., are concerned, Government arranged for the setting-up of a committee representative of those branches, consisting of the Staff member of the Railway Board, the Secretary to the Post and Telegraph Department, and the Public Service Commissioner.

The main questions which will come under the review of the committee are the following :—

- Uniform grading of various positions in the respective services ;
- Uniformity of procedure in regard to appeals, annual reports of officers, punishments and awards, probation reports, rates of payment for overtime, travelling-allowances, removal expenses, camp and field allowances ;
- Uniform salary scales ;
- Uniform leave conditions ; and so on.

As a similar committee performed quite useful work during the war years and in the difficult reconstruction period which followed, I am pleased that this step has been taken. Co-operation between the respective branches is essential, as nothing causes greater dissatisfaction amongst the staffs than lack of uniformity in matters of common interest.

## BOARD OF APPEAL.

There were three sittings of the Board of Appeal for the year ended 31st March, 1927. Eighty-seven appeals were dealt with. The result of the appeals was as follows: Allowed, 4; disallowed, 47; allowed by consent, 2; withdrawn, 11; did not lie, 23.

## DEPARTMENTAL OFFICERS ON LOAN TO OTHER ADMINISTRATIONS.

The following officers were, on the 31st March, 1927, 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.
High Commissioner's Office .. .. .	Wright, W. .. .. .	Agriculture.
	Ross, A. C. .. .. .	"
	Steel, R. D. .. .. .	"
	Lawrence, F. W. .. .. .	Customs.
	Sandford, F. T. .. .. .	Immigration.
	Jervis, D. M. .. .. .	Internal Affairs.
Samoa .. .. .	Ferguson, W. S. .. .. .	Public Works.
	Halliday, H. L. .. .. .	Customs.
	Johnson, J. R. .. .. .	"
	Ritchie, Dr. T. R. .. .. .	Health.
	Hawke, V. J. .. .. .	"
	Hayes, R. C. .. .. .	Scientific and Industrial Research.
Cook Islands .. .. .	Mitchinson, Miss E. .. .. .	Public Trust.
	Lofley, W. G. .. .. .	Public Works.
	Reid, E. A. .. .. .	Agriculture.
	McMahon-Box, J. P. .. .. .	Customs.
Secretariat of League of Nations .. .. .	Luckham, A. A. .. .. .	Prisons.
Falkland Islands .. .. .	Chapman, J. H. .. .. .	Customs.
Fiji .. .. .	Carter, R. W. .. .. .	Agriculture.
	Almao, K. M. .. .. .	Land and Income Tax.

## DEPARTMENTAL CONFERENCES OF OFFICERS.

The following conferences of departmental officers were held during the year:—

Department.	Nature of Conference.
Agriculture .. .. .	Orchard Instructors: Annual conference on general matters. District Clerks and Accountants and senior officers of Head Office: To discuss general matters relating to District Office procedure.
Labour .. .. .	Inspectors of Factories and Weights and Measures: To discuss interpretation of new regulations and general matters.
Public Trust .. .. .	Farm Inspectors and District Public Trustee, Hamilton: To discuss foreclosed and doubtful mortgage securities.
Public Works .. .. .	Engineers: Annual conference on general matters.
State Forest Service .. .. .	Senior officers: Annual conference on general matters.

## NEW ZEALAND PUBLIC SERVANTS SERVING ABROAD.

## NEW ZEALAND PUBLIC SERVANTS ON LOAN TO HIGH COMMISSIONER'S OFFICE.

Department.	Name.	Position.	Date loaned.
Agriculture .. .. .	Ross, A. C. .. .. .	Inspector of Dairy Products .. .. .	18/11/25
	Steel, R. D. .. .. .	Produce Clerk .. .. .	16/8/25
	Wright, W. .. .. .	Inspector of Dairy Products .. .. .	17/9/22
Immigration .. .. .	Sandford, F. T. .. .. .	Emigration Officer .. .. .	20/2/19
Internal Affairs .. .. .	Jervis, D. M. .. .. .	Enemy Debts Clerk .. .. .	12/9/22
Public Works .. .. .	Ferguson, W. S. .. .. .	Trade and Produce Officer .. .. .	9/6/25

## NEW ZEALAND PUBLIC SERVANTS ON DUTY IN ENGLAND (NOT ATTACHED TO HIGH COMMISSIONER'S OFFICE).

Department.	Name.	Position.
Customs	Lawrence, F. W.	Official Representative.

## LEAVE OF ABSENCE FOR EDUCATIONAL AND TRAINING PURPOSES.

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

- Gray, Dr. T. G., Deputy Inspector-General of Mental Hospitals, Wellington: To visit America, Great Britain, Europe, South Africa, and Australia to study modern methods of general administration.
- Jackson, G. F., Record Clerk, Public Works Department, Wellington: While visiting Sydney and Melbourne, to study methods of keeping records for Public Works.
- Steele, R. B. and Perham, F. J., Forest Assistants, State Forest Service: Exchanged with officers of Victorian Forest Service.
- Entrican, A. R., Engineer in Forest Products, State Forest Service, Wellington: To visit Australia and the United States of America for study of the pulping of native hardwoods.
- Grimmett, R. E. R., Analyst, Agriculture Department, Wellington: To attend Rowett Institute, England, to study methods of research into mineral contents of pastures.
- Campbell, R. M., Private Secretary, Right Hon. Prime Minister: To take up post-graduate scholarship and to study in London.
- Northeroft, E. F., Laboratory Assistant, Agriculture Department, Wellington: Twelve months' leave without pay to complete degree of Doctor of Science.
- Withers, L. F., Testing Engineer, Public Works Department, Addington: Two years' leave without pay to travel in United States of America.
- Jolliffe, W. H., Clerk, Agriculture Department, Wellington: Eighteen months' leave without pay to study in the United Kingdom.

## DEPARTMENTAL OFFICERS ON DUTY ABROAD.

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

- Hayes, R. E., Secretary to the Treasury: To visit London in connection with financial business of Government.
- Furkert, F. W., Engineer-in-Chief, Public Works Department: To visit Samoa, United States, Great Britain, and the Continent for investigation of general departmental matters.
- Cockayne, A. H., Director of the Fields Division, Department of Agriculture: To visit Australia to go into various matters affecting Department's activities.
- Valentine, J. A., Senior Inspector of Schools, Education Department: To visit Rarotonga to report on the education system.
- Perham, A. N., Forest Assistant, State Forest Service, Rotorua: To visit British Columbia and the western United States of America to investigate the sources of and to arrange for the supply of tree-seeds.
- Patterson, T. H., Instructor in Agriculture, Agriculture Department, Auckland: While visiting New South Wales, to report on maize and lucerne cultivation and on paspalum pastures.
- Dr. E. Marsden, Secretary, Scientific and Industrial Research Department: To visit Australia to investigate working of the Research Department and of the Meteorological Office and research institutions.
- Dr. M. H. Watt, Deputy Director-General, Health Department: To visit Melbourne as delegate to the Pacific Health Conference.
- Jerram, J. H., General Manager, State Fire and Accident Insurance Department, Wellington: To visit Canada and the United States to investigate workers' compensation systems.
- Marbrook, H. L., Audit Inspector, Wanganui, and Mallett, A. G., Clerk, Audit Department, Wellington: To visit Samoa to undertake annual audit of accounts.
- Smith, G. G., Examiner, Audit Department, Wellington: To visit Cook and Niue Islands for examination of accounts.
- Mulligan, A. W., Private Secretary to Minister, and Schmitt, L. J., Advisory Accountant, Industries and Commerce Department, Wellington: To visit Australia with Hon. Mr. McLeod for opening of Federal Parliament.
- Black, J. W., Private Secretary to Hon. Minister of Crown: Accompanying Hon. Mr. Nosworthy to Australia and Samoa.
- Malloch, E. A., Clerk, Audit Department, Auckland: To visit Cook Islands to assist with annual examination of Accounts.



## OFFENCES COMMITTED BY OFFICERS.

The method of dealing with offences is prescribed by sections 52 to 56 of the Public Service Act.

In the case of minor offences the matter is dealt with by the Head of the Department, but all the more serious cases are referred to the Public Service Commissioner, who may conduct an inquiry himself, or delegate his powers and functions, with the approval of the Governor-General in Council, to any fit person or persons.

Section 57 provides that where an officer is convicted of certain crimes he shall be deemed to have forfeited his office.

During the year all cases of offences committed by officers have been fully investigated, and inquiries have been held by the Commissioner where necessary.

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

- (a) Misappropriation (11) : Forfeited office (8) ; dismissed (2) ; transferred and reduced (1).
- (b) Neglect of duty (2) : Dismissed (1) ; allowed to resign (1).
- (c) Drunkenness and disorderly conduct (2) : Dismissed.
- (d) Unsatisfactory conduct (5) : Censured (1) ; retired (1) ; dismissed (1) ; allowed to resign (1) ; transferred (1).

## CONCLUSION.

The efficiency of a Public Service may best be shown by its capacity to carry out promptly and properly its duties and obligations to the public. In this respect I feel it is generally recognized by all who come into close contact with the various Departments of State that the Public Service generally and the individuals composing that service have attained and are maintaining public confidence.

It has been aptly stated that “the elementary principles underlying efficient administration of a Public Service are admission to the Service on the basis of proved capacity, the proper training of officers for their future life’s work, and, in order to develop the potentially efficient, the payment of fair and adequate remuneration for services rendered, the effective demarcation of each officer’s functions and responsibilities, and, lastly, an active and vigilant supervision.”

These principles form the basis of the provisions of the Public Service Act.

Time and experience have proved the soundness of the principles in the Dominion, and it can be definitely stated that the result has been a marked increase in efficiency.

The necessity for economy in administration has been consistently brought under the notice of Permanent Heads. I am satisfied that responsible officials are imbued with the necessity for rigid economy in expenditure, the restriction of unremunerative services, and the prevention of undue expansion of staff.

In concluding, I desire to place on record my acknowledgment of the generous measure of support and co-operation which Departmental Heads and others have accorded me during the past year, and to express my appreciation of the loyal and devoted assistance of the members of my immediate staff.

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

*P. Verschaffelt*

Commissioner.

Office of the Public Service Commissioner,  
1st October, 1927.

OFFENSES COMMITTED BY OFFICERS

The method of dealing with offences is prescribed by sections 52 to 58 of the Public Service Act.

In the case of minor offences the matter is dealt with by the Head of the Department, but all the more serious cases are referred to the Public Service Commissioner who may conduct an inquiry himself, or delegate his powers and functions with the approval of the Governor-General in Council, to any fit person or persons.

Section 57 provides that where an officer is convicted of certain crimes he shall be deemed to have forfeited his office.

During the year 1937 cases of officers convicted of crimes were dealt with in- vestigations, and inquiries have been held by the Commissioner where necessary.

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

- (a) Convicted of treason (1); allowed to remain in the service (1).
- (b) Convicted of treason (2); allowed to remain in the service (2).
- (c) Convicted of treason (2); allowed to remain in the service (1); dismissed (1).
- (d) Convicted of treason (1); dismissed (1).
- (e) Convicted of treason (1); dismissed (1).
- (f) Convicted of treason (1); dismissed (1).
- (g) Convicted of treason (1); dismissed (1).
- (h) Convicted of treason (1); dismissed (1).
- (i) Convicted of treason (1); dismissed (1).
- (j) Convicted of treason (1); dismissed (1).
- (k) Convicted of treason (1); dismissed (1).
- (l) Convicted of treason (1); dismissed (1).
- (m) Convicted of treason (1); dismissed (1).
- (n) Convicted of treason (1); dismissed (1).
- (o) Convicted of treason (1); dismissed (1).
- (p) Convicted of treason (1); dismissed (1).
- (q) Convicted of treason (1); dismissed (1).
- (r) Convicted of treason (1); dismissed (1).
- (s) Convicted of treason (1); dismissed (1).
- (t) Convicted of treason (1); dismissed (1).
- (u) Convicted of treason (1); dismissed (1).
- (v) Convicted of treason (1); dismissed (1).
- (w) Convicted of treason (1); dismissed (1).
- (x) Convicted of treason (1); dismissed (1).
- (y) Convicted of treason (1); dismissed (1).
- (z) Convicted of treason (1); dismissed (1).

GENERAL

The efficiency of a Public Service may best be shown by its capacity to carry out promptly and properly its duties and obligations to the public. In this respect I feel it generally recognized by all who come into close contact with the various departments of the Public Service, that the Public Service has made considerable progress during the year 1937. It has been generally recognized that the Public Service has made considerable progress during the year 1937. It has been generally recognized that the Public Service has made considerable progress during the year 1937.

These principles form the basis of the provisions of the Public Service Act. Time and experience have proved the soundness of the principles in the Dominion, and it can be definitely stated that the result has been a marked increase in efficiency.

The necessity for economy in administration has been consistently brought under the notice of the Dominion. I am satisfied that responsible officers are making every effort to secure economy in expenditure, and the prevention of waste of public money. The prevention of waste of public money is a matter of great importance, and the prevention of waste of public money is a matter of great importance.

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

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Office of the Public Service Commissioner,  
1st October, 1937.

## TABLES.

TABLE I.—PUBLIC SERVICE LIST, 31/3/27.—GENERAL SUMMARY OF CLASSIFICATION BY DEPARTMENTS  
(EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION).

Department.	Number of Officers.	Salary, Year ending 31/3/27.	Salary, Year ending 31/3/28.	Scale Increase.
		£	£	£
Agriculture .. .. .	515	172,156	176,476	4,320
(Appointed 1/4/27) .. .. .	3	..	839	..
(On leave without pay) .. .. .	6	..	..	..
Audit .. .. .	138	42,135	44,040	1,905
Crown Law .. .. .	6	3,733	3,753	20
Customs .. .. .	299	90,400	92,975	2,575
(On leave without pay) .. .. .	4	..	..	..
Defence .. .. .	46	11,255	11,475	220
Education .. .. .	273	94,436	96,321	1,885
(Resigned 31/3/27) .. .. .	1	275	..	..
(Appointed 1/4/27) .. .. .	1	..	295	..
(On leave without pay) .. .. .	3	..	..	..
External Affairs .. .. .	5	1,560	1,580	20
Government Insurance .. .. .	110	29,495	31,380	1,885
Health .. .. .	385	100,294	102,769	2,475
(Resigned 31/3/27) .. .. .	2	400	..	..
(On leave without pay) .. .. .	9	..	..	..
Immigration .. .. .	14	3,690	3,885	195
(On leave without pay) .. .. .	1	..	..	..
Industries and Commerce .. .. .	12	4,415	4,465	50
Internal Affairs .. .. .	398	101,644	104,429	2,785
(Appointed 1/4/27) .. .. .	1	..	250	..
(On leave without pay) .. .. .	4	..	..	..
Justice .. .. .	258	67,935	70,585	2,650
(Resigned 31/3/27) .. .. .	1	665	..	..
Labour .. .. .	108	31,565	32,530	965
Land and Deeds .. .. .	139	35,815	37,555	1,740
Land and Income Tax .. .. .	145	34,320	36,710	2,390
(On leave without pay) .. .. .	1	..	..	..
Lands and Survey .. .. .	632	172,135	179,850	7,715
(Resigned 31/3/27) .. .. .	2	1,185	..	..
Marine .. .. .	190	62,839	63,839	1,000
(Resigned 31/3/27) .. .. .	1	245	..	..
Mental Hospitals .. .. .	836	186,302	188,366	2,064
(Resigned 31/3/27) .. .. .	1	240	..	..
(Appointed 1/4/27) .. .. .	5	..	600	..
Mines .. .. .	54	17,255	17,615	360
National Provident and Friendly Societies .. .. .	33	8,405	8,835	430
Native .. .. .	65	18,825	19,370	545
Native Trust .. .. .	25	7,365	7,570	205
Pensions .. .. .	101	23,055	24,525	1,470
Police .. .. .	5	1,500	1,565	65
Prime Minister's .. .. .	1	665	715	50
Printing and Stationery .. .. .	333	91,627	92,678	1,051
(Resigned 31/3/27) .. .. .	2	456	..	..
(Appointed 1/4/27) .. .. .	3	..	799	..
Prisons .. .. .	198	54,970	55,560	590
(Resigned 31/3/27) .. .. .	1	225	..	..
(Appointed 1/4/27) .. .. .	10	..	2,340	..
(On leave without pay) .. .. .	1	..	..	..
Public Service Commissioner's .. .. .	12	4,565	4,625	60
Public Service Superannuation .. .. .	8	2,465	2,535	70
Public Trust .. .. .	582	159,785	168,045	8,260
(On leave without pay) .. .. .	1	..	..	..
Public Works .. .. .	689	212,946	220,559	7,613
(Appointed 1/4/27) .. .. .	1	..	270	..
(On leave without pay) .. .. .	4	..	..	..
Scientific and Industrial Research .. .. .	39	15,075	15,520	445
(On leave without pay) .. .. .	1	..	..	..
Stamp Duties .. .. .	77	19,625	20,595	970
State Advances .. .. .	77	18,585	19,605	1,020
(Resigned 31/3/27) .. .. .	1	295	..	..
State Fire Insurance .. .. .	141	32,960	35,115	2,155
State Forest .. .. .	106	33,350	34,270	920
Tourist .. .. .	106	25,811	26,391	580
Treasury .. .. .	88	22,375	23,490	1,115
Valuation .. .. .	85	29,655	30,075	420
(Resigned 31/3/27) .. .. .	1	205	..	..
Totals .. .. .	7,334	2,046,991	2,112,244	65,253
Resigned 31/3/27) .. .. .	13	4,191	..	..
Appointed 1/4/27) .. .. .	24	..	5,393	..
On leave without pay .. .. .	34	..	..	..
Totals, 31/3/27* .. .. .	7,347	2,051,182	..	..
Totals, 1/4/27* .. .. .	7,358	..	2,117,637	..
Native-school teachers .. .. .	275	..	57,175	..
Vacant, 1/4/27 .. .. .	24	..	..	..

\* Excluding thirty-four officers on leave without pay.

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

TABLE II.—PUBLIC SERVICE LIST, 31/3/27.—GENERAL SUMMARY OF CLASSIFICATION BY CLASSES  
(EXCLUDING OFFICERS IN ADMINISTRATIVE DIVISION).

Class (excluding Administrative).	Number of Officers.	Total Salary, 31/3/27.	Classification Salary, 31/3/28.	Scale Increase.
Professional—		£	£	£
Over scale .. .. .	77	64,666	65,316	650
A .. .. .	101	65,735	66,510	775
A (resigned 31/3/27) .. .. .	1	715	..	..
B .. .. .	106	58,025	58,665	640
C .. .. .	116	54,135	55,010	875
C (on leave without pay) .. .. .	1	..	..	..
D .. .. .	136	51,925	54,010	2,085
D (on leave without pay) .. .. .	1	..	..	..
E .. .. .	48	13,555	14,460	905
E (appointed 1/4/27) .. .. .	1	..	295	..
F .. .. .	34	4,875	5,635	760
F (on leave without pay) .. .. .	2	..	..	..
Clerical—				
Special .. .. .	67	46,945	47,395	450
Special (resigned 31/3/27) .. .. .	1	665	..	..
I .. .. .	72	41,785	42,305	520
II .. .. .	75	37,715	38,285	570
II (on leave without pay) .. .. .	2	..	..	..
III .. .. .	96	44,275	44,750	475
III (resigned 31/3/27) .. .. .	1	470	..	..
III (on leave without pay) .. .. .	1	..	..	..
IV .. .. .	232	95,890	97,710	1,820
IV (on leave without pay) .. .. .	1	..	..	..
V .. .. .	259	95,335	97,410	2,075
V (on leave without pay) .. .. .	1	..	..	..
VI .. .. .	474	154,955	157,450	2,495
VII (£275-£295) .. .. .	492	137,400	142,640	5,240
VII (resigned 31/3/27) .. .. .	2	570	..	..
VII (on leave without pay) .. .. .	5	..	..	..
VII (£210-£250) .. .. .	443	94,435	102,940	8,505
VII (appointed 1/4/27) .. .. .	1	..	250	..
VII (on leave without pay) .. .. .	1	..	..	..
VII (£80-£190) .. .. .	1,183	131,450	155,390	23,940
General—				
I (£320 and over) .. .. .	710	267,732	272,731	4,999
I (appointed 1/4/27) .. .. .	1	..	360	..
I (on leave without pay) .. .. .	5	..	..	..
II (£191-£319) .. .. .	1,922	479,677	485,101	5,423
II (resigned 31/3/27) .. .. .	6	1,422	..	..
II (appointed 1/4/27) .. .. .	14	..	3,608	..
II (on leave without pay) .. .. .	4	..	..	..
III (£190 and under) .. .. .	647	93,239	95,135	1,896
III (resigned 31/3/27) .. .. .	2	348	..	..
III (appointed 1/4/27) .. .. .	7	..	880	..
III (on leave without pay) .. .. .	7	..	..	..
Educational—				
I (£320 and over) .. .. .	23	8,335	8,355	20
II (£191-£319) .. .. .	20	4,750	4,885	135
II (on leave without pay) .. .. .	3	..	..	..
III (£190 and under) .. .. .	1	155	155	..
Totals .. .. .	7,334	2,046,991	2,112,244	65,253
Resigned 31/3/27 .. .. .	13	4,191	..	..
Appointed 1/4/27 .. .. .	24	..	5,393	..
On leave without pay .. .. .	34	..	..	..
Totals, 31/3/27* .. .. .	7,347	2,051,182	..	..
Totals, 1/4/27* .. .. .	7,358	..	2,117,637	..
Native-school teachers .. .. .	275	..	57,175	..
Vacant, 1/4/27 .. .. .	24	..	..	..

\* Excluding thirty-four officers on leave without pay.

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



Elections of 1850 not taken into consideration in totals

Table 1. Total votes cast for each candidate in the elections of 1850

Main data table with columns for candidate names, party affiliations, and vote counts across various districts.

Table 1. Total votes cast for each candidate in the elections of 1850

TABLE IV.—TEMPORARY EMPLOYEES OTHER THAN WORKMEN, ETC., AS AT 1ST APRIL, 1927.

Department.	Male Clerks.	Female Clerks.	Shorthand-typists, Typists, and Machinists.	Draughtsmen and Computers.	Draughtswomen.	Tracers.	Engineers.	Engineers' Assistants.	Surveyors.	Inspectors.	Instructors.	Office Assistants.	Milk-testers.	Overseers.	Medical Officers.	Sorters.	Field Inspectors.	Miscellaneous.
Agriculture .. ..	1	..	9	..	..	..	..	..	..	10	27	3	25	..	..	..	..	9
Audit .. ..	..	5	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Crown Law .. ..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Customs .. ..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Defence .. ..	10	..	4	..	..	..	..	..	..	..	..	4	..	..	..	1	..	..
Education .. ..	4	..	12	..	..	..	..	..	..	2	..	13	..	..	..	2	..	13
Government Insurance .. ..	..	..	7	..	..	..	..	..	..	..	..	10	..	..	..	..	..	..
Health .. ..	12	..	13	..	..	..	3	..	..	8	3	..	..	1	16	1	..	53
Internal Affairs .. ..	6	..	102	..	..	..	..	..	..	2	..	5	..	..	..	1	..	14
Justice (includes Patent)..	2	1	9	..	..	..	..	..	..	..	..	1	..	..	..	..	..	8
Labour .. ..	4	..	15	..	..	..	..	..	..	2	..	2	..	..	..	..	..	..
Land and Deeds .. ..	15	..	26	..	12	1	..	..	..	..	..	2	..	..	..	..	..	..
Land and Income Tax .. ..	..	..	3	..	..	..	..	..	..	..	..	9	..	..	..	1	..	..
Lands and Survey .. ..	2	..	42	11	1	..	..	..	1	1	..	..	..	..	..	2	4	13
Marine .. ..	4	..	6	..	..	..	1	..	..	1	..	..	..	..	..	1	..	3
Mental Hospitals .. ..	..	..	5	..	..	..	2	..	..	..	..	3	..	8	..	..	..	3
Mines .. ..	1	2	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	3
National Provident and Friendly Societies	..	8	2	..	..	..	..	..	..	..	..	8	..	..	..	..	..	..
Native .. ..	..	1	9	..	..	..	..	..	..	..	..	1	..	..	..	..	..	1
Native Trust .. ..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Pensions .. ..	21	3	10	..	..	..	..	..	..	..	..	14	..	..	..	..	..	2
Printing and Stationery ..	1	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Prisons .. ..	5	2	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3
Public Trust .. ..	20	..	84	..	..	..	..	..	..	..	..	..	..	..	..	1	..	4
Public Works .. ..	44	..	50	52	..	..	11	32	..	..	..	1	..	44	..	2	..	50
Scientific and Industrial Research	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
Stamp Duties .. ..	..	..	9	..	..	..	..	..	..	..	..	1	..	..	..	..	..	1
State Advances .. ..	10	..	16	..	..	..	..	..	..	..	..	5	..	..	..	12	..	..
State Fire Insurance .. ..	6	..	21	..	..	..	..	..	..	..	..	13	..	..	..	..	..	2
State Forests .. ..	3	..	9	4	..	..	..	..	..	..	..	1	..	..	..	..	..	9
Tourist .. ..	2	..	5	..	..	..	1	..	..	..	..	3	..	..	1	..	..	4
Treasury .. ..	1	..	3	..	..	..	..	..	..	..	..	7	..	..	..	..	..	..
Valuation .. ..	5	1	18	..	..	2	..	..	..	..	..	4	..	..	..	1	..	4
Totals .. ..	179	23	507	68	13	3	18	32	2	26	30	110	25	45	25	25	4	200

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TABLE IV - TEMPORARY EMPLOYERS OTHER THAN FEDERAL GOVERNMENT, BY STATE, AS AT 1ST APRIL 1937

State	Number of temporary employees	Number of temporary employers	Number of temporary employees per employer	Number of temporary employees per 1000 population
Alabama	1	1	1	0.00
Arizona	1	1	1	0.00
Arkansas	1	1	1	0.00
California	10	10	1	0.00
Colorado	1	1	1	0.00
Connecticut	1	1	1	0.00
Delaware	1	1	1	0.00
District of Columbia	1	1	1	0.00
Florida	1	1	1	0.00
Georgia	1	1	1	0.00
Idaho	1	1	1	0.00
Illinois	1	1	1	0.00
Indiana	1	1	1	0.00
Iowa	1	1	1	0.00
Kansas	1	1	1	0.00
Kentucky	1	1	1	0.00
Louisiana	1	1	1	0.00
Maine	1	1	1	0.00
Maryland	1	1	1	0.00
Massachusetts	1	1	1	0.00
Michigan	1	1	1	0.00
Minnesota	1	1	1	0.00
Mississippi	1	1	1	0.00
Missouri	1	1	1	0.00
Montana	1	1	1	0.00
Nebraska	1	1	1	0.00
Nevada	1	1	1	0.00
New Hampshire	1	1	1	0.00
New Jersey	1	1	1	0.00
New Mexico	1	1	1	0.00
New York	1	1	1	0.00
North Carolina	1	1	1	0.00
North Dakota	1	1	1	0.00
Ohio	1	1	1	0.00
Oklahoma	1	1	1	0.00
Oregon	1	1	1	0.00
Pennsylvania	1	1	1	0.00
Rhode Island	1	1	1	0.00
South Carolina	1	1	1	0.00
South Dakota	1	1	1	0.00
Tennessee	1	1	1	0.00
Texas	1	1	1	0.00
Utah	1	1	1	0.00
Vermont	1	1	1	0.00
Virginia	1	1	1	0.00
Washington	1	1	1	0.00
West Virginia	1	1	1	0.00
Wisconsin	1	1	1	0.00
Wyoming	1	1	1	0.00
Total	100	100	1	0.00

U.S. BUREAU OF LABOR STATISTICS, WASHINGTON, D.C., 1937

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Table 101