

In regard to (1)—*i.e.*, juniors—some form of educational test or entrance examination is required. In the case of cadets the usual standard was the Public Service Entrance Examination. As an economy measure this examination, however, has been discontinued, it being considered that the University Entrance Examination adequately meets all requirements. Another advantage is that lads who have matriculated before entry to the Service more readily continue with their studies towards a degree. It is the practice to give preference to those who possess any higher educational qualifications. Thus, in arranging the order of merit list for cadetships, matriculated candidates who have passed two or more subjects of the Professional Accountants' Examination or of a University degree are placed first, those who possess a Higher Leaving Certificate or a University Scholarship are placed next, and then those who have passed the University Entrance Examination.

Shorthand-writers and typists are required to pass a competitive examination in shorthand and typewriting. These examinations are conducted by an Examiner appointed by the Public Service Commissioner, and are held annually in various centres throughout New Zealand. There are five grades of examination, namely:—

Junior Entrance Examination with shorthand at the rate of eighty words a minute and typewriting at the rate of thirty words a minute, together with an English test.

Senior Entrance Examination, with shorthand at the rate of 110 words a minute and typewriting at the rate of forty words a minute, together with an English test.

Intermediate Examination with shorthand at the rate of 130 words a minute and typewriting at the rate of fifty words a minute, together with a test in confused manuscript.

Special Examination, with shorthand at the rate of 150 words a minute and typewriting at the rate of fifty words a minute, together with a test in confused manuscript.

Shorthand Reporters' Examination, requiring a speed of from 150 to 180 words a minute in shorthand with not more than 1 per cent. of error in transcription.

While the first two are the entry examinations, the other three are mainly for promotion purposes.

In regard to (2)—*i.e.*, those requiring professional or technical qualifications—the usual practice is to invite applications, in some cases restricted to those already in the Service and in others open to persons not already public servants. Vacancies under this latter heading are notified in the public press, and comprise such positions as Medical Officers, Veterinarians, Actuaries, Inspectors of Machinery, Surveyors of Ships, Inspectors of Scaffolding, Inspectors of Factories, and similar positions which require qualifications and experience which cannot usually be obtained within the Service. Positions such as Engineers (Civil, Electrical, or Mechanical), Analysts, Geologists, Bacteriologists, Surveyors, Law Officers, Accountants, &c., are usually (but not always) filled from within the Service, which, combined with University training, affords considerable scope for training and experience. In selecting an officer for promotion, seniority is subordinated to fitness, and academic and other qualifications are taken into consideration in determining the relative fitness of applicants.

In the New Zealand Public Service there is ample provision for adequately dealing with University graduate applicants for professional or technical positions, but the position is not so clear-cut in regard to those positions which may be regarded as providing training for the administrative positions.

Conditions in New Zealand are not analogous to those which exist in the United Kingdom, either in regard to the universities or the Public Service.

New Zealand is essentially a democratic country, and no practice which might be inferred to give an undue advantage to those who can afford to continue full-time studies at a University is likely to meet with general approval. Due consideration must be given to the claims of those already in the Service, who in their spare time attend a University College and graduate therefrom. Indeed, the Public Service Act requires that an officer already in the Service fully qualified for appointment to a position and capable of efficiently carrying out the duties thereof