

1916.

—  
VICTORIA.

---

PUBLIC SERVICE COMMISSIONER.

---

REPORT FOR THE YEAR 1915.

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PRESENTED TO BOTH HOUSES OF PARLIAMENT BY HIS EXCELLENCY'S COMMAND.

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ALBERT J. MULLETT, GOVERNMENT PRINTER, MELBOURNE.

No. 10. - [1s. 3d.]—5995.



# REPORT.

*To His Excellency the Governor in Council.*

MAY IT PLEASE YOUR EXCELLENCY—

As Public Service Commissioner for the State of Victoria, I have the honour to submit my Annual Report for the year 1915.

## EXPEDITIONARY FORCES.

The following is a list of officers on the permanent staff of the Public Service (exclusive of State School Teachers in the Department of Public Instruction) who—on the 31st December, 1915—were with the Expeditionary Forces :—

### *Department of Chief Secretary (101).*

Adey, J. K.	Douglas, J. A.	Kinsman, C. W.	Rhodes, J.
Allechin, C. H.	Dromgoole, J. F.	Lansdell, H. W.	Richards, H.
Alldersea, G. J.	Empey, V. G.	Latimer, G. E.	Richardson, Ethel T.
Anderson, J.	Fogarty, J. M.	Leask, F. E.	Rowan, J. O.
Anderson, W. J.	Foley, T. E.	Lowry, E. M.	Rowe, W. L.
Bach, T.	Ford, R. G.	Mahony, A. T. M.	Selleck, F. P.
Banks, T. A.	Foster, J.	Martin, H. J.	Semmens, E. J.
Beckman, L. P. F.	Fraser, T. A.	Martin, R.	Skinner, H. S.
Benwell, W. J.	Frazer, E. L.	Mason, H.	Slattery, L. V.
Billiet, F. M.	Geddes, T.	Myers, T.	Smiley, E. J.
Blade, R.	George, E. S.	McArdle, D. J.	Sorrell, T. R.
Brewster, W. L.	Gregor, R. S.	McCartney, W. R.	Stapleton, J.
Catron, W. G. J.	Grendon, G. P.	McCrickard, R. F.	Stephens, P. J.
Clarke, C. A.	Grundy, M. W.	McDuff, E. E.	Stewart, C. L.
Clarke, J. B.	Harris, G.	McEllister, J. T.	Stewart, F. W.
Clements, C. E.	Hildebrand, T. C.	McGrath, F. L.	Swain, J. T.
Colwell, J.	Hingeley, J.	McKinley, E.	Towl, P. G.
Convy, S. B.	Hogarth, E. G.	Neyland, E. C.	Trickey, F. V.
Conway, H. S.	Horsfield, W. A.	Noonan, F. W. S.	Turner, A. J. J.
Corben, H. L.	Hosking, T.	Parsons, J. P.	Tyers, Jane F.
Courtney, D.	Ingham, H. A.	Perry, J. N.	Usher, W. I.
Crawford, W.	Jack, A. J.	Pevevill, A. J. V.	Wallace, D. A.
Davis, J. C.	Jones, H. J.	Phillips, C. W.	Walsh, T.
Dawson, A. L.	Kennard, A. E.	Phillips, W. J.	Wright, D. A. R.
Deacon, J. F.	Kilmartin, J.	Prowse, F.	Young, W. S.
Desmond, R. D.			

### *Department of Treasurer (28).*

Bell, G.	Dixon, J. B.	Holland, G. W. F.	Parker, E. A.
Bennett, R. F.	Doig, A. L.	Jennings, W. H.	Phillips, R. R.
Bruce, R. T.	Dolling, W. H.	Keys, A. E.	Pittard, E. J.
Buller, R. L.	Eastwood, R. A.	Maddern, W. G. F.	Prime, A. M.
Clemens, J. H.	Evans, J. A.	McDowell, G. M.	Pynor, E. H. C.
Collins, J. A.	Heritage, J. A. G.	Paice, G. C. M.	Trowbridge, I. H.
Cooper, W. E.	Heskett, R. W.	Paine, D. D.	Williams, D. E.

### *Department of Public Instruction (38).*

Anderson, W. W.	Haddow, J. D.	McNicoll, W. R.	Spencer, M.
Bacon, A. L.	Harris, G. V.	Nicholas, G. M.	Spencer, W. G.
Bateman, W. J.	Hart, A. C.	Paterson, W. J.	Story, C. B. S.
Blackman, P. O.	Higgins, T. I.	Pridgeon, E. D.	Stringer, L. E.
Cole, H. J. R.	Holmes, E. C.	Primrose, L. J.	Sutton, H.
David, T. A.	Langford, P. C. W.	Rodda, E. E.	Swinburne, H. L.
De Beaurepaire, F. J. E.	Langley, G. F.	Rogers, J. S.	Tritschler, H. J.
Deeble, A. V.	Liddelow, A.	Rutherford, W. H.	Williams, L. J.
Don, W. G.	Lormer, A.	Simpson, C. J.	Wilson, H. W.
Ferguson, N. H.	McLaren, J. F.		

*Department of Law (52).*

Akeroyd, G. W.	Doolan, W. R.	Mahony, J.	Pardy, M. G. F.
Aram, J. T.	Elsbury, J. R.	Menzies, F. G.	Power, C. S.
Baker, H. J. E.	Flanagan, M.	Merralls, A. D.	Rasmussen, A. E.
Barns, A. V.	Forbes, L. O.	Mohr, R. H.	Reid, W. B.
Bieske, R. R.	Freeman, G. R.	Munro, E. F.	Richards, W.
Body, S. G. S.	Gardner, C. J.	McAlister, H. M.	Sinclair, C. H.
Bush, G. H.	Groves, H. W.	McDonald, J. C.	Smith, F. D.
Campbell, L. G.	Hall, C. J. S.	McFarlane, R. D.	Strong, B. H.
Cashman, W.	Hart, A. G. C.	McLean, C.	Taylor, W. H.
Clyne, H. M.	Hill, A. R.	McWhinney, N. B.	Tuxworth, G. L.
Cooper, H. W.	Hillard, R. I.	Numan, P. C.	Warnock, A. E.
Dimsey, E. E.	Hutcheson, W. T.	Orr, T. A.	White, C. M.
Dixon, A. W.	Knight, C. F.	O'Sullivan, P. J.	Wood, F. A.

*Department of Lands and Survey (40).*

Allen, G.	Gibbs, B. O. T.	Jaguers, J. D.	Olney, R. T.
Berry, R. H.	Gibson, N. H.	Knight, A. C. W.	Shiels, J. S.
Boyd, H. W.	Glover, S. A.	Larkin, J. V.	Trawin, L. E.
Burge, C. C.	Graham, A. F.	Leekie, P. M.	Walshe, J. J.
Crawford, W. M.	Gray, H. R.	Long, W. T.	Walters, H. B.
Cronin, M. A.	Greene, J. T.	Longton, G. E.	Wheeler, R. H.
Currie, T. F.	Greenwood, R. R. G.	Mahony, J. A.	Whitfield, F. J.
Dewsnap, C.	Harris, R. F. W.	Mountjoy, F. P.	Whiting, H. J.
Dooley, J. M.	Howells, R. D.	McDonald, W. H. L.	Williamson, J.
Evans, F. A.	Hunter, J. E.	Neal, R. R.	Wilson, H. R.

*Department of Public Works (23).*

Bolton, W. K.	Fitzgibbon, E. F.	Mason, T. A.	Stirling, J. H.
Brennan, M. J.	Fraser, R. G.	Masters, E.	Stonely, S. H.
Bult, R. B.	Fulton, J. A. J.	Maynard, R. A.	Symonds, H. H.
Cooper, E. J. J.	Gladstones, V. T.	Nicholls, J. R.	Urquhart, J. A.
Cummins, A. H.	Kennedy, E.	Parr, R. F.	Young, C. W.
Dusting, L. A.	Kerin, J. C.	Pritchard, H. R.	

*Department of Mines (6).*

Abbott, S. B.	Mahony, D. J.	Smith, A. L.	Smith, R. N. M.
Hunter, S. B.	Mackenzie, D. C.		

*Department of Public Health (6).*

Allen, A. J.	Osborne, R. A.	Whitlock, J.	Yeatman, L. P.
Odgers, W. A.	Robinson, C. W.		

*Department of Agriculture (13).*

Beunett, W. J.	Johnston, R. N.	McNamara, D. V.	Spittall, C. E.
Carmody, J.	Kendall, E. A.	Neal, E. H.	Tulloch, I. M.
Collins, L. J.	Laycock, R. S.	Rowlands, J. D.	Wickham, F. H.
Hanlon, J. W.			

*Department of State Forests (1).*

Lindsay, R. G.

Hambly, H. A.

*Office of the Public Service Commissioner (1).*

Department.	SUMMARY.				Number.
Chief Secretary	..	..	..	..	101
Treasurer	..	..	..	..	28
Public Instruction	..	..	..	..	38
Law	..	..	..	..	52
Lands and Survey	..	..	..	..	40
Public Works	..	..	..	..	23
Mines	..	..	..	..	6
Public Health	..	..	..	..	6
Agriculture	..	..	..	..	13
State Forests	..	..	..	..	1
Office of Public Service Commissioner	..	..	..	..	1
Total	..	..	..	..	309

In addition to the above, 307 State School teachers volunteered for active service. All honour is due to these officers and teachers for their patriotism and courage in going forth to brave the dangers and horrors of war, and we mourn the loss of many who have already given their lives.

## ADMINISTRATION OF DEPARTMENTS.

The absence on military service of so many officers has imposed extra work on the remaining officers of the Departments.

Officers are working overtime and loyally co-operating in the endeavour to promote economy in the working of their branches.

The Recruiting Committee required the services of the Public Service Inspector and another member of my staff, and one officer has gone to the war.

Consequently, I find that the ordinary inspections of the Departments cannot be regularly made.

## NEW LEGISLATION.

The *Public Service Act* 1915 was passed on the 6th September, 1915, consolidating the laws relating to the Public Service.

This consolidation necessitated a revision and consolidation of the regulations under the Public Service Acts, which was approved by the Governor in Council on the 16th November, 1915.

The *Public Service Act* 1915 (No. 2) was passed on the 23rd December, 1915.

The provisions of this Act are as follows, viz. :—

Section 2 provides for the retention of the services of certain temporary clerks.

The *Public Service Act* 1912 (No. 2383), Section 11, provided that no person should be employed temporarily in the Public Service for a period exceeding six months (plus three months in exceptional cases).

Section 9 of the same Act provided that certain persons temporarily employed on the 2nd December, 1912, in the *Professional* or *General Divisions* might be appointed as permanent officers if such persons had within ten years before the 2nd December, 1912, been so employed for at least three years continuously or for two or more terms amounting to at least four years in the aggregate.

It will be noted that the above provision did not include *clerks* temporarily employed.

Strong representations were frequently made in Parliament that certain temporary clerks whose period of service was the same as that required for Professional or General Division officers under Section 9 should be retained.

The Honorable Mr. Watt, when Premier, promised Parliament that the clerks referred to would be retained on certain conditions, and that he would introduce legislation to give legal effect to the promise. Subsequently Cabinet decided to extend the date from 2nd December, 1912, to 28th February, 1914, thus including a few additional temporary clerks who would not otherwise have benefited.

In view of the promise made by Mr. Watt to Parliament, the clerks (46 in number) were kept on, although without statutory authority.

Section 3 gives authority for the permanent appointment of temporary officers of the General Division performing duties in the Government Printing Office.

Some of these persons have been employed for many years in a temporary capacity, and the work upon which they were engaged is permanent.

Section 4.—Under this section the Governor in Council is given power, on the recommendation of the Commissioner, to transfer any officer to any vacant office for the purpose of testing such officer's capacity to discharge the duties of the vacant office, whether in his own or in any other Department.

Section 5.—This section was necessary, in order that it might be made quite clear that the Governor in Council may, on the recommendation of the Public Service Commissioner, transfer or promote officers within a Department as well as from one Department to another. Section 50 of Act No. 2713 gives statutory powers to transfer or promote from one Department to another, but it is silent in regard to transfers or promotions within a Department.

Section 6 provides that any officer appointed to act temporarily in any office, or who is promoted to an office which in either such case is classified in a class or grade higher than that of the class or grade in which he is classified, such officer, unless with the approval of the Governor in Council, shall not be entitled to receive the salary of the higher office.

The provisions of this section are to remain in force during the continuance of the war, and during such further period as the Governor in Council shall determine.

Section 7.—This section authorizes subdivisinal promotions of officers who have gone or may go to the war, if such officers would have been eligible therefor, had they continued to discharge the duties of their offices.

Power is also given to extend the leave of such officers beyond the period of twelve months, should it be found necessary to do so.

Section 8.—This section gives to sailors and soldiers on their return to Victoria from the war priority in regard to temporary and permanent employment in the Public Service, and provides for making regulations in regard thereto.

Under this section regulations have been made in regard to returned sailors and soldiers to the following effect, viz. :—

## PERMANENT EMPLOYMENT.

### *Clerical Division.*

Any person who has enlisted with any Expeditionary Force raised in Victoria for Naval or Military Service during the War in which His Majesty is at present engaged, and who left Victoria on duty with such Force shall, if he obtains the minimum number of pass marks in the required subjects, be entitled, irrespective of age and in priority to all persons whatsoever, except persons in the Public Service, to be appointed to any vacancy in the Public Service, if competent to fulfil the duties of the vacant position.

The medical certificate as to health is modified in regard to returned sailors or soldiers. In the case of ordinary candidates, the medical certificate must be that the candidate is “of sound bodily health and freedom from physical defects;” but in the case of a returned sailor or soldier the certificate will be sufficient if it sets forth that he is of sound bodily health and does not suffer from any physical defect which would incapacitate him from the proper performance of the duties of the position for which he is a candidate.

### *General Division.*

The regulations provide that returned sailors and soldiers may present themselves for the General Division examination, although they are over the maximum age fixed for other candidates.

Returned sailors and soldiers who pass the General Division examination shall take precedence of all other candidates, and shall be first registered in the order of their relative merit.

Further provision is made that returned sailors and soldiers shall not have their names removed from the register on account of their attaining the maximum age prescribed for other candidates in the matter of the retention on the register of their names.

For positions in the General Division which are exempt from examination, returned sailors and soldiers who register their names shall take precedence of all other applicants for such positions, except persons in the Public Service.

### *Professional Division.*

No additional regulation is necessary in regard to this division, as there is no entrance examination.

Positions are filled by persons who are duly qualified for appointment by the possession of degrees or other necessary qualifications.

Returned sailors and soldiers take precedence of all persons whomsoever, except persons in the Public Service, in the filling of vacancies for which they may be qualified.

## TEMPORARY EMPLOYMENT.

Any person who has enlisted with any Expeditionary Force raised in Victoria for Naval or Military Service with His Majesty's Navy or Army during the War in which His Majesty is at present engaged, and who left Victoria on duty with such Force, may apply for temporary employment, and shall, if suitable, on his return to Victoria, have his application considered in priority to any other person who has not been absent from Victoria on the like duty, and he may be employed for a period longer than nine months.

Such person may, on ceasing duty, again apply for employment, and shall be thereupon eligible for re-employment.

Temporary employment may be in Professional, Clerical, or General Division work.

## NEW APPOINTMENTS.

The following table shows the number of new permanent appointments made (from outside the Service) during the year 1915, also the number made in the year 1914 :—

Department.	Professional Division.		Clerical Division.		General Division.		Total.	
	'14	'15	'14	'15	'14	'15	'14	'15
Chief Secretary .. .. .	5	8	23	16	185	110	213	134
Treasurer .. .. .	..	..	20	12	11	3	31	15
Public Instruction .. .. .	52	9	7	3	..	1	59	13
Law .. .. .	7	..	6	2	10	2	23	4
Lands and Survey .. .. .	..	3	12	18	23	7	35	28
Public Works .. .. .	6	2	4	4	27	22	37	28
Mines .. .. .	..	17	1	..	..	..	1	17
Public Health .. .. .	..	..	2	..	1	..	3	..
Agriculture .. .. .	2	1	7	2	5	4	14	7
State Forests .. .. .	..	..	..	..	..	..	..	..
Total .. .. .	72	40	82	57	262	149	416	246

The appointments to the Professional Division were those of Geological and Mineralogical Assistant, Public Library; Assistant, Public Library; two Inspectors, Accident Insurance Office; Senior Engineer Surveyor, Marine Board; and three Junior Medical Officers, Lunacy Branch; in the Department of Chief Secretary.

In the Department of Public Instruction :—Medical Officer; Art Master, Training College; Assistant to Art Inspector; Second Master (2), Junior Technical Schools, Geelong and Sunshine; Third Master, at Melbourne (2) and Swinburne Junior Technical Schools; and Second Mistress, Warrnambool High School

Three Draughtsmen were appointed to the Department of Lands and Survey, and two to the Department of Public Works; and a Junior Analyst was appointed to the Department of Agriculture.

In the Department of Mines the following positions were created on the permanent staff, and the officers who previously occupied such positions in a temporary capacity were permanently appointed :—Senior Field Geologist, Petrologist, Field Geologist (3), Assistant Field Geologist (4), Assistant Boring Engineer, Field Assistant (2), Draughtsman (2), and Lithographic Draughtsman (3).

The appointments to the Clerical Division were to the Fifth Class, and in many instances to fill additional offices created temporarily in place of officers who had joined the Expeditionary Forces.

In the General Division the following appointments were made :—

Department of Chief Secretary—

Photographer and Overseer of Printers, Pentridge; Penal Warder (5); Farm Attendant, Lara; Junior Messenger (2); Female Attendant, Neglected Children and Reformatory Schools; and 100 appointments were made to the Lunacy Branch.

## Department of Treasurer—

Guillotine Cutter, Book Folder and Sewer, and Female Typewriter in the Government Printing Office.

## Department of Public Instruction—

Shorthand and Typewriter.

## Department of Law—

Female Shorthand and Typewriter, Junior Messenger.

## Department of Lands and Survey—

Shorthand and Typewriter (3), Junior Messenger (2), Garden Labourer, Junior Gardener.

## Department of Public Works—

Chauffeur, Cook (3), Deckhand (6), Engine-driver, Engineer (3), Fireman, Fitter and Turner and Motor-driver, First Mate, Seaman, Ship's Joiner, Boy (s.s. *Lady Loch*), Steward and Deckhand (2).

## Department of Agriculture—

Cheese Expert, Shorthand and Typewriter (2), and Vineyard Manager (Rutherglen).

## NEW APPOINTMENTS DURING 1914 AND 1915 OF TEACHERS IN THE DEPARTMENT OF PUBLIC INSTRUCTION.

							1914.	1915.
Teachers—To Class VI.	...	...	...	...	...	...	59	52
Junior Teachers	...	...	...	...	...	...	395	498
Sewing Mistresses	...	...	...	...	...	...	82	50
Total	...	...	...	...	...	...	536	600

## VACANCIES DURING 1915.

The number of vacancies which occurred during the year 1915 was more than in the year 1914 :—

Department.	Vacancies in each Division during the Year 1915.			
	Professional Division.	Clerical Division.	General Division.	Total.
Chief Secretary ... ..	4	9	117	130
Treasurer ... ..	...	8	8	16
Public Instruction ... ..	15	2	1	18
Law ... ..	6	9	3	18
Lands and Survey ... ..	...	8	4	12
Public Works ... ..	4	2	41	47
Mines ... ..	1	2	...	3
Public Health ... ..	1	1	...	2
Agriculture ... ..	1	2	3	6
State Forests ... ..	...	...	3	3
Total ... ..	32	43	180	255

In the year 1915, 158 officers resigned, 24 were retired or superannuated, 11 were dispensed with, 27 died, 1 forfeited office, 1 was appointed Curator of Estates of Deceased Persons, 2 were retransferred to Teaching Staff, 1 joined the staff at Parliament House, and 30 were transferred to the Commonwealth Public Service.

The principal vacancies were those of Government Astronomer, by the retirement of Mr. P. Baracchi; Deputy Commissioner of Land Tax, by the appointment of Mr. W. B. House to the office of Curator of Estates of Deceased Persons; Sheriff, by the

retirement of Mr. I. Martin; Prothonotary, by the transfer of Mr. J. W. O'Halloran to the Public Service of the Commonwealth; Police Magistrates (2), by the retirement of Messrs. E. E. Williams and A. Barlow; and Chief Architect, by the death of Mr. G. W. Watson.

#### PROMOTIONS DURING 1915.

The following table shows the number of promotions which took place during the year :—

Professional Division ... ..	35
Clerical to Professional Division ... ..	2
General to Professional Division ... ..	1
Clerical Division—Class II. to Class I. ... ..	1
"    "    Class III. to Class II. ... ..	2
"    "    Class IV. to Class III. ... ..	8
"    "    Class V. to Class IV. ... ..	13
"    "    General Division to Class V. ... ..	1
General Division ... ..	70
	113

This table does not include Asylum promotions.

The principal promotions were those of Mr. M. Murphy to the position of Deputy Commissioner of Land Tax; Mr. J. W. K. Freeman to that of Sheriff and Inspector-General of Penal Establishments; Mr. P. H. V. Elliget as Police Magistrate; Mr. D. F. McGrath to perform the duties of Prothonotary, in addition to those of Chief Clerk, Court of Insolvency and County Court; and Mr. S. C. Brittingham as Chief Architect in the Department of Public Works.

There were 760 subdivisional promotions in the Clerical Division during the year, as compared with 864 in 1914, and 158 in 1913; and 1,249 teachers were promoted one subdivision during 1915.

#### EXAMINATIONS DURING THE YEAR 1915.

##### *Clerical Division.*

Number of Candidates examined.	Date of Examination.	Number who passed as Qualified Candidates.	Highest possible Number of Marks.	Highest Number of Marks obtained.	Name of the first in Order of Merit.
302	5th June, 1915	50	1,850	1,660	Ernest S. Bolle

##### *General Division.*

Number of Candidates examined.	Date of Examination.	Number who passed as Qualified Candidates.	Highest possible Number of Marks.	Highest Number of Marks obtained.	Name of the first in Order of Merit.
97	5th June, 1915	40	600	529	Joseph A. Allen

##### *For Licence as Shorthand Writer under the Evidence Act.*

Number of Candidates Examined.	Date of Examination.	Number who passed the Examination.
17	12th June, 1915	8
14	11th December, 1915	3

## APPEALS OF TEACHERS.

Class.	MALES.			FEMALES.		
	Appeals, No. of.	Allowed.	Disallowed, &c.	Appeals, No. of.	Allowed.	Disallowed, &c.
1	4	1	3	...	...	...
2	9	2	7	...	...	...
3	10	3	7	4	1	3
4	33	2	31	12	1	11
5	52	6	46	30	5	25
6	34	4	30	31	3	28
	142	18	124	77	10	67

*Summary of Appeals against the Promotion List of 14th June, 1915.*

1	4	1	3	...	...	...
2	9	2	7	...	...	...
3	10	3	7	4	1	3
4	33	2	31	12	1	11
5	52	6	46	30	5	25
6	34	4	30	31	3	28
	142	18	124	77	10	67

*Summary of Appeals against the Classified Roll of 28th June, 1915.*

3	1	...	1	...	...	...
4	3	...	3	...	...	...
5	41	4	37	19	6	13
6	54	14	40	28	7	21
	99	18	81	47	13	34

## RECLASSIFICATION OF OFFICES AND CREATION OF NEW OFFICES.

Investigations were made into the work in several of the Departments during the year on applications for creating, abolishing, raising, and lowering offices, with the result that the following changes were made, viz.:—

In the Professional Division, 39 new offices were created, 5 were abolished, and 3 were raised in classification.

Of the 39 new offices created, 2 were in the Department of Chief Secretary, 18 in the Department of Public Instruction, 1 in the Law Department, 1 in the Department of Public Works, and 17 in the Department of Mines.

Two offices in the Department of Public Instruction and 3 in the Department of Law were abolished.

Of the 3 offices raised in classification, 2 were in the Department of Public Instruction and 1 in the Department of Agriculture.

In the Clerical Division,

2 3rd class offices were created.

5 4th class offices were created.

33 5th class offices were created.

2 4th class offices were abolished.

1 5th class office was abolished.

1 office was raised from the 4th to the 3rd class.

3 offices were raised from the 5th to the 4th class, and

1 office was lowered from the 3rd to the 4th class.

Owing to the great increase in the work connected with the correspondence and accounts at the Ship-yard, Williamstown, it was considered necessary to create a new office of Senior Clerk and Accountant, and such office was placed in the 3rd Class of the Clerical Division.

An officer of the Department of Agriculture had previously carried out the duties of Secretary to the Council of Agricultural Education in addition to his other duties as Senior Clerk in the Correspondence Branch. It having been represented to the Commissioner that the Council required the officer in question to give his whole time to the duties of Secretary, a new 3rd Class office was created.

Of the 4th Class offices created, one was in the office of the Public Service Commissioner, to be in charge of the Inquiry Room ; one in the office of the Chief Inspector of Factories, to take charge of the registration of shops ; one in the Crown Solicitor's office, in place of a Professional Assistant ; one in the Department of Public Works, Private Secretary to the Honorable the Commissioner of Public Works, and to be engaged on special duties ; and one in the Department of Agriculture, to have charge of the staff records, &c., and to perform special work.

Of the fifth class offices created, 10 were in the Department of Chief Secretary, 6 in the Department of Treasurer, 2 in the Department of Public Instruction, 1 in the Department of Law, 12 in the Department of Lands and Survey, and 2 in the Department of Agriculture.

Of the newly-created 5th class offices in the Department of Chief Secretary, three were for the office of the Chief Commissioner of Police for the purpose of carrying out the work in connexion with the provisions of the Motor Car Act, and the remaining seven were created temporarily in place of officers who had joined the Expeditionary Forces.

In the Department of Treasurer, the six offices created were in the Land Tax Branch, owing to the depletion of the staff by enlistments.

In the Department of Public Instruction the two additional offices were required in connexion with the performance of the necessary clerical work entailed in carrying out the systematic inspection of High Schools and of Registered Secondary Schools.

In the Department of Law an additional office was created temporarily in the office of the Official Accountant in Insolvency, in place of an officer with the Expeditionary Forces.

In the Department of Lands and Survey, one was for the Closer Settlement Branch in lieu of a shorthand and type writer ; one for the Correspondence Branch to assist in dealing with applications for advances under the Seed Advances Act ; and the remaining ten offices were created temporarily in place of officers with the Expeditionary Forces.

The two offices in the Department of Agriculture were in place of two temporary clerks who had been permanently exempted from the provisions of the Public Service Acts, but had severed their connexion with the Department.

In the General Division, 16 new offices were created, 5 were abolished, 1 was raised, and 1 was lowered in classification.

**PERSONS TEMPORARILY EMPLOYED OR EMPLOYED OUTSIDE THE PUBLIC SERVICE ACTS (INCLUDING TEACHERS IN THE DEPARTMENT OF PUBLIC INSTRUCTION) ON 31ST DECEMBER, 1915, AND PERSONS SO EMPLOYED FOR AT LEAST 150 DAYS DURING THE YEAR 1915.**

Department.	Professional.		Clerical.		General.		Total.	
	Employed on 31.12.1915.	Employed for 150 days.	Employed on 31.12.1915.	Employed for 150 days.	Employed on 31.12.1915.	Employed for 150 days.	Employed on 31.12.1915.	Employed for 150 days.
Chief Secretary ...	8	8	10	26	103	89	121	123
Treasurer ...	...	...	54	57	535	335	589	592
Public Instruction ...	352	346	3	3	3	9	358	358
Law ...	...	...	3	3	3	4	6	7
Lands and Survey ...	4	4	4	4	149	273	157	281
Public Works ...	28	34	7	7	159	179	194	220
Mines ...	4	4	4	4	64	77	72	85
Public Health ...	1	2	1	1	70	43	32	46
Agriculture ...	5	6	13	17	208	203	226	226
State Forests ...	...	...	...	...	154	149	154	149
Total ...	402	404	99	122	1,408	1,561	1,909	2,087

The following statement shows the increase or decrease in the number temporarily employed on 31st December, 1915, as compared with the number employed on 31st December, 1914, in the several Departments, viz.:—

Chief Secretary	...	...	...	...	increase	22
Treasurer	...	...	...	...	increase	7
Public Instruction	...	...	...	...	increase	63
Law	...	...	...	...	decrease	3
Lands and Survey	...	...	...	...	decrease	126
Public Works	...	...	...	...	decrease	59
Mines	...	...	...	...	decrease	25
Public Health	...	...	...	...	decrease	34
Agriculture	...	...	...	...	increase	10
State Forests	...	...	...	...	decrease	143

In the Department of Chief Secretary there was an increase of 22 in the number of temporary employees throughout the Department as shown below :—

Branch.	Increase.	Decrease.
Explosives	2	..
Lunacy	30	..
Neglected Children and Reformatory Schools	1	..
Premier's Office	1	..
Public Library, &c.	7	..
Chief Secretary's Office	..	1
Audit Office	..	1
Statist's Office	..	5
Inebriates' Institution	..	1
Observatory	..	3
Penal and Gaols	..	5
Training Ship	..	3

In the Department of Treasurer the increase in number was seven, as under :—

Branch.	Increase.	Decrease.
Income Tax Office	5	..
Land Tax Office	7	..
Printing Office	..	5

The increase of 63 in the Department of Public Instruction was in the number of State School Teachers temporarily employed.

In the Department of Agriculture the increase was ten, as shown below :—

Branch.	Increase.	Decrease.
Clerical	1	..
Experimental Farm	2	..
Field	4	..
Maffra Factory	1	..
Veterinary	1	..
Viticultural College	6	..
Wyuna	7	..
Miscellaneous	1	..
Cool Stores	..	3
Experts	..	1
Produce Division	..	5
Werribee	..	4

#### TEMPORARY EMPLOYMENT.

The following summary exhibits the number of temporary appointments made in the Professional, Clerical, and General Divisions respectively during the year 1915:—

Department.	Number of Appointments.			
	Professional.	Clerical.	General.	Total.
Chief Secretary	3	11	29	43
Treasurer	..	25	198	223
Public Instruction	181	5	6	192
Law	..	15	8	8
Lands and Survey	..	15	14	29
Public Works	5	2	41	48
Mines	2	..	..	2
Public Health	1	..	1	2
Agriculture	..	11	5	16
Total	192	69	302	563

The number of temporary appointments made during the year 1915 was more than the number for the year 1914 by 16.

## PERMANENT OFFICERS.

The following tables show the number and distribution of permanent officers in the Public Service, and the yearly salaries payable on 31st December, 1915 (exclusive of officers with Expeditionary Forces or on military duty in the Defence Department, and State School teachers) :—

Department.	Division.								Total.	
	First.		Professional.		Clerical.		General.			
	No.	Salaries.	No.	Salaries.	No.	Salaries.	No.	Salaries.	No.	Salaries.
Chief Secretary ... ..	1	£ 1,000	56	£ 23,819	217	£ 55,015	1,258	£ 165,940	1,532	£ 245,774
Treasurer ... ..	1	1,000	3	1,280	192	44,623	203	35,804	399	82,707
Public Instruction... ..	1	1,000	281	81,142	64	13,766	22	4,104	368	100,012
Law ... ..	1	900	77	34,361	224	59,659	51	6,624	353	101,544
Lands and Survey... ..	1	900	52	16,468	180	41,565	113	17,042	346	75,975
Public Works ... ..	1	900	77	23,370	40	9,144	197	31,710	315	65,124
Mines ... ..	1	900	36	11,363	25	6,998	11	2,208	73	21,469
Public Health ... ..	...	...	9	2,856	11	2,748	15	3,000	35	8,604
Agriculture ... ..	1	900	31	10,340	33	6,696	62	12,293	127	30,229
State Forests ... ..	...	...	5	2,192	9	2,073	64	11,592	78	15,857
<b>Totals ... ..</b>	<b>8</b>	<b>£7,500</b>	<b>627</b>	<b>£207,191</b>	<b>995</b>	<b>£242,287</b>	<b>1,996</b>	<b>£290,317</b>	<b>3,626</b>	<b>£747,295</b>
<b>Average Salary for each Division ... ..</b>	<b>£937</b>		<b>£332</b>		<b>£243</b>		<b>£145</b>		<b>£205</b>	
<b>Number of Officers in each Division = % of Grand Total</b>	<b>·22</b>		<b>17·29</b>		<b>27·45</b>		<b>55·04</b>		<b>100 %</b>	
<b>Salaries in each Division = % of Grand Total... ..</b>	<b>1·00</b>		<b>27·72</b>		<b>32·43</b>		<b>38·85</b>		<b>100 %</b>	

It will be seen that—

- the total amount paid in annual salaries to officers of the Permanent Service during the year 1915 was £747,295.
- there were eight officers in the First Division, whose salaries aggregated £7,500, giving an average of £937 to each officer ;
- there were 627 officers in the Professional Division, salaries, £207,191, or an average of £332 each ;
- there were 995 officers in the Clerical Division, salaries, £242,287, or an average of £243 each ; and
- in the General Division there were 1,996 officers, salaries, £290,317, or an average of £145 each.

This table also shows that the number of officers permanently employed on the 31st December last was 3,626. Of this number there were—

In the First Division, eight officers, or ·22 per cent, of the total, whose salaries amounted to 1·00 per cent. of the whole ;

In the Professional Division, 627 officers, being 17·29 per cent. of the total, with salaries representing 27·72 per cent. of the whole ;

In the Clerical Division, 995 officers, being 27·45 per cent. of the total, whose salaries represented 32·43 per cent. of the whole ; and

In the General Division, 1,996 officers, or 55·04 per cent. of the total, with salaries which amounted to 38·85 per cent. of the whole.

## OFFICERS WITH EXPEDITIONARY FORCES, ETC.

The following summary shows the number of officers in each Department (exclusive of State School teachers) who were on duty with the Expeditionary Forces, &c., on the 31st December, 1915, together with the amount of their yearly salaries :—

Department.	Division.						Total.	
	Professional.		Clerical.		General.			
	No.	Salaries.	No.	Salaries.	No.	Salaries.	No.	Salaries.
		£		£		£		£
Chief Secretary ...	5	1,536	28	3,720	73	8,989	106	14,245
Treasurer ...	...	...	23	2,438	5	708	28	3,146
Public Instruction ...	29	7,164	4	336	5	616	38	8,116
Law ...	8	1,562	45	6,432	7	552	60	8,546
Lands and Survey ...	4	900	32	3,492	7	720	43	5,112
Public Works ...	4	936	7	696	13	1,476	24	3,108
Mines ...	5	1,440	1	72	...	...	6	1,512
Public Health ...	2	794	2	204	4	480	8	1,478
Agriculture ...	2	876	8	918	3	384	13	2,208
State Forests ...	...	...	...	...	1	132	1	132
Total ...	59	£15,208	150	£18,338	118	£14,057	327	£47,603

The officers of the Clerical Division (inclusive of those officers with Expeditionary Forces, &c.) were classed as follow :—

Department.	First Class.	Second Class.	Third Class.	Fourth Class.	Fifth Class.	Total.
Chief Secretary ...	7	17	26	55	140	245
Treasurer ...	5	5	27	51	127	215
Public Instruction ...	2	1	6	15	44	68
Law ...	1	7	41	95	125	269
Lands and Survey ...	2	2	24	59	125	212
Public Works ...	...	1	7	12	27	47
Mines ...	1	1	1	14	9	26
Public Health ...	...	1	1	4	7	13
Agriculture ...	...	2	2	9	28	41
State Forests ...	...	1	1	2	5	9
Total ...	18	38	136	316	637	1,145

It will thus be seen that the percentage in the first class was 1·57, in the second class 3·31, in the third class 11·88, in the fourth class 27·60, and in the fifth class 55·64.

STATEMENT showing number of officers employed in the larger Branches of the Public Service on 31st December, 1915, viz. :—GOVERNMENT PRINTING OFFICE, LUNACY, PENAL AND GAOLS, PORTS AND HARBORS.

Branch.	Division.						Total.	
	Professional.		Clerical.		General.			
	No.	Salaries.	No.	Salaries.	No.	Salaries.	No.	Salaries.
		£		£		£		£
Government Printing Office ..	1	800	10	2,424	195	34,868	206	38,092
Lunacy ..	17	9,942	25	6,814	909	108,519	951	125,275
Penal and Gaols ..	..	..	7	2,407	199	33,465	206	35,872
Ports and Harbors ..	16	4,708	10	2,244	147	23,958	173	30,910
Total ..	34	15,450	52	13,889	1,450	200,810	1,536	230,149

The foregoing statement shows that of the 3,626 permanent officers of the Service, there were employed in the—

Government Printing Office,

206, whose salaries amounted to £38,092, or 5·09 per cent. of the whole ;

Lunacy,

951, whose salaries amounted to £125,275, or 16·76 per cent. of the whole ;

Penal and Gaols,

206, whose salaries amounted to £35,872, or 4·80 per cent. of the whole ;

Ports and Harbors,

173, whose salaries amounted to £30,910, or 4·13 per cent. of the whole.

It should, however, be pointed out that, in regard to the Lunacy Branch, deductions were made from the Regulation salaries of officers for quarters and other allowances.

#### TEACHERS UNDER THE DEPARTMENT OF PUBLIC INSTRUCTION ON 31ST DECEMBER, 1915.

	Male.	Female.	Total.
Head Teachers and Assistants ..	1,804	1,943	3,747
Relieving Teachers ... ..	20	44	64
Junior Teachers and Sewing Mistresses	254	1,728	1,982

These figures show an increase for the year of 96 Head Teachers and Assistants, 8 Relieving Teachers, and 143 Junior Teachers and Sewing Mistresses.

The average attendance of State School pupils for the calendar year is not available, but the average attendance for the financial years ended 30th June, 1914 and 1915, was as follows :—

	Boys.	Girls.	Total.
Year 1913-14 ... ..	82,536	75,646	158,182
Year 1914-15 ... ..	83,902	76,952	160,854

#### NUMBER OF OFFICERS IN THE SERVICE FROM 1901 TO 1915.

The following table shows the total number of permanent officers in the Service on the last day in each year after 1900. It does not include employees in the Railway or the Police Departments, or State School teachers, nor does it include officers of Parliament :—

Department.	On 31st December—														
	1901.	1902.	1903.	1904.	1905.	1906.	1907.	1908.	1909.	1910.	1911.	1912.	1913.	1914.	1915.
Chief Secretary .. ..	1,144	1,164	1,092	1,011	973	938	1,232	1,272	1,333	1,357	1,435	1,481	1,555	1,633	1,638
Treasurer ... ..	275	265	257	253	241	238	238	236	261	258	298	300	411	429	427
Public Instruction ... ..	152	146	136	130	129	106	142	146	168	167	212	167	357	397	406
Law ... ..	320	315	302	302	298	291	298	302	308	332	356	382	406	428	413
Lands and Survey ... ..	264	281	235	226	226	236	242	267	279	288	296	323	365	379	389
Public Works ... ..	196	194	188	186	188	187	193	201	210	213	214	213	342	364	339
Mines ... ..	99	100	94	93	122	100	100	72	72	63	60	60	72	66	79
Public Health ... ..	31	32	30	28	27	24	25	26	30	29	37	36	45	45	43
Agriculture ... ..	39	40	68	69	41	46	50	58	60	69	82	84	131	137	140
State Forests ... ..	...	...	...	...	...	...	...	30	30	28	29	28	87	84	79
	2,520	2,537	2,402	2,298	2,245	2,166	2,520	2,610	2,751	2,804	3,019	3,074	3,771	3,962	3,9

\* Of this number 327 were with Expeditionary Forces or on military duty, &c.

**NUMBER OF TEACHERS UNDER THE DEPARTMENT OF PUBLIC INSTRUCTION FROM  
1901 TO 1915.**

	On 31st December—														
	1901.	1902.	1903.	1904.	1905.	1906.	1907.	1908.	1909.	1910.	1911.	1912.	1913.	1914.	1915.
Head Teachers ...	1,960	1,967	1,846	1,826	1,838	1,828	1,810	1,845	1,782	1,837	1,932	2,107	2,034	2,151	2,224
"    "    Unclassified	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Assistants ...	985	981	988	956	927	970	997	995	1,105	1,118	1,386	1,499	1,470	1,500	1,523
Relieving Teachers ...	48	47	37	33	32	27	52	25	62	75	70	77	65	56	64
Pupil Teachers or Junior Teachers ...	1,506	1,456	1,371	1,338	1,288	1,390	1,465	1,460	1,559	1,542	1,425	1,495	1,494	1,447	1,599
Monitors ...	261	282	261	226	232	...	...	...	...	...	...	...	...	...	...
Sewing Mistresses ...	428	420	417	393	395	351	363	372	392	372	372	374	383	392	383
	5,191	5,094	4,921	4,773	4,712	4,567	4,687	4,697	4,900	4,944	5,185	5,552	5,444	5,546	5,793

**PUBLIC SERVICE, 31ST DECEMBER, 1915.**

Table giving details as to the number of permanent and temporary officers and amounts paid in salaries by each Department during the year 1915:—

Department.	Permanent Staff on the 31st December, 1915.		Temporary Staff employed for various Periods during 1915.	
	Number.	Amount of Salaries.	Number.	Amount of Salaries.
		£		£
Chief Secretary .. .. .	1,532	245,774	281	16,483
Treasurer .. .. .	399	82,707	779	10,385
Public Instruction .. .. .	368	100,012	24	1,611
Law .. .. .	353	101,544	14	735
Lands and Survey .. .. .	346	75,975	584	35,553
Public Works .. .. .	315	65,124	895*	111,275
Mines .. .. .	73	21,469	123	15,883
Public Health .. .. .	35	8,604	116	5,245
Agriculture .. .. .	127	30,229	615	38,150
State Forests .. .. .	78	15,857	570	32,120
Totals .. .. .	3,626	£747,295	4,001	£267,440
State School Teachers .. .. .	5,486	732,374	906	35,994
Totals .. .. .	9,112	£1,479,669	4,907	£303,434

Total number of officers (permanent and temporary) ... 14,019

Total amount of salaries paid ... £1,783,103

\* The number of persons temporarily employed in this Department as artisans and labourers on Public Works—in respect of which a total amount of £34,855 is included in the larger amount was paid in wages—cannot be stated.

The above statement is exclusive of those officers on the permanent staff who on the 31st December, 1915, were on duty with Expeditionary Forces, &c., to the number of 327, whose annual salaries represent a total of £47,603; and 307 State school teachers on the permanent staff of the Department of Public Instruction, whose annual salaries amounted to £40,215. As these officers have been granted leave without pay whilst they are engaged on such duty, the total annual savings in salaries is £87,818.

The following tables are a comparison between the years 1914 and 1915 of the whole number and salaries of permanent and temporary officers—including State school teachers—employed during those years.

	Number.	Amount of Salaries.
Total number of officers (permanent and temporary) for the year 1914 .. .. .	16,986	£1,884,849
Total number of officers (permanent and temporary) for the year 1915 .. .. .	14,019	£1,783,103
Decrease for the year 1915 .. .. .	2,967	£101,746

The above shows a decrease of 2,967 employees and a saving on salaries of £101,746 for the year 1915, as compared with the previous year.

*Comparison of Permanent Officers (exclusive of State School Teachers).*

	Number.	Amount of Salaries.
Permanent officers for the year 1914 .. .. .	3,962 ..	£771,911
Permanent officers for the year 1915 .. .. .	3,626 ..	£747,295
Decrease for the year 1915 .. .. .	336 ..	£24,616

*Comparison of Temporary Officers (exclusive of State School Teachers).*

	Number.	Amount of Salaries.
Temporary officers for the year 1914 .. .. .	6,130 ..	£310,218
Temporary officers for the year 1915 .. .. .	4,001 ..	£267,440
Decrease for the year 1915 .. .. .	2,129 ..	£42,778

The total decrease in the permanent and temporary staffs (exclusive of State school teachers) for the year 1915, as compared with the year 1914, was 2,465 employees, and the total decrease in salaries was £67,394.

*Comparison of Permanent State School Teachers.*

	Number.	Amount of Salaries.
Permanent teachers for the year 1914 .. .. .	5,546 ..	£759,697
Permanent teachers for the year 1915 .. .. .	5,486 ..	£732,374
Decrease for the year 1915 .. .. .	60 ..	£27,323

*Comparison of Temporary State School Teachers.*

	Number.	Amount of Salaries.
Temporary teachers for the year 1914 .. .. .	1,348 ..	£43,023
Temporary teachers for the year 1915 .. .. .	906 ..	35,994
Decrease for the year 1915 .. .. .	442 ..	£7,029

The total decrease in the permanent and temporary teachers for the year 1915, as compared with the year 1914, was 502 teachers, and the total decrease in salaries was £34,352.

It will be observed from the above tables that the cost of the Department of Public Instruction in salaries for the year 1915 was £869,991, almost one-half of the total salaries paid by the State to the whole of the employees under the Public Service Acts.

## OFFICERS REPORTED FOR BREACHES OF ACT OR REGULATIONS.

During the year 1915, 12 cases were dealt with, the results being as under:—

Not proved .. .. .	1
Services dispensed with .. .. .	4
Reduced .. .. .	6
Allowed to resign .. .. .	1
	<hr/>
	12
	<hr/>

For minor offences, not dealt with by the Commissioner, Permanent Heads of Departments and Officers authorized found it necessary, during 1915, to exercise the power conferred upon them by inflicting fines, &c., in 37 cases (exclusive of Asylums).

## INCREASES IN STAFFS.

During the discussion in Parliament in August last upon the Supplementary Estimates for 1914-15, the question of the increase in the number of officers in the Public Service during the years 1911, 1912, 1913, and 1914 was brought under notice, and a request was made that full information in regard to the necessity for any such increases be embodied in the Annual Report of the Commissioner. A similar request having been made by the Committee of Public Accounts, I have, in accordance with such expressed wish of Parliament, prepared the following statement showing the increase in the number of officers employed during the period from the 31st December, 1906, to the 31st December last, and the reasons therefor.

The principal cause of increased number of officers in the Public Service and increased rates of salary is due to legislation passed from time to time, and in particular during the period under review.

The principal Acts passed during 1906-1915 affecting employment in the Public Service are as follow :—

## 1906.

- The *Income Tax Act* 1906, No. 2030.
- The *Administration and Probate Duties Act* 1906, No. 2032.
- The *Lifts Regulation Act* 1906, No. 2048.
- The *Vegetation Diseases Act* 1906, No. 2050.
- The *Stock Diseases Act* 1906, No. 2052.
- The *Small Improved Holdings Act* 1906, No. 2053.
- The *Children's Court Act* 1906, No. 2058.
- The *Closer Settlement Act* 1906, No. 2067.
- The *Licensing Act* 1906, No. 2068.

## 1907.

- The *Forests Act* 1907, No. 2095.
- The *Infant Life Protection Act* 1907, No. 2102.
- The *Friendly Societies Act* 1907, No. 2107.
- The *Closer Settlement Act* 1907, No. 2128.
- The *Factories and Shops Act* 1907, No. 2137.
- The *Gold Buyers' Act* 1907, No. 2138.

## 1908-9.

- The *Meat Supervision Act* 1909, No. 2169.
- The *Wire Netting Act* 1909, No. 2181.
- The *Sheep Dipping Act* 1909, No. 2216.
- The *Closer Settlement Act* 1909, No. 2229.
- The *Motor Car Act* 1909, No. 2237.
- The *Coal Mines Regulation Act* 1909, No. 2240.
- The *Factories and Shops Act* 1909, No. 2241.

## 1910.

- The *Forests Act* 1910, No. 2261.
- The *Artificial Manures Act* 1910, No. 2274.
- The *Bees Act* 1910, No. 2279.
- The *Land Tax Act* 1910, No. 2284.
- The *Education Act* 1910, No. 2301.
- The *Factories and Shops Act* 1910, No. 2305.

## 1911.

- The *Shearers' Hut Accommodation Act* 1911, No. 2341.

## 1912.

- The *Training Ships Act* 1912, No. 2367.
- The *Public Service Act* 1912, No. 2383.
- The *Factories and Shops Act* 1912, No. 2447.

19

1913.

The *Fruit and Vegetable Packing and Sale Act* 1913, No. 2465.

1914.

The *Mines Act* 1914, No. 2489.The *Workers' Compensation Act* 1914, No. 2496.

1915.

The *Municipal Loans Act* 1915, No. 2591.The *Seed Advances Act* 1915, No. 2598.The *Medical Treatment Act* 1915, No. 2600.The *Friendly Societies Act* 1915, No. 2602.The *Mining Development Act* 1915, No. 2752.The *Registration of Births Act* 1915, No. 2755.The *Execution of Instruments Act* 1915, No. 2757.The *Indeterminate Sentences Act* 1915, No. 2758.The *Boiler Inspection Act* 1915, No. 2759.The *Land Act* 1915 (No. 2), No. 2770.The *Default Summonses Act* 1915, No. 2771.The *Dairy Cattle Advances Act* 1915, No. 2772.The *Enemy Property Act* 1915, No. 2774.The *Education Act* 1915, No. 2779.The *Public Service Act* 1915, (No. 2) No. 2798.The *Wheat Marketing Act* 1915, No. 2812.

Other Acts, such as the Pure Food Act, Milk and Dairy Supervision Act, Stock Diseases Act, Commonwealth Commerce Act, and Quarantine Act and Regulations, &c., require additional officers to carry out their provisions.

In addition to the Acts quoted above, there are numerous Acts having reference to land, which affect the work of the Lands Department and the Titles Office.

Loans Acts, Revenue Acts, &c., not included in above list, also cause increase in work.

All minor amendments of Acts administered in the various Departments add to the work.

Since 1906 the number of Acts passed by Parliament total 658.

All of these enactments increase the work of the Public Service.

*Comparison of Staffs employed on the 31st December, 1906, and on the 31st December, 1915.*

NUMBER OF OFFICERS permanently employed in the Public Service (exclusive of State School Teachers).

Department.	On 31st December, 1906.					On 31st December, 1915.				
	First Division.	Professional Division.	Clerical Division.	General Division.	Total.	First Division.	Professional Division.	Clerical Division.	General Division.	Total.
Chief Secretary .. ..	1	48	160	729	938	1	61	245	1,331	1,638
Treasurer .. ..	1	..	155	82	238	1	3	215	208	427
Public Instruction .. ..	1	34	46	25	106	1	310	68	27	406
Law .. ..	1	45	207	38	291	1	85	269	58	413
Lands and Survey .. ..	1	44	127	64	236	1	56	212	120	389
Public Works .. ..	1	27	25	134	187	1	81	47	210	339
Mines .. ..	1	19	33	8	61	1	41	26	11	79
Public Health .. ..	..	5	10	9	24	..	11	13	19	43
Agriculture .. ..	..	16	17	13	46	1	33	41	65	140
State Forests .. ..	..	1	6	21	28	..	5	9	65	79
Victorian Water Supply .. ..	7	239	786	1,123	2,155	8	686	1,145	2,114	3,953
Totals .. ..	7	242	793	1,124	2,166	8	686	1,145	2,114	3,953
						..	59	150	118	327
						8	627	995	1,996	3,626

*Clerical Division.*

Class.	Employed 31st December, 1906.		Employed 31st December, 1915.	
	Number.	Percentage in Class.	Number.	Percentage in Class.
First .. ..	14	1·77	18	1·82
Second .. ..	31	3·91	37	3·72
Third ... ..	83	10·46	135	13·56
Fourth .. ..	288	36·31	311	31·25
Fifth .. ..	377	47·55	494	49·65
Totals .. ..	793	100	995	100

In making a comparison of the number of officers permanently employed in the Public Service (exclusive of State School teachers) on the 31st December, 1915, I have taken the staff engaged on the 31st December, 1906 (that being the date on which the lowest number was employed).

On the 31st December, 1906, there were 2,166 permanent officers, and on the 31st December, 1915, the number was 3,953 (inclusive of 327 officers with Expeditionary Forces or on military duty, &c.), showing an increase of 1,460 officers actually employed on the latter date as compared with the former.

In the several Departments the increases are as shown below :—

Chief Secretary, 594 (including Asylums, 472).  
 Treasurer, 161.  
 Public Instruction, 262 (including High Schools, &c.).  
 Law, 62.  
 Lands and Survey, 110.  
 Public Works, 128.  
 Mines, 12.  
 Public Health, 11.  
 Agriculture, 81.  
 State Forests, 50.

In the Department of Mines (and Water Supply) 100 permanent officers were employed on the 31st December, 1906, as compared with 73 on the 31st December last, but it is explained that at the former date the State Forests was a branch of that Department, and in the year 1910 the State Rivers and Water Supply Commission took over the control of the Victorian Water Supply Department, eleven officers being transferred from the Department to the Commission.

The following statement explains the necessity for the increases in the various Departments, as shown above :—

#### DEPARTMENT OF CHIEF SECRETARY.

*Chief Secretary's Office.*—In the Chief Secretary's office certain labourers who were formerly on the temporary staff were permanently appointed to the Service.

*Accident Insurance.*—Consequent upon the passing of the *Workers' Compensation Act* 1914, it was necessary to provide a staff for carrying out the work in connexion with the provisions thereof.

*Audit Office.*—In regard to the increase in the staff of the Audit Office a Railways Auditor was appointed, the position having been specially created by Act of Parliament. Two additional Inspecting Officers were appointed under the Audit Act; these replaced officers in other Departments who previously were doing Audit work; and the other appointments were of junior fifth class officers to fill a vacancy that existed on the 31st December, 1906, and offices newly created, owing to the great increase in work.

*Statist's Office.*—In the Government Statist's Office vacancies that existed on the permanent staff were not filled up, owing to the necessity for retrenchment in 1902, and any work not of an urgent nature was performed by temporary clerks, or postponed.

In the Statistical Branch much work was performed by temporary clerks which is now carried out by the permanent staff.

The work of the office has been affected by Acts relating to other branches or departments, as it has been necessary to collect and publish annually statistics of operations carried out under these Acts. There has also been much work involved in recent years in furnishing statistics in connexion with contemplated legislation. Moreover, the steps which have been taken by the Government to increase the population and to develop the resources of the country have led to a growing demand for statistics.

Prior to 1907 it was the practice to have portion of the work in connexion with the compilation of vital statistics prepared by Registrars of Births and Deaths. Since then the work has been carried out by the clerical staff of the office, and this plan has been found to be much more satisfactory.

There has been a considerable increase in the work involved in the collection and compilation of Agricultural and Manufacturing Statistics, being due principally to the great development which has taken place in these industries in recent years.

In the Registration Branch the addition to staff is due entirely to great increase in work.

There has been a considerable advance in the number of births, marriages, and deaths in recent years, but a much more important factor has been the great increases in the number of searches desired by the public and in the number required for old-age pensions purposes. Several Acts have been passed since 1906 which have led to a considerable permanent increase in the work.

A number of requests is received each year for actuarial calculations from Government Departments, and the establishment of the State Accident Insurance Office has led to a permanent increase in work, as the Government Statist was appointed actuarial adviser of that office.

*Fisheries and Game.*—A Fisheries and Game Branch was established in 1910, and a separate staff was required to carry out the duties.

*Inebriate Institution, Lara.*—The establishment of this Institution at Lara caused an increase in the officers of the Public Service.

*Neglected Children Branch.*—The increase includes Clerks, Visiting Officers or Inspectors, and Officers at the depôts. The appointment of the additional Inspectors was rendered necessary by the Department having to take over from the Police the administration of the Infant Life Protection Act, and as a result of the steady increase in the number of wards of the State under supervision.

As regards the staff at the depôt, the increase is principally attributable to the opening of the new nursery and the two isolation wards for the children suffering from infectious diseases, and to the call for better provision for the care and treatment of the large number of delicate infants who pass through the depôt, and also the separating and classifying of the reformatory boys.

*Office of the Chief Commissioner of Police.*—One Clerk was appointed to fill a vacancy that existed on 31st December, 1906.

The further increase is due solely to the work connected with the registrations under the Motor Car Act, which enactment came into force in the year 1910.

*Public Library, Museum, and National Gallery.*—The work of the Institution has been largely increased owing to the munificent bequest of the late Alfred Felton, the gift of Mr. John Connell, the building of a new library, and the transfer of the books and their rearrangement and reclassification on modern lines.

*Inspection of Factories.*—From the year 1906 to the present date ten new Factories Bills were passed through Parliament, each one bringing new activities under the administration.

In 1906 the jurisdiction was limited to the metropolitan district and the cities and towns throughout Victoria; now the whole of Victoria has been brought under regulation and, in addition, the hours of carting and driving in all cities and towns were limited and regulated; the Saturday half-holiday throughout Victoria was instituted; inspection of factories, shops, &c., throughout the whole of Victoria was begun; regulation and inspection of lifts throughout Victoria and guarding of machinery were provided for; and registration of all shops in Victoria and all factories in the country districts was required.

The growth of factories up to the 31st December, 1914, the latest date to which the information is available, is shown as follows:—

			1906.		1914.
Number of factories	..	..	4,766	..	8,447
Persons employed—					
Males	..	..	39,614	..	70,562
Females	..	..	27,931	..	40,098

Since 1906 the number of factories had increased by 3,681, or about 77 per cent.; the persons employed by 43,115, or about 64 per cent.

In 1906 there was in the Factories Office a staff of 20 officers; now there are 65 officers.

Wages Boards determinations and general inspection by Inspectors demand an adequate staff to cope with this ever-growing State expansion.

#### DEPARTMENT OF THE TREASURER.

*Land Tax Office.*—In 1906 the tax on land was based on the sheep-carrying capacity of property, and the number of taxpayers was only 1,400. In 1911 the present Land Tax came into operation, and required owners of land to furnish a return. Over 300,000 returns were so received and recorded, and as the number of changes of ownership amount to about 30,000 each year, the register is being constantly altered by additions and eliminations. There are over 80,000 taxpayers, and as the properties are acquired or disposed of, their returns have to be amended accordingly and a new assessment made for each year. A valuation of the whole of the lands of the State is being made by the Department.

*Government Printing Office.*—The increase is due to the fact that for a number of years vacancies on the permanent staff had not been filled. When an outside printer was appointed by the Government to reorganize the office, the whole staff was reclassified and the existing vacancies filled. This simply meant that certain men who had been occupying positions for years in a supernumerary capacity were placed on the permanent staff.

Further, the creation of new branches of the Service since 1906 has materially increased the volume of departmental printing.

The Commonwealth spends £150,000 and the State £100,000 a year in printing at the Government Printing Office.

The Printing Office may be regarded as a large trading concern, and its employees claim advanced wages when the Wages Boards fix higher rates for those outside the Printing Office.

#### DEPARTMENT OF PUBLIC INSTRUCTION.

*High Schools.*—Owing to the establishment of High Schools, as the result of legislation directing the Department to make provision for secondary education, additional officers were required. They were mainly withdrawn from primary schools.

*Medical Inspection.*—Following in the lead of progressive countries, Medical Officers and Nurses have been appointed, whose duties are to inspect and advise as to hygienic conditions of school premises and the physical and mental condition of the children, and to give instruction to teachers and parents.

*School for the Blind.*—Upon this school being taken over by the Department, a teacher had to be appointed.

*School for Deaf and Dumb.*—Upon this school being taken over, the teachers already employed were appointed.

*School for Feeble-minded.*—Following on legislation regarding the establishment of special schools, a school for mental defectives was opened and a head teacher placed in charge.

*Technical Schools.*—Prior to the passing of the 1910 Act, teachers in Technical Schools were not appointed on the recommendation of the Commissioner. That Act, however, provided that all schools established subsequent to the passing of such Act were to be under direct Government control and that the permanent staffs were to be appointed by the Governor in Council. Teachers were accordingly appointed to the schools established at Sunshine and Collingwood; Senior and Junior Technical School, Beechworth; and to the Junior Technical Schools at Latrobe-street, Melbourne, Glenferrie, Ballarat, Bendigo, Geelong, Warrnambool, and Nhill.

*Training College.*—Increase in staffing was rendered necessary by the continuous growth in the enrolment of students and by various developments of the college. Excluding over 100 country correspondence students, 300 teachers received instruction and training at the college during the financial year 1914-15.

*Miscellaneous.*—An Instructress in Physical Training was appointed. Her duties are to train women teachers in the requirements of the Universal Training Act (Commonwealth).

An Instructress in Needlework and Dressmaking in the Domestic Economy College, Domestic Arts Hostel, and the Teachers' College; two Organizers and Teachers of Swimming for the instruction of teachers and pupils; and a Superintendent of the Domestic Economy College (350 students) of Domestic Arts Hostel, where students are trained to become teachers of cookery, laundry work, needlework, and general housewifery, were also appointed.

*Clerical and Administrative.*—The increase is due to the widening operations of the Department, and to further activities consequent upon the bringing into force of the Act dealing with the administration of School Committees. Also, the exercise of the functions of the Medical Officers and Swimming Instructors has entailed additional routine work

#### DEPARTMENT OF LAW.

*Office Staff, &c.*—In 1906 the position of Assistant Parliamentary Draftsman was filled by an exempt officer, but the position was classified in 1910 and filled by a permanent officer. In 1913 a second Parliamentary Draftsman and a junior fifth-class Clerk were appointed, the former to deal with the increasing work connected with the preparation of Bills for Parliament, and the latter to assist the drafting branch generally and to act as librarian of the office library.

A fifth-class Clerk to act principally as relieving officer for Junior Clerks of Courts, and to assist generally with correspondence, has been appointed. An extra Junior Messenger and three female Shorthand and Typewriters to cope with the increasing volume of the work in the Correspondence Branch were also appointed.

*Suburban and Country Courts.*—The increase is partly accounted for by the fact that the reclassification scheme automatically transferred to the Law Department officers formerly attached to the Department of the Treasurer; the other appointments were necessary for properly carrying out the duties at the Courts, owing to the increased volume of business therein.

*City Police Court.*—Some of the clerical officers at the City Court are sent to relieve at outside Courts.

The staff of the General Division has been increased by the fact that the present building is very much larger than that in use in 1906, and also by the Police Department occupying offices in the building, and these offices being attended to by the Law Department staff.

The work of the Annual Licensing Court has been very much increased owing to provisions involving payment of compensation by the owners and licensees of hotels, and also payment of application fees.

The provisions of the Inter-State Destitute Persons Relief Act are carried out at this office

*Office of Titles.*—Clerical Staff.—The increase is attributable to the following causes :—

- (a) The substitution of permanent officers for temporary officers.
- (b) The increase in the volume of the work.
- (c) Legislation throwing new duties and responsibilities on the staff.
- (d) The greater intricacy of the work consequent on the more complicated nature of the easements and covenants sought to be given effect to in recent years.
- (e) The greater expedition with which the work is being completed.
- (f) A more strict compliance with the requirements of the Transfer of Land Acts in consequence of a direction of the Commissioner of Titles and of representations made by the Registrar-General of Titles.

The following Acts passed since 1905 have thrown new duties and responsibilities on the staff, viz. :—Acts Nos. 2056, 2061, 2086, 2100, 2284, 2293, 2552, and 2568 ; more particularly Act No. 2284, which chiefly affects the Index and Register Book Branches of the office, by reason of the large number of searches which have had to be made by Land Tax assessors and the Land Tax Office, and Act No. 2568, by reason of the large number of liens on crops, amounting to some thousands, which have had to be recorded.

Within recent years a custom has sprung up of selling subdivided land with intricate carriage way and drainage rights and subject to complicated restrictive covenants. So prevalent has the custom become that the average time occupied in perusing and checking dealings has been greatly increased. There have always been dealings lodged involving grants of easements and subject to restrictive rights, but during recent years the easements granted and reserved are of a more complicated nature, and are far more frequently created and much more land is being disposed of subject to restrictive covenants, and such covenants are becoming more stringent and involved.

The increase in the volume of the work is almost wholly confined to dealings under the Transfer of Land Acts.

*Survey Branch.*—In addition to the permanent staff on 31st December, 1906, eight temporary officers were employed. These were subsequently appointed to the permanent staff. The year 1906 marked the commencement of increased activity in the real estate market, which was reflected in the operations of the Survey Branch. Not only has the work increased in a number of cases, but, owing to the increasing number of surveys with which comparisons are necessary, the average time occupied in dealing with applications to amend certificates of title and cases of applications to bring land under the operation of the Act has increased.

The Country Roads Act has caused an increase of transfers of road deviations which present greater difficulties and occupy longer time in handling than the average case, owing to the tortuous nature of the deviated roads and of the discrepancies disclosed by the surveys of the same as compared with the original Crown surveys.

The amended Local Government Act demands more attention being given to the question of drainage in connexion with plans of subdivision lodged under the Transfer of Land Act, which entails a longer time in the examination of the plans, and necessitates more complicated forms of easement being used in transfers.

#### DEPARTMENT OF LANDS AND SURVEY.

*Accounts Branch.*—Since 1906 the Closer Settlement Accounts (including Small Holdings) has been taken over by the Accounts Branch.

This work includes the following :—

1. The keeping of ledgers and the preparation of a revenue account and balance-sheet annually, as required by the Committee of Public Accounts.
2. The keeping of the personal accounts of lessees under the Closer Settlement Acts and tenants under the Land Acts to whom the Board has made advances.
3. The collection of instalments of purchase money and advances.
4. Statistical records and entries of half-yearly valuations of improvements in all cases where the Board has an interest.
5. Advances to Crown Lands lessees under the Closer Settlement Act.

6. Advances to Closer Settlement lessees.
7. Live stock advances.
8. Grading and improvement advances.
9. Advances under the Wire Netting Act.
10. Obtaining titles and registering securities for advances, and the taking and registering of securities in arrear cases.
11. Fire insurance under the Special Funds Act.

The control of the Irrigable Estates has been passed to the State Rivers and Water Supply Commission. This necessitates additional book-keeping, and makes the work more heavy than if one body only controlled the whole of the Closer Settlement business.

This Branch also carries out administrative work connected with accounts.

*Correspondence, &c., Branch.*—One fifth class officer has been added in connexion with providing Seed Wheat, and two Junior Messengers and four Labourers (Cleaners), who were formerly temporary employees, have been permanently appointed. An increase in the number of Cleaners was necessitated by the enlargement of office accommodation.

*Occupation Branch.*—Owing to the falling-off in Village Settlement work, the Lands Settlement Branch was amalgamated with the Occupation Branch, and the officers were distributed accordingly; and on account of the extension of settlement in the Mallee and South Gippsland, the number of Bailiffs of Crown Lands has had to be increased, and certain persons previously temporarily employed were added to the permanent staff.

The Lands Purchase and Management Board absorbed the Small Holdings Branch, but since 1913 the work has been undertaken by the Department, and part thereof apportioned to the Occupation Branch, and officers transferred from the control of the Board to that Branch.

*Botanic Gardens, &c.*—Consequent upon a re-arrangement of the staff in 1907, a Gardener, a Carter, and a Garden Labourer were appointed extra, and in 1908 an additional Labourer was specially appointed for the maintenance and improvement of the Treasury Gardens. In 1910 two additional Boy Labourers were appointed, owing to the necessity for maintaining improvements effected in the Botanic Gardens, and in 1913 fourteen officers, who were previously on the temporary staff, were permanently appointed.

*Immigration and Labour Bureau.*—To carry on the work of this Branch, it was necessary to provide an extra staff of officers.

#### DEPARTMENT OF PUBLIC WORKS.

*Accounts Branch.*—An additional fifth-class Clerk was appointed, as the work of the Department had largely increased; frequent additions to the professional staff had been made to cope with the work both in the Architectural and Engineering Branches, and such increases and the reasons therefor largely affected the Accounts Branch.

*Correspondence.*—Extra work was imposed on the Branch in connexion with the passing of the Act, "To provide for the supply of wire netting to owners of land for vermin-proof fences," and an increased staff was rendered necessary to carry out this work, and the large increase in the correspondence work of the Department. Although three permanent officers have been added to the staff, the services of two temporary officers were dispensed with.

*Unused Roads and Water Frontages Branch.*—As the Branch is responsible for a considerable amount of revenue, and for the successful administration of the Act, it was considered it would have been injudicious to have attempted to administer it by the continued employment of temporary officers, and these were gradually displaced by permanent Junior Clerks. The cost of the Branch is defrayed from the fees collected under the Act.

*Caretakers, &c.*—Since 1906 the following new buildings have been erected, necessitating the appointment of additional Labourers for cleaning purposes, and Lift Attendants:—Geological Museum Building, Geological Library, Geological Laboratory, Agricultural Department Offices, State Rivers and Water Supply Commission Offices.

*Architectural Branch.*—The apparently large increase in the number of officers is simply the result of the transfer of officers from the temporary to the permanent staff. All these officers had been employed for a number of years to meet demands for carrying out the greatly increased work of recent years, owing to large expenditure in works and buildings. The duties performed are of such a permanent nature that under the reclassification scheme they were made permanent officers.

*Government Valuer's Branch.*—Two officers who were formerly temporarily employed have been placed on the permanent staff.

*Engineering Branch.*—The following are the reasons which led to the increase in the number of permanent officers :—

1. On the reclassification of the Service officers who had been temporarily employed were placed on the permanent staff.

2. Extra works have been undertaken since 1906 under the following heads :—

- (a) Making places of interest accessible to tourists.
- (b) Outer ports (whereby an outlay of nearly half a million was contemplated).
- (c) Extension of Yarra improvements to Heidelberg.
- (d) Maribyrnong River improvements.

*Electric Light and Power Branch.*—One of the officers now permanently employed was, prior to the 31st December, 1906, on the temporary staff. The growth of the application of electric supply for public, private, and Government purposes has much increased the work to be performed.

Duties, administrative and technical, arise in connexion with Orders in Council under the Electric Light and Power Act, while in the metropolitan area, especially, there has been an increase in the employment of power by private consumers. There is also the inspection of overhead lines, investigation of disputes, and preparation of statistics and returns.

There has been a large amount of electric installation work carried out in Government Buildings, namely :—Public Offices, Agriculture, Chief Secretary's Office, State Government House, Titles Office, Crown Law Offices, Sunbury Asylum, Ararat Asylum, Mont Park Asylum, Acute Mental Hospital, Police Hospital and Dépôt, Russell-street Barracks, Melbourne Gaol, City Watch House, Neglected Children's Homes, Greenvale Sanatorium, Heatherton Sanatorium, Government Cool Stores, Ship Yard, various High Schools, Domestic Art Schools, and buildings under the Department of Public Instruction and other State Departments. These have mostly been carried out by contract, under supervision, but subsequent maintenance, in most cases, involves the co-operation of the branch, and repairs and small additions are frequently carried out by the staff; also maintenance of electric heaters and motors, and of electric bell and telephone systems at Pentridge, and other institutions in the metropolitan area.

*Ports and Harbours.*—Owing to the transfer of the Dredging Branch to the Ports and Harbours Branch, and the undertaking by this Branch of the collection of Wharf and Explosives charges, it was found necessary to make new appointments of fifth-class Clerks to cope with the work.

At the Shipbuilding Yard, owing to increased activities in building dredges, tug-boats, &c., new appointments of fifth-class officers were required. Officers of the Professional Division—Naval Architect and others—who had been previously temporarily employed, were placed on the permanent staff; and officers of the General Division who had been employed temporarily were appointed to the permanent staff. It was also found necessary to appoint a Shorthand and Typewriter and an Electrician.

In the Dredging Branch it was found necessary to make new appointments of Shipwrights to cope with the work; and in connexion with the reclassification of the Service, employees who were engaged temporarily at the Dépôt, Dredging Works, Gippsland, Port Fairy, &c., and on the Dredge *Pioneer*, were appointed permanently. In order to complete crews of vessels, &c., new appointments to the General Division were required.

## DEPARTMENT OF MINES.

In the Department of Mines there was an increase of three officers in the Dredging Branch, three in the Drills and Testing Branch, fourteen in the Geological Branch, and one Inspector of Boilers, who were formerly on the temporary staff.

## DEPARTMENT OF PUBLIC HEALTH.

The staff has been increased by the transfer of Analysts from the Department of Agriculture, when the work of Food Analysis and the medico-legal work was taken over by the Public Health Department. Architectural Building Inspectors and an Inspector of School Buildings who were formerly temporarily employed have been placed on the permanent staff, and in addition an Engine-driver at the Greenvale Sanatorium, previously on the temporary staff, has been permanently appointed. An Inspector of Food for Export was transferred to this Department when the work of supervision of meat for export was taken over from the Department of Agriculture.

A Shorthand Writer and Assistant was appointed to take shorthand notes, to do typewriting for the Head of the Department, to take charge of the Library, and to assist generally; two Food and Liquor Inspectors, to assist in enforcing the provisions of the Pure Foods Act; one Senior Messenger, to take the place of an exempt officer; one Junior Messenger, two Clerks, and two Typewriters, owing to the increase of work in the Department; a Typewriter and a Junior Office Cleaner in connexion with the Laboratory work transferred from the Department of Agriculture; and an additional clerk to do clerical work in connexion with the Tuberculosis Bureau.

## DEPARTMENT OF AGRICULTURE.

*Correspondence Branch.*—On 31st December, 1906, the Correspondence work of the Chemist's Branch was separated from that of the Head Office. Additions to staff are two Clerks and two Shorthand and Type Writers.

*Accounts Branch.*—There was no distinct Accounts Branch in existence in 1906, Accounts and Correspondence being then combined. The increase in the combined staff, so far as the Accounts Branch is concerned, resulted from increased activities undertaken by the Department, such as—

Maffra Beet Sugar Factory,  
 Werribee Central Research Farm,  
 Fruit Cool Stores at Doncaster, Ringwood, Diamond Creek, Burwood East,  
 and Tyabb,  
 Victoria Dock Freezing Works,  
 Bamawm Citrus Orchard and Nursery,  
 Burnley Egg-laying Competition,  
 Journal advertisements,  
 Purchase of stock for settlers,  
 Potato and Onion Inspection,  
 Progressive extension of Milk and Dairy Supervision Act.

The work increased through the Branch having to deal with expenditure claims and the collection of receipts arising out of the above activities; also the ordering of supplies required in connexion therewith.

The requirements of the Committee of Public Accounts in the preparation of annual commercial balance-sheets in connexion with the various Departmental Institutions have meant a more minute classification of accounts as well as a largely detailed system of bookkeeping.

*Analytical Branch.*—The increase is accounted for by the positions having been made permanent upon the reclassification of the Public Service, and the temporary officers having been appointed thereto.

*Agricultural Division.*—There was no actual increase in the number of persons employed in this Division. The officers now on the permanent staff were previously employed under exemption.

*Biologist's Branch.*—An officer was transferred from the Statist's Office. This officer had previously been employed in the Government Botanist's Branch, and his services are now being utilized in undertaking botanical work in connexion with the Biologist's Branch.

*Live Stock Division.*—Two of the three additional Veterinary Officers, two Stock Inspectors, and one Senior Dairy Inspector, were temporarily employed in 1906. The main increase is in the Clerical Division, and is the result of extended activities.

The work of the financial year 1906-7 was largely performed by supervisors called in for temporary work, and one clerk transferred to the Live Stock Division in 1907.

The operation of the Acts in force in 1906 has been extended by the addition of amended Milk and Dairy Supervision and Stock Diseases Acts; and the Sheep Dipping, Shearers' Hut Accommodation, and Bee Diseases Acts, which have been passed since.

Other matters dealt with now not dealt with in 1906, are:—Live Stock Management, Examination of Stallions for the Government certificate of soundness and approval, Cattle purchasing for Settlers, Herd Testing for Government certificate, Sheep Industry, Pig Industry, Honey Industry, Construction of Silos for Farmers (this work was previously done under the control of the Head Office), Cheese Industry (previously under the Export Division).

The marked increase in the activities of the Live Stock Division occurred in 1911, when the re-organization of the Department was undertaken.

*Produce Division.*—On the 31st December, 1906, nearly all the duties of the Produce Division were carried out by temporary officers, many of whom were afterwards permanently appointed.

The administration of the Chaff and Stock Food Act, which came into force in 1909, entailed a considerable amount of work, and imposed extra duties on the officers of the Branch.

On the 31st December, 1906, the Doncaster Cool Stores was under the Public Works Department; since then the Ringwood, Diamond Creek, Burwood East, and Tyabb stores have been erected, and involve a large amount of extra work.

In connexion with the inspection of fruit, extra duties undertaken by the Branch consist of—

Amended Vegetation Diseases Act.—The provisions of this measure incur the collecting and banking of fees charged for the inspection of goods imported from other States.

Fruit Cases Act necessitated the inspection and measurement of cases containing fruit imported from other States and exhibited for sale on the local markets.

Seeds Act.

Fruit and Vegetable Packing and Sale Act.—This measure has imposed a large amount of additional work, and many prosecutions have been instituted since its inception.

Commonwealth Regulations under the Commerce Act, which came into operation on the 1st January, 1907, and imposed the necessity of inspecting all fruits (fresh and dried), jams, and plants for oversea export.

Commonwealth Quarantine Act (Plants) and Regulations, which came into force on 1st July, 1908, and incurred the necessity of inspecting, and, when required, the treatment of imported goods, including fruit, plants, plant products, nuts, nutmegs, seeds, cereals, arrowroot, timber, cocoa, coffee beans, herbaceous drugs, rice roots. The regulations also provide for the imposition and collection of fees for such inspection and treatment.

*Potato Inspection.*—In 1910, owing to the outbreak of Irish blight, legislation was passed quarantining certain areas. No potatoes may now be exported without examination and certification as to freedom from disease, consequently inspectors have to be stationed in all the principal potato-growing areas.

This Branch also carries out duties under the Health Acts and the Fruit and Vegetable Packing and Sale Act in so far as they apply to potatoes and onions. Markets and stores are visited, and permits issued for potatoes for local consumption.

#### DEPARTMENT OF STATE FORESTS.

A large number of temporary employees were placed upon the permanent staff in connexion with the reclassification of the Public Service, the work being of a permanent nature.

## TEMPORARY EMPLOYEES.

The number of persons temporarily employed on the 31st December, 1906, was 1,582, and on the 31st December last—1,909.

## SUMMARY.

*Persons Temporarily Employed.*

Department.	On 31st December, 1906.	On 31st December, 1915.	Increase.	Decrease.
Chief Secretary .. .. .	287	121	..	166
Treasurer .. .. .	311	589	278	..
Education .. .. .	204	358	154	..
Law .. .. .	29	6	..	23
Lands and Survey .. .. .	118	157	39	..
Public Works .. .. .	220	194	..	26
Mines .. .. .	180	72	..	108
Public Health .. .. .	20	32	12	..
Agriculture .. .. .	167	226	59	..
State Forests .. .. .	46	154	108	..

A large number of officers is employed in the Departments in work of various kinds, which is of a distinctly temporary character.

During the year 1915, there were 4,907 persons so employed for periods varying from a few days to twelve months.

Of these 906 were temporarily employed as State School Teachers.

The persons temporarily employed on the 31st December, 1915, were distributed throughout the Departments as follows:—

*Chief Secretary's Department—*

Aborigines .. .. .	2
Accident Insurance Office .. .. .	4
Executive Council .. .. .	1
Explosives .. .. .	13
Factories Inspection .. .. .	1
Fisheries and Game .. .. .	1
Government Statist's Office .. .. .	2
Governor's Office .. .. .	1
Herbarium .. .. .	1
Inebriates Institution .. .. .	3
Lunacy .. .. .	50
Mercantile Marine .. .. .	2
Neglected Children .. .. .	6
Observatory .. .. .	2
Penal and Gaols .. .. .	2
Premier's Office .. .. .	3
Public Library, &c. .. .. .	10
Training Ship .. .. .	17

*Department of Treasurer—*

Head Office, &c. .. .. .	3
Curator's Office .. .. .	1
Income Tax Office .. .. .	6
Land Tax Office .. .. .	47
Printing Office .. .. .	532

*Department of Public Instruction—*

Teachers—	
High Schools, Technical Schools, and State Schools, &c. .. .. .	358

*Department of Law—*

Clerks, Crier, and Typewriter .. .. .	6
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<i>Department of Lands and Survey—</i>	
Assistant Engineer, Pupil Surveyors, Clerks, Crown Land Bailiffs, Caretakers, Labourers, Office Cleaners, and Female Typewriters ..	44
Extermination of Rabbits.—Inspectors and Labourers .. .. .	90
Richmond House .. .. .	3
Survey.—Foremen and Labourers .. .. .	20
<i>Department of Public Works—</i>	
Draughtsmen, Assistant Engineers, Surveyor, and Clerks .. .. .	26
Caretakers, Engine-drivers, Gardeners, Garden Labourers, Inspectors of Works, Labourers, Office Cleaners, Quarrymen, &c. .. .. .	76
<i>Ports and Harbours—</i>	
Draughtsmen, and Clerk .. .. .	8
Boatmen, Cooks, Coxswains, Deck-hands, Engine-drivers, Engineers, Firemen, Labourers, Masters, Mates, Shipwrights, Watchmen, &c. .. .. .	84
<i>Department of Mines—</i>	
Draughtsmen, Assistants, Geological Survey, and Clerks .. .. .	14
Drill Boring Foremen and Assistants, and Govern- ment Battery Foremen .. .. .	58
<i>Department of Public Health—</i>	
Analyst, Clerk, Labourer, &c. .. .. .	7
Greenvale Sanatorium .. .. .	25
<i>Department of Agriculture—</i>	
Clerks .. .. .	3
Cool Stores .. .. .	19
Dairy Supervisors .. .. .	46
Experimental Farm, Bamawm .. .. .	3
Experts.—Potato, Poultry .. .. .	3
Farm Produce.—Assistants .. .. .	5
Field Officers .. .. .	7
Horticultural Gardens .. .. .	10
Maffra Factory .. .. .	21
Potato Inspectors .. .. .	10
Produce Division.—Clerks, Inspectors, &c. ..	17
Veterinary Officers .. .. .	3
Viticultural College .. .. .	30
Werribee Research Farm .. .. .	24
Wyuna .. .. .	14
Miscellaneous .. .. .	11
<i>Department of State Forests—</i>	
Foremen, Assistants, Labourers, Nurserymen, &c.	154

#### NATIONALIZATION FORMS.

The Government directed that every person employed in the various Departments should furnish a statement in writing as to the nationality of himself and his parents.

It has been found that out of the whole of the persons employed ten (10) are of enemy birth, and one hundred and seventy-eight (178) are of enemy descent by one or both parents.

## ROYAL COMMISSION.

Upon representations made in Parliament, the Governor in Council on the 17th February, 1916, appointed a Royal Commission to inquire and report "as to the working of Public Departments of the State of Victoria, excepting the Railway Department, and more particularly into the system of Public Service Administration; the relation between the number of employees and the work to be performed; the effectiveness and modernity of the methods in use; the suitability of office and other accommodation; the observance of Regulations; the collection of Taxation; the desirability of transferring any branch of the Public Service to the Commonwealth or other authority; the respective merits in relation to economy, effectiveness of methods, &c.; of Government administration as compared with the conduct of business under private enterprise; reduction in number and volume of Government publications; and the amendment of the Public Service Act to secure efficiency combined with economy."

On the 18th April, 1916, an Order in Council was passed extending the powers of such Royal Commission by the inclusion in the inquiry of that branch of the State Service embraced under the description of "Officers of Parliament" governed by the provisions of Part VIII. of *The Constitution Act Amendment Act 1915*.

The Commissioners are—

Alexander Cooch, Esquire, Chairman;  
Joseph Thornton Tweddle, Esquire; and  
William Ross Anderson, Esquire.

The inquiry is now proceeding.

All which matters are submitted for Your Excellency's consideration.

G. C. MORRISON.

Dated at Melbourne, this 8th day of June, 1916.