

1917.

VICTORIA.

PUBLIC SERVICE COMMISSIONER.

REPORT FOR THE YEAR 1916.

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

By Authority:

ALBERT J. MULLETT, GOVERNMENT PRINTER, MELBOURNE.

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 1916.

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, 1916—were with the Expeditionary Forces :—

Department of Chief Secretary (120).

Adey, J. K.	Dromgoole, J. F.	Longbottom, B. W.	Prowse, F.
Akeroyd, W. A.	Emmett, R. J.	Lowry, E. N.	Quin, R. A.
Allchin, C. H.	Fogarty, J. M.	Mahony, A. T. M.	Rhodes, J.
Aldersea, G. J.	Fogarty, J. P.	Makin, J. J.	Richardson, Ethel T.
Anderson, J.	Foley, T. E.	Mallon, F.	Roberts, J.
Anderson, W. J.	Ford, R. G.	Maloney, G.	Rowan, J. O.
Anmiss, A. E.	Foster, J.	Martin, H. J.	Rowe, W. L.
Banks, D. A.	Frazer, E. L.	Mason, H.	Selleck, F. P.
Bastian, F. W.	George, E. S.	Myers, T.	Semmens, E. J.
Beckman, L. P. F.	Gilmour, H. M.	McArdle, D. J.	Shaw, P.
Benwell, W. J.	Gordon, J. F.	McCartney, W. R.	Skinner, H. S.
Billiet, F. M.	Gregor, R. S.	McCrickard, R. F.	Smiley, E. J.
Blade, R.	Grendon, G. P.	McDuff, E. E.	Sorrell, T. R.
Brewster, W. L.	Grundy, M. W.	McEllister, J. T.	Stapleton, J.
Buckley, W. F.	Harris, G.	McGrath, F. L.	Stephens, P. J.
Catron, W. G. J.	Hildebrand, T. C.	McKenzie, G.	Stewart, C. L.
Christensen, J. E.	Hill, W. J.	McKinley, E.	Swain, J. T.
Clarke, J. B.	Hingeley, J.	Macmillan, A.	Tibbles, P.
Colvin, J. P. R.	Hogarth, E. G.	Nelson, V. T.	Towl, P. G.
Connell, R. C.	Horsfield, W. A.	Neyland, E. C.	Trickey, F. V.
Connellan, T. M.	Irons, W. H. J.	Noonan, F. W. S.	Turner, A. J. J.
Convy, S. B.	Jerram, L. R.	Northill, T. J.	Tyers, Jane F.
Cornell, G. W.	Kelly, H.	O'Dee, A. H. J.	Usher, W. I.
Courtney, D.	Kennard, A. E.	Parkes, A. E.	Wallace, D. A.
Crawford, W.	Kilmartin, J.	Parsons, J. P.	Walsh, T.
Davis, J. C.	Kinsman, C. W.	Perry, J. N.	Warren, R. F. J.
Dawson, A. L.	Laidler, W. P.	Peverill, A. J. V.	White, R. W.
Deacon, J. F.	Landsell, H. W.	Phelan, F. S.	Whyte, J. M.
Desmond, R. D.	Leask, F. E.	Phillips, C. W.	Wright, D. A. R.
Dowling, M. J.	Lee, H. H.	Phillips, W. J.	Young, W. S.

Department of Treasurer (45).

Batten, C. H.	Dolling, W. H.	Jennings, W. H.	Phillips, R. R.
Bell, G.	Dunstan, W. E.	Keys, A. E.	Pittard, E. J.
Bennett, R. F.	Eastwood, R. A.	Lamb, J. L.	Prideaux, C. V.
Bruce, R. T.	Edgoose, H. H.	Lampard, A. W.	Prime, A. M.
Buller, R. L.	Evans, J. A.	Maddern, W. G. F.	Pynor, E. H. C.
Cathic, S. J.	Fielden, S. B.	Mann, J. R.	Rapley, G. V.
Clemens, J. H.	Goldsbury, J. S.	McCaffrey, J.	Rusden, A. S. K.
Collins, J. A.	Heskett, R. W.	McDowell, G. M.	Semmens, H. J.
Cooper, W. E.	Holland, G. W. F.	Newbold, E. W.	Tolmie, J. A.
Dixon, J. B.	Hutcheson, S. M.	Paine, D. D.	Wheeler, H. H.
Dodds, W. N.	Ingle, C. A.	Parker, E. A.	Williams, D. E.
Doig, A. L.			

Department of Public Instruction (49).

Anderson, W. W.	Gale, C. C.	McLaren, J. F.	Simpson, C. J.
Bacon, A. L.	Haddow, J. D.	McNicoll, W. R.	Spencer, M.
Bateman, W. J.	Harris, G. V.	O'Brien, J. T.	Spencer, W. G.
Blackman, P. O.	Hart, A. C.	O'Collins, P. F.	Story, C. B. S.
Browne, G. S.	Hewett, H. A.	Parr, W. J.	Sutton, H.
Cole, H. J. R.	Higgins, T. I.	Paterson, W. J.	Swinburne, H. L.
Davey, J. H.	Holmes, E. C.	Pridgeon, E. D.	Tritschler, H. J.
David, T. A.	Johnston, D. I.	Primrose, L. J.	Webster, A. B.
De Beurepaire, F. J. E.	Knight, P. A. C.	Purdy, W. O.	Wilcock, A.
Deeble, A. V.	Langley, G. F.	Rodda, E. E.	Williams, L. J.
Dewar, E. N.	Liddelow, A.	Rogers, J. S.	Wilson, H. V.
Don, W. G.	Lilburne, A. M.	Rutherford, W. H.	Wilson, H. W.
Ferguson, N. H.			

Department of Law (82).

Addison, D. M.	Cooper, H. V.	Jackson, H. L.	O'Sullivan, P. J.
Akeroyd, G. W.	Day, G. L.	Knight, C. F.	Pardy, M. G. F.
Anderson, R. B.	Dimsey, E. E.	Laidler, G. W.	Pollard, J. L.
Aram, J. T.	Dixon, A. W.	Mahony, J.	Power, C. S.
Avery, C. S.	Duggan, D. J.	Menzies, F. G.	Rasmussen, A. E.
Baker, H. J. E.	Elsbury, J. R.	Merralls, A. D.	Reid, W. R.
Barber, S. F.	Flanagan, M.	Michaelson, A.	Richards, W.
Barns, A. V.	Forbes, L. O.	Mitchell, C. S.	Roberts, G. L.
Beckerleg, C. R.	Freeman, G. R.	Mohr, R. H.	Saunders, G. W.
Bennett, F. H.	Gardner, C. J.	Morris, H. C.	Simpson, F. N.
Bieske, R. R.	Griffiths, A. G.	Munro, E. F.	Smith, F. D.
Blair, D. G.	Groves, H. W.	McAlister, H. M.	Smith, T. J.
Body, S. G. S.	Groves, K. L.	McCallum, A. D.	Strong, B. H.
Brown, J.	Haddow, A.	McDonald, J. C.	Taylor, W. H.
Bush, G. H.	Hall, C. J. S.	McLean, C.	Thomson, J.
Camier, W. E.	Hardy, N. J.	McWhinney, N. B.	Tingate, A. C.
Campbell, L. G.	Hart, A. G. C.	Normand, R. C.	Tuxworth, G. L.
Cashman, T. V.	Hill, A. R.	Nunan, P. C.	Warnock, A. E.
Cashman, W.	Hillard, R. I.	Oakes, R. F.	Wood, F. A.
Chappel, G. J. J.	Hollow, S. H. E.	Orr, T. A.	Zimmer, W. H.
Clyne, H. M.	Hutcheson, W. T.		

Department of Lands and Survey (66).

Allen, G.	Dewsnap, C.	Hunter, J. E.	Pollock, C. J. E.
Baird, D. A.	Dooley, J. M.	Jennings, S. T.	Robertson, L. G.
Barnard, N. V. W.	Edmonds, W.	Larkin, J. V.	Russell, H.
Bell, C. M.	Evans, F. A.	Leckie, P. M.	Rutherford, H.
Berry, R. H.	Ewart, C. M.	Long, W. T.	Shiels, J. S.
Blair, T. H.	Gibbs, B. O. T.	Longton, G. E.	Singleton, E. F. H.
Blore, G. T.	Gibson, N. H.	Mahony, J. A.	Straford, V. W.
Boyd, H. W.	Glover, S. A.	Malcolm, N. H.	Trawin, L. E.
Burge, C. C.	Graham, A. F.	Moon, F. H. A.	Tregent, D. A.
Carter, S. G.	Gray, H. R.	Mountjoy, F. P.	Walshe, J. J.
Cave, H.	Gray, M. H.	McDonald, W. H. L.	Walters, H. B.
Chancellor, C. E.	Greenwood, R. R. G.	McPhee, A. R.	Wheeler, R. H.
Crawford, W. M.	Griffin, G. F.	Neal, R. R.	Whitfield, F. J.
Cronin, M. A.	Griffiths, J. T.	Norton, H. B.	Whiting, H. J.
Cross, A. R.	Harris, R. F. W.	Olney, R. T.	Williamson, J.
Currie, H. R.	Howells, R. D.	Pearson, O. G.	Wood, G. L.
Currie, T. F.	Hubble, E. J.		

Department of Public Works (37).

Brennan, M. J.	Gladstones, V. T.	Masters, E.	Smart, R. A.
Bult, R. B.	Greenlees, A. M.	McLachlan, N. K.	Snell, J. W.
Clark, G.	Hamilton, A. E.	Nicholls, J. R.	Stephenson, J.
Cooper, E. J. J.	Healy, T.	Parr, R. F.	Stevenson, D. S.
Cox, F. R.	Jensen, O. V. H.	Pritchard, R. F.	Stirling, J. H.
Cummins, A. H.	Kennedy, E.	Sandall, W. A.	Symonds, H. H.
Dusting, L. A.	Kerin, J. C.	Searle, E. T.	Urquhart, J. A.
Fitzgibbon, E. F.	Larkin, J. P.	Skelton, A.	Williams, J. R.
Fraser, R. G.	Mason, T. A.	Slade, T. J.	Young, C. W.
Gay, F. J.			

Department of Mines (7).

Abbott, S. B.	Hunter, S. B.	Mackenzie, D. C.	Smith, R. N. M.
Grose, W. E. C.	Mahony, D. J.	Sanders, H. T.	

Department of Public Health (7).

Adam, G. J.	Odgers, W. A.	Robinson, C. W.	Yeatman, L. P.
Johnston, J.	Osborne, R. A.	Whitlock, J.	

Department of Agriculture (14).

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

Department of State Forests (3).

Kerr, R. J. L.	King, J. P.	Lindsay, R. G.
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Department of Labour (9).

Corben, H. L.	Fraser, T. A.	Jack, A. J.	Newton, A.
Clarke, C. A.	Ingham, H. A.	Jones, H. J.	Weir, W. P.
Empey, V. G.			

Office of the Public Service Commissioner (1).

Hambly, H. A.

Department.	SUMMARY.				Number.
Chief Secretary	120
Treasurer	45
Public Instruction	49
Law	82
Lands and Survey	66
Public Works	37
Mines	7
Public Health	7
Agriculture	14
State Forests	3
Labour	9
Office of Public Service Commissioner	1
Total	440

In addition to the above, 488 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.

NEW LEGISLATION.

The *Constitution Act Amendment Act 1916*, which was passed last session of Parliament, amended the *Constitution Act Amendment Act 1915*, thereby removing the prohibition contained in the latter Act in regard to officers in the Public Service taking part in politics. The following provision was substituted in lieu of such prohibition :—

No officer "shall publicly comment upon the administration of any Department of the State of Victoria or use for any purpose other than for the discharge of his official duties information gained by or conveyed to him through his connexion with the Public Service."

NEW DEPARTMENT.

The Department of Labour was created during the year, and Mr. H. M. Murphy, Chief Inspector of Factories, was appointed Secretary for Labour.

NEW APPOINTMENTS.

The following table shows the number of new permanent appointments made (from outside the Service) during the year 1916, also the number made in the year 1915 :—

Department.	Professional Division.		Clerical Division.		General Division.		Total.	
	'15.	'16.	'15.	'16.	'15.	'16.	'15.	'16.
Chief Secretary	8	1	16	3	110	94	134	98
Treasurer .. .. .	..	..	12	10	3	20	15	30
Public Instruction	9	75	3	1	1	5	13	81
Law .. .. .	..	..	2	7	2	13	4	20
Lands and Survey	3	..	18	3	7	11	28	14
Public Works	2	..	4	..	22	2	28	2
Mines	17	..	..	..	..	1	17	1
Public Health .. .. .	..	..	..	..	..	..	..	..
Agriculture	1	..	2	2	4	3	7	5
State Forests .. .. .	..	..	..	..	..	3	..	3
Labour .. .. .	..	..	..	..	..	..	..	..
Total	40	76	57	26	149	152	246	254

In the Professional Division an Inspector, State Accident Insurance Office, was appointed; and 75 appointments were made to fill vacancies in High Schools and Technical Schools in the Department of Public Instruction (38 of these appointments were made from outside the Service and 37 from the State School teaching staff of the Department).

The appointments in the Clerical Division were to fill vacancies in the Fifth Class.

In the General Division the following appointments were made:—Overseer, Woollen Manufacture, Pentridge; Junior Attendant, Public Library (5); Female Nurse and Attendant, Neglected Children's Branch (4); Female Attendant, Neglected Children's Branch; Bookbinder, Compositor (5), Folder and Sewer (2), Linotype Composition Foreman, Linotype Operator (8), and a Machineman, in the Government Printing Office; 3rd Engineer, Dredging (2); Demonstrator in Horticulture, Department of Agriculture; Cadet Forester (3); Junior Gardener (3); Junior Messenger (27); Female Shorthand and Typewriter (7); Female Typewriter (2); and, in addition, 80 appointments were made to the Nursing Staff of the Lunacy Branch.

NEW APPOINTMENTS DURING 1915 AND 1916 OF TEACHERS IN THE DEPARTMENT OF PUBLIC INSTRUCTION.

	1915.	1916.
Teachers—To Class VI.	52	52
Junior Teachers	498	514
Sewing Mistresses	50	34
Total	600	600

VACANCIES DURING 1916.

The number of vacancies which occurred during the year 1916 was 22 less than in the year 1915 :—

Department.	Vacancies in each Division during the Year 1916.			
	Professional Division.	Clerical Division.	General Division.	Total.
Chief Secretary	6	10	102	118
Treasurer .. .. .	..	10	10	20
Public Instruction	23	3	2	28
Law	1	8	5	14
Lands and Survey	5	3	10	18
Public Works	3	4	13	20
Mines	2	..	3	5
Public Health .. .. .	..	..	..	..
Agriculture	3	..	1	4
State Forests .. .. .	..	1	2	3
Labour .. .. .	..	3	..	3
Total	43	42	148	233

In the year 1916, 164 officers resigned, 22 were retired or superannuated, 4 were dispensed with, 25 died, 2 were retransferred to Teaching Staff, 1 joined the staff at Parliament House, 1 was dismissed, and 14 were killed in action.

PROMOTIONS DURING 1916.

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

Professional to First Division	...	...	...	...	...	1
Professional Division	...	...	...	...	...	73
General to Professional Division	...	...	...	...	...	3
Clerical Division—Class III. to Class II.	...	...	...	...	...	5
" " Class III. (fixed) to Class III. (unfixed)	...	...	...	...	...	3
" " Class IV. to Class III.	...	...	...	...	...	13
" " Class V. to Class IV.	...	...	...	...	...	19
General Division	...	...	...	...	...	43
						160

This table does not include Asylum promotions.

There were 767 subdivisational promotions in the Clerical Division during the year, as compared with 760 in 1915, and 864 in 1914; and 1,328 teachers were promoted one subdivision during 1916.

EXAMINATIONS DURING THE YEAR 1916.

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.
79	29th April, 1916	23	2,450	2,068	Harry A. Crout
58	4th November, 1916	35	2,450	1,947	Arthur L. Nutt

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.
46	29th April, 1916	20	600	546	James A. King
13	4th November, 1916	6	600	469	Thomas J. Keady

For Licence as Shorthand Writer under the Evidence Act.

Number of Candidates Examined.	Date of Examination.	Number who passed the Examination.
10	10th June, 1916	6
14	9th December, 1916	4

APPEALS OF TEACHERS.

Class.	MALES.			FEMALES.		
	Appeals, No. of.	Allowed.	Disallowed, &c.	Appeals, No. of.	Allowed.	Disallowed, &c.

Summary of Appeals against the Promotion List of 15th June, 1916.

1	1	...	1	...	...	...
2	9	1	8	...	...	...
3	12	3	9	5	2	3
4	33	2	31	16	8	8
5	66	11	55	22	2	20
6	27	6	21	30	6	24
	148	23	125	73	18	55

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, 66 new offices were created, 11 were abolished, and 2 were raised and 1 was lowered in classification.

Of the 66 new offices created, 56 were in the Department of Public Instruction, 2 in the Law Department, 1 in the Department of Lands and Survey, 1 in the Department of Public Works, 1 in the Department of Mines, 3 in the Department of Agriculture, and 2 in the Department of State Forests.

One office in the Department of Public Instruction, 2 in the Department of Law, 1 in the Department of Lands and Survey, 2 in the Department of Public Works, 2 in the Department of Mines, and 3 in the Department of Agriculture were abolished.

Of the 2 offices raised in classification, 1 was in the Department of Public Instruction and 1 in the Department of Lands and Survey.

The office lowered in classification was in the Department of Chief Secretary.

In the Clerical Division,

- 1 1st class office was created.
- 2 3rd class offices were created.
- 3 4th class offices were created.
- 10 5th class offices were created.
- 2 2nd class offices were abolished.
- 1 4th class office was abolished.
- 1 office was lowered from the 1st to the 2nd class.
- 1 office was lowered from the 2nd to the 3rd class.

In the General Division, 43 offices were created, 6 were abolished, and 7 were raised in classification.

PERSONS TEMPORARILY EMPLOYED OR EMPLOYED OUTSIDE THE PUBLIC SERVICE ACTS (INCLUDING TEACHERS IN THE DEPARTMENT OF PUBLIC INSTRUCTION) ON 31ST DECEMBER, 1916, AND PERSONS SO EMPLOYED FOR AT LEAST 150 DAYS DURING THE YEAR 1916.

Department.	Professional.		Clerical.		General.		Total.	
	Employed on 31.12.1916.	Employed for 150 days.	Employed on 31.12.1916.	Employed for 150 days.	Employed on 31.12.1916.	Employed for 150 days.	Employed on 31.12.1916.	Employed for 150 days.
Chief Secretary ...	9	10	20	22	153	131	182	163
Treasurer ...	...	...	74	78	464	474	538	552
Public Instruction ...	372	415	4	3	2	4	378	422
Law ...	...	...	8	3	9	14	17	17
Lands and Survey ...	1	1	12	9	158	185	171	195
Public Works ...	25	23	6	6	197	219	228	248
Mines ...	3	4	3	3	61	51	67	58
Public Health ...	2	2	1	1	30	27	33	30
Agriculture ...	5	5	16	14	209	205	230	224
State Forests ...	...	...	...	...	139	123	139	123
Labour ...	...	...	1	1	...	...	1	1
Total ...	417	460	145	140	1,422	1,433	1,984	2,033

The following statement shows the increase or decrease in the number temporarily employed on 31st December, 1916, as compared with the number employed on 31st December, 1915, in the several Departments, viz. :—

Department.	Professional.		Clerical.		General.	
Chief Secretary	Increase 1	..	Increase 10	..	Increase 50
Treasurer	Increase 20	..	Increase 71
Public Instruction	Increase 20	..	Increase 1	..	Increase 1
Law	Increase 5	..	Increase 6
Lands and Survey	Increase 3	..	Increase 8	..	Increase 9
Public Works	Increase 3	..	Increase 1	..	Increase 38
Mines	Increase 1	..	Increase 1	..	Increase 3
Public Health	Increase 1	..	..	..	..
Agriculture	Increase 3	..	Increase 1
State Forests	Increase 15
Labour	Increase 1	..	..

SUMMARY.

Department.	Increase.	Decrease.
Chief Secretary	61	..
Treasurer .. .. .	..	51
Public Instruction	20	..
Law	11	..
Lands and Survey	14	..
Public Works	34	..
Mines .. .. .	..	5
Public Health	1	..
Agriculture	4	..
State Forests .. .. .	..	15
Labour	1	..

There was an increase in the number of persons so employed on the 31st December, 1916, as compared with the number employed on the 31st December, 1915, of—

15 in the Professional Division ;
46 in the Clerical Division ; and
14 in the General Division.

TEMPORARY EMPLOYMENT.

The following summary exhibits the number of temporary appointments made in the Professional, Clerical, and General Divisions respectively during the year 1916:—

Department.	Number of Appointments.			
	Professional.	Clerical.	General.	Total.
Chief Secretary .. .. .	..	18	53	71
Treasurer .. .. .	..	44	116	160
Public Instruction	194	3	4	201
Law .. .. .	..	9	28	37
Lands and Survey .. .. .	..	10	29	39
Public Works .. .. .	..	..	14	14
Mines	1	..	5	6
Public Health	1	..	1	2
Agriculture .. .. .	..	10	15	25
State Forests .. .. .	..	1	1	2
Total	196	95	266	557

The number of temporary appointments made during the year 1916 was less than the number for the year 1915 by 6.

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, 1916 (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	53	£ 22,429	192	£ 50,636	1,193	£ 155,551	1,429	£ 229,616
Treasurer	1	1,000	3	1,280	172	42,883	212	37,778	388	82,941
Public Instruction	1	1,000	325	89,891	56	13,142	22	3,852	404	107,885
Law	1	900	70	33,375	217	61,678	50	6,220	338	102,173
Lands and Survey	1	900	48	15,928	165	41,010	103	15,270	317	73,108
Public Works	1	900	72	23,444	34	9,060	175	27,884	282	61,288
Mines	1	900	33	10,470	23	6,432	10	2,004	67	19,806
Public Health .. .. .	..	..	9	3,396	10	2,440	14	2,904	33	8,740
Agriculture	1	900	27	9,640	33	6,924	67	13,386	128	30,850
State Forests .. .. .	..	..	5	2,204	7	1,665	65	11,954	77	15,823
Labour	1	800	..	..	20	3,780	39	8,652	60	13,232
Totals	9	£8,300	645	£212,057	919	£239,650	1,950	£285,455	3,523	£745,462*
Average Salary for each Division	£92z		£328		£260		£146		£211	
Number of Officers in each Division = % of Grand Total	.26		18.30		26.10		55.34		100 %	
Salaries in each Division = % of Grand Total	1.11		28.44		32.15		38.30		100 %	

* Included in this amount is the sum of £8,462 which represents the annual salaries of 32 officers whose services were lent to the State War Council, the Wheat Commission, the Defence Department, &c.

It will be seen that—

- (a) the total amount paid in annual salaries to officers of the Permanent Service during the year 1916 was £745,462.
- (b) there were nine officers in the First Division, whose salaries aggregated £8,300, giving an average of £922 to each officer ;
- (c) there were 645 officers in the Professional Division ; salaries, £212,057, or an average of £328 each ;
- (d) there were 919 officers in the Clerical Division ; salaries, £239,650, or an average of £260 each ; and
- (e) in the General Division there were 1,950 officers ; salaries, £285,455, or an average of £146 each.

This table also shows that the number of officers permanently employed on the 31st December last was 3,523. Of this number there were—

- In the First Division, nine officers, or .26 per cent. of the total, whose salaries amounted to 1.11 per cent. of the whole ;
- In the Professional Division, 645 officers, being 18.30 per cent. of the total, with salaries representing 28.44 per cent. of the whole ;
- In the Clerical Division, 919 officers, being 26.10 per cent. of the total, whose salaries represented 32.15 per cent. of the whole ; and
- In the General Division, 1,950 officers, or 55.34 per cent. of the total, with salaries which amounted to 38.30 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, 1916, together with the amount of their yearly salaries :—

Department.	Division.						Total.	
	Professional.		Clerical.		General.		No.	Salaries.
	No.	Salaries.	No.	Salaries.	No.	Salaries.		
		£		£		£		£
Chief Secretary ...	3	1,188	27	3,924	92	12,180	122	17,292
Treasurer ...	...	...	40	4,860	8	1,180	48	6,040
Public Instruction ...	32	8,076	10	1,128	6	832	48	10,036
Law ...	14	1,980	51	7,668	17	1,656	82	11,304
Lands and Survey ...	6	1,464	47	5,820	17	2,100	70	9,384
Public Works ...	6	1,860	9	972	23	2,976	38	5,808
Mines ...	5	1,476	2	192	1	144	8	1,812
Public Health ...	2	794	3	336	5	708	10	1,838
Agriculture ...	2	876	9	1,176	2	360	13	2,412
State Forests ...	...	...	2	300	1	132	3	432
Labour ...	...	...	8	828	1	252	9	1,080
Total ...	70	£17,714	208	£27,204	173	£22,520	451	£67,438

The officers of the Clerical Division (exclusive 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	14	26	53	82	182
Treasurer... ..	5	6	24	54	83	172
Public Instruction ...	1	2	5	15	33	56
Law	1	7	43	90	76	217
Lands and Survey ...	2	3	26	56	78	165
Public Works ...	...	1	6	12	15	34
Mines	1	1	1	13	7	23
Public Health ...	...	1	1	4	4	10
Agriculture ...	...	2	3	7	21	33
State Forests ...	...	...	1	3	3	7
Labour ... ..	...	1	2	3	14	20
Total	17	38	138	310	416	919

STATEMENT showing number of permanent officers employed in the larger Branches on 31st December, 1916, 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	2,532	205	36,794	216	40,126
Lunacy	16	8,792	28	6,934	962	109,472	1,006	125,198
Penal and Gaols	1	324	8	2,106	196	30,403	205	32,833
Ports and Harbors	18	3,988	12	2,316	146	20,564	176	26,868
Total	36	£13,904	58	£13,888	1,509	£197,233	1,603	£225,025

The foregoing statement shows that of the 3,523 permanent officers of the Service, there were employed in the—

Government Printing Office,

216, whose salaries amounted to £40,126, or 5·38 per cent. of the whole ;

Lunacy,

1,006, whose salaries amounted to £125,198, or 16·79 per cent. of the whole ;

Penal and Gaols,

205, whose salaries amounted to £32,833, or 4·40 per cent. of the whole ;

Ports and Harbors,

176, whose salaries amounted to £26,868, or 3·60 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 IN PRIMARY SCHOOLS UNDER THE DEPARTMENT OF PUBLIC INSTRUCTION ON 31ST DECEMBER, 1916 (INCLUSIVE OF THOSE WITH EXPEDITIONARY FORCES).

	Male.	Female.	Total.
Head Teachers and Assistants ..	1,832	2,100	3,932
Relieving Teachers	23	47	70
Junior Teachers and Sewing Mistresses	265	1,686	1,951

These figures show an increase for the year of 185 Head Teachers and Assistants, 6 Relieving Teachers, and a decrease of 31 Junior Teachers and Sewing Mistresses.

The average attendance of pupils at State Primary Day Schools for the calendar year is not available, but the average attendance for the financial years ended 30th June, 1915 and 1916, was as follows :—

	Boys.	Girls.	Total.
Year 1914-15	83,902	76,952	160,854
Year 1915-16	83,554	78,041	161,595

The above statement is exclusive of those officers on the permanent staff who on the 31st December, 1916, were on duty with Expeditionary Forces, &c., to the number of 451, whose annual salaries represent a total of £67,438; and 488 State school teachers on the permanent staff of the Department of Public Instruction, whose annual salaries amounted to £71,404. As these officers have been granted leave without pay whilst they are engaged on such duty, the total annual savings in salaries is £138,842.

The following tables are a comparison between the years 1915 and 1916 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 1915	14,019	£1,783,103
Total number of officers (permanent and temporary) for the year 1916	13,748	£1,768,804
Decrease for the year 1916	271	£14,299

The above shows a decrease of 271 employees and a saving on salaries of £14,299 for the year 1916, as compared with the previous year.

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

	Number.	Amount of Salaries.
Permanent officers for the year 1915	3,626	£747,295
Permanent officers for the year 1916	3,523	£745,462
Decrease for the year 1916	103	£1,833

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

	Number.	Amount of Salaries.
Temporary officers for the year 1915	4,001	£267,440
Temporary officers for the year 1916	3,757	£215,352
Decrease for the year 1916	244	£52,088

The total decrease in the permanent and temporary staffs (exclusive of State school teachers) for the year 1916, as compared with the year 1915, was 347 employees, and the total decrease in salaries was £53,921.

Comparison of Permanent State School Teachers.

	Number.	Amount of Salaries.
Permanent teachers for the year 1915	5,486	£732,374
Permanent teachers for the year 1916	5,465	£764,689
Decrease	21	Increase, £32,315

Comparison of Temporary State School Teachers.

	Number.	Amount of Salaries.
Temporary teachers for the year 1915	906	£35,994
Temporary teachers for the year 1916	1,003	£43,301
Increase for the year 1916	97	£7,307

The total increase in the permanent and temporary teachers for the year 1916, as compared with the year 1915, was 76 teachers, and the total increase in salaries was £39,622.

It will be observed from the above tables that the cost of the Department of Public Instruction in salaries for the year 1916 was £917,461, over one-half of the total salaries paid by the State to the whole of the employees under the Public Service Acts.

GOVERNMENT PRINTING OFFICE.

There has been an increase in the cost of Government printing during the year, principally owing to the fact that the cost of some of the raw material of the business has increased by about 120 per cent.

Another factor has been the higher wages paid to employees under the Wages Board Determination, which the Government has decided to apply to the staff. By Departments curtailing their printing requisitions, it will be possible to pay the additional amount necessary this year out of savings.

It is not generally known that two-thirds of the total expenditure is refunded from receipts from various sources. Over 2,000,000 copies of the School Papers are printed each year, and for these and school books and other departmental publications about £20,000 per annum is received. Every new activity of Government makes increased cost in printing. As an instance, the Book-makers' Tax may be mentioned. Parliament passed an Act last year which was estimated to bring in about £70,000. About 10,000,000 of bookmakers' tickets will have to be embossed for this return to be obtained. Other functions assumed by Government, such as State Insurance and the Wheat Commission, mean a considerable amount of money being spent by the Printing Office. Railway tickets, daily and monthly, and time-tables, are also fairly large items of expense, but they enable a big Department to collect revenue.

The Stationery Stores of Departments have been amalgamated recently, and have been placed under the Government Printing Office, which will now pay the wages.

At one time the Printing Office was primarily a Parliamentary Printing Office, but as each Government has enlarged responsibilities, the printing for Departments has increased so much that Parliamentary printing is now a comparatively small section of the work. Owing to savings in material and to reports being considerably curtailed, and also to the fact that the printing of Electoral Rolls has been simplified, the cost of Parliamentary printing will be further reduced.

The Stationery Vote of about £10,000 was, until three years ago, paid for out of Treasury Trust Fund. This is now a charge against the Government Printer. It may be mentioned that the Stationery Vote for this year is still only £10,000, although the price of paper has more than doubled. This saving has been attained by rigid economy. An item which increases the Government Printer's Vote by £4,000, but which is not a working cost of the office, is the charge made by newspapers for advertising.

The Government, acting on the recommendations of the Royal Commission, has directed the Government Printer to exercise an oversight with respect to what shall be printed, and particularly as to what material shall be used. This is now in force, and should result in considerable saving.

It is anticipated that with the general economical efforts now being made in Departments, a substantial monetary saving will be made this year in material. The increased rate of wages will prevent much saving on the labour cost.

At the Panama Exhibition the Government Printing Office was successful in obtaining the gold medal for binding. The exhibit was a geological work of the Mines Department. It was bound in full morocco, and the finishing was simply but tastefully executed.

OFFICERS REPORTED FOR BREACHES OF ACT OR REGULATIONS.

During the year 1916, 8 cases were dealt with, the results being as under:—

Not proved	...	...	...	...	...	...	1
Reduced	...	...	...	...	...	...	5
Allowed to resign	...	...	...	...	...	...	1
Withdrawn	...	...	...	...	...	...	1
							<hr/>
							8
							<hr/>

For minor offences, not dealt with by the Commissioner, Permanent Heads of Departments and Officers authorized found it necessary, during 1916, to exercise the power conferred upon them by inflicting fines, &c., in 22 cases (exclusive of Asylums).

G. C. MORRISON.

Dated at Melbourne, this 17th day of May, 1917.