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## PUBLIC SERVICE ACT, 1904.

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*Proposal of the Public Service Commissioner relating  
to Classification of the Clerical Division.*

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### INTRODUCTION.

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1. The Commissioner has, with few exceptions (about 20, who are mostly stationed in the tropics), personally examined each official at his post.
2. The position, not the official who for the time being occupies it, has been classified. All salaries are fixed at Perth rates. On the goldfields in the tropics a district allowance is paid in addition to the salary.
3. If the official is not, for any reason, properly fulfilling the duties of his position, an obligation under the Act and Regulations rests on his superior officer to see that he does, or report him to the Commissioner. The names placed against the respective positions do not necessarily entitle such officers to the positions.
4. The value of a position is not enhanced by reason of the official occupying such position being capable of performing more important work than the position demands. Such capacity must look for reward to promotion to a position carrying a higher classification. Seniority only counts when there is equality of efficiency.
5. Considerable work is done by seniors which should be done by office boys and juniors. This cannot always be avoided, but in many cases it can. Three adults should not be employed to do work which can be done by two and a boy.



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