

unfit, on such annual allowance as his average salary and length of service may entitle him to. Retiring-allowances paid out of the Superannuation Fund are not taken into account by the Military Pensions Board in determining the amount of military pensions.

If a discharged soldier contributor resigns his position in the Public Service he is entitled to receive a refund of his total contributions, including any amount paid into the fund by the Government on his behalf.

If a married soldier contributor be killed in action, or die of wounds, sickness, or from any other cause during his military service, his widow and children (if any) are entitled to the benefits of the Superannuation Fund in addition to the full military pension.

Annual Increments of Salary.

It was decided that employees absent with the Expeditionary Force should be granted the regular scale increments of salary which would have accrued had they remained in New Zealand. In cases where increments were dependent on a satisfactory report as to work and conduct during the preceding period, service with the Expeditionary Forces was deemed sufficient to meet these requirements.

In those cases where certain qualifying examinations were required to be passed before the granting of increments, it was decided to provide the increment and to grant same, provided the officer completed the examination test within a reasonable period after his discharge.

Promotion during Absence.

An employee's right to promotion has been preserved during his absence. Where a vacancy has occurred he has been considered for any position involving promotion for which, taking into account his seniority and fitness, he was regarded as suitable.

In cases where an employee considers his claims to promotion to any position have been overlooked, it has been arranged that he will be given the right of appeal in respect to such matter, provided he exercises it within thirty days after resuming duty. Where an appeal under these circumstances succeeds an equivalent position will be found.

This really means that the Public Service Commissioner is prepared to waive raising any objection to an appeal lodged after the statutory period of thirty days from when the decision was given and adjudicated on by the Appeal Board.

Annual Leave due on Enlistment.

An officer of the Public Service prior to joining the Expeditionary Force was permitted to take any annual leave that may have been due to him. It was also arranged that he would be allowed to accept both civil and Defence pay during the period of such annual leave.

Annual Leave on Discharge.

On his return an employee is granted any annual leave which may have accrued due whilst he was on active service—*e.g.*, if absent for four years, he would be granted the equivalent of four years' annual leave on his return.

In the case of an officer of the Public Service dying whilst on active service, the payment for the number of days accumulated annual leave due to him is made to his estate.

In the case of sick-leave granted to an employee on his discharge from the Forces, the Public Service Commissioner has decided that such special leave shall not count as debarring the employee from participating in the annual leave which would have been granted to him if he had received no special leave. This amounts to a waiver of the regulation providing that a public servant will not be granted