

year. If the recognition of this minimum and very reasonable demand of the taxpayer comes from within the public service we need not fear retrenchment, scant pay, or other than fair and reasonable treatment.

The Nature of the Public Service.

Ours has been appropriately termed a silent service, in which the best work is done away from the limelight and out of the glare of publicity. There need be no disappointment or discouragement on that account, since it must or should be so. It is one of the indispensable conditions of faithful and efficient service.

Let us consider for a moment what Public Service really means. We are at times, I think, liable to forget the honourable character of that service. It is no light responsibility to have charge of all the machinery which, under the direction of the representatives of the people, regulates the many varied functions of Government necessary for the well-being and prosperity of the whole community. It is impossible that all the institutions of Government may meet with the approbation of all classes in any community, but we do know that these institutions, based upon British ideals of liberty and justice, command the admiration of the whole civilised world. The greater part of the work upon which we are engaged represents the best characteristics of the best form of government which the human mind, under the happiest conditions of liberty, has yet evolved. We not only share in all the freedom and advantages which that implies, but each and every one of us may possibly contribute to its further perfection. The silent service of the servants of the State has in the past, and must necessarily in the future, exercise an influence for good or ill in the progress of its institutions, and I desire particularly to draw your attention to the importance of the trust placed in your hands, not for the purpose of vain glory and self-praise, but to inspire you with an enthusiasm and pride in your service, without

which we cannot hope to win the respect and confidence of those we serve.

Three Ideals.

It is quite impossible for any religion, association, or class of society, to aspire to high effort or success, without ideals. These are the main-springs of inspiration and impulse. We are all of one mind in desiring that our ideals may be worthy of the high character of the service we are expected to render, and that our efforts may be inseparably associated with Loyalty, Efficiency, and Industry. There may be some difference of opinion as to whether the quality of industry should not precede efficiency, or whether the former does not include the latter; but there may, I think, be no doubt as to Loyalty being the first virtue of a good and faithful servant.

Loyalty.

The loyalty I mean is the true sense of honourable service, obedience to lawful authority, and devotion to the interests of our employers. It is not to be found in the time server, the self-advertiser, the grumbler, the sycophant, or the idler. It is entirely impersonal. It is not an expression of obedience to this or that particular official or Minister who may temporarily direct our movements, but to the Commonwealth; and as loyal servants of the Commonwealth we are necessarily loyal to each and every properly constituted authority.

Industry.

Industry is the best effort we can afford in return for the remuneration we receive. Our pay is for services rendered. It is even more than that. The majority of us enter the Public Service, and, to all intents and purposes, adopt it as a life-long profession. We marry, and the welfare and comfort of our families depends wholly and solely upon the fruits of our earnings and the employment afforded by the State. If we are sick