

Report of the Commission on the
Civil Services of
THE EAST AFRICAN TERRITORIES
AND THE
EAST AFRICA HIGH COMMISSION
1953-54

under the chairmanship of
SIR DAVID LIDBURY
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VOLUME II

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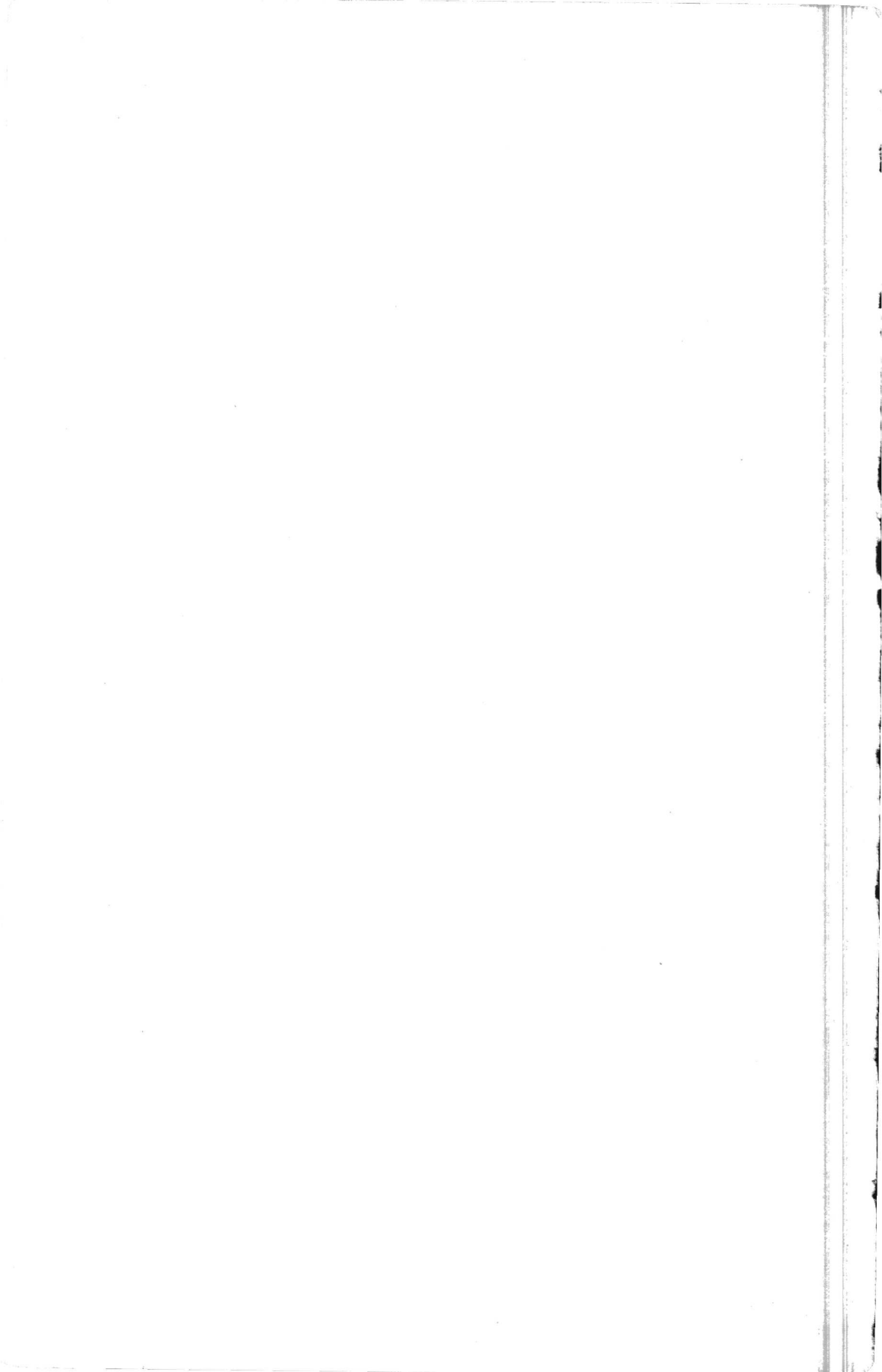
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Abbreviations—

- SS = Subordinate Services (see Chapter IX of Volume I).
- NP = Not permanent (see paragraph 3 of Volume I).
- C.R.S. = Colonial Research Service (see paragraphs 3 and 255 of Volume I).

Notes—

- The Scales A, B, C, D, E, N, P and T shown in the third column of the Schedules are set out in full in Appendix II to Volume I.
- The paragraph numbers shown in the fourth column of the Schedules refer to Volume I.



Appendix VII

KENYA

Schedule of Present and Proposed Salary Scales

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
THE GOVERNOR				
Private Secretary	£1,140(1,490)	NP	—	—
Controller	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	C4-3	—	IIA
Aides-de-Camp	£600(810)	NP	—	—
Assistant Private Secretaries	£560(756) × 15—650(877)	Regrade C(W)	196-203	IG
Assistant Accountant	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	Regrade	256-60	—
Clerk	Scale A	Regrade	190-3	IF
Temporary Stores and Accounts Clerk	£450(608)	NP	—	—
Superintendent, Transport and Buildings	£490(662) × 20—590 × 20—670(904)	C6-5	—	IIH (1)
Superintendent, Government House Gardens	£480(648)	NP	—	—
Caretaker and Housekeeper, Nairobi	£385(520) × 15—460(621)	Regrade	—	IG
Telephone Operator-Clerk	£295(398) × 15—370(500)	Regrade	605(iii)	IF
Butler	£180(243) × 10—240 × 15—315(425)	E	—	IC
Dhobi	£220(297) × 10—240 × 15—315(425)	E	—	IC
Seamstress	£144(194) × 8—192(259)	E	—	IB
Artisans	Scale CII	E	375	IA
Artisans	Scale C.IV	E		
Head Garden Boy	£72(97) × 3—108 × 6—150(202)	E	—	IA
Head Cook	£72(97) × 3—108 × 6—150(202)			
Second Cook	£48(65) × 3—108 × 6—120(162)			
Head Table Boy	£48(65) × 3—108 × 6—120(162)			
Doorkeepers	£72(97) × 3—108 × 6—120(162)			
JUDICIAL DEPARTMENT				
Chief Justice	£2,700(3,050)	£3,300(3,462)	—	—
Puisne Judges	£1,850(2,200)	£2,600(2,762)	—	—
Resident Magistrates	£865(1,168): 865: 935 × 35—1,005 × 45— 1,320(1,670)	A	387	IV
Registrar, Supreme Court	£1,185(1,535) × 45—1,320(1,670)	A	—	IV

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>	
<i>JUDICIAL DEPARTMENT—continued</i>					
Deputy Registrars, Supreme Court	£760(1,026) : 760: 830 × 35—1,005 × 45—1,140(1,490)	A	—	IV	
Senior Shorthand Writer	£790(1,066) × 25—840 × 30—900(1,215)	C4-3	—	IIA	
Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA	
Shorthand Writers	£570(770) × 20—690 × 25—840(1,134)	C5-4	—	IIA	
Shorthand Writers	£456(616) × 16—552 × 20—672(907)	C(W)5-4	—	IIB	
Process Servers	£490(662) × 20—670(904)	C6-5	—	IIH(1)	
Clerks	Scales A	Regrade	190-3	IF	
Accountant and Establishment Officer, Supreme Court	£575(776) × 25—700(945)	Regrade	190-3	IF	
Senior Clerical Interpreter	Scale B, Special	Regrade	387	IF	
Chief Clerk, Mombasa	Scale B, Special	Regrade	190-3	}	
Assistant Accountant—Establishment Officer	Scale B, Special	Regrade	190-3		
Chief Clerk, Supreme Court, Nairobi	Scale B, Special	Regrade	190-3		
Chief Clerks, District Registry, Nakuru, Eldoret, Kisumu	Scale B, Special	Regrade	190-3		
Clerical Interpreters	Scales B	Regrade	387	IC	
Librarian	Scale B	Regrade	267-9	IC	
Process Servers	£180(247) × 10—240 × 15—300(405)	E	—	IC	
Court Bailiffs	£180(247) × 10—240 × 15—300(405)	E	—	IC	
Chief Kathi	£420(567) × 15—480 × 20—600(810)	Regrade	394	—	
Interpreters and Clerks	Scale CI	}	387	IA	
Interpreters and Clerks	Scale CII				
Interpreters and Clerks	Scale CIII				
Process Servers	Scale CIII	}	—	IA	
Process Servers	Scale CIV				
<i>Probation Services</i>					
Principal Probation Officer	£1,050(1,400) × 45—1,140(1,490)	B1	}	IIID (4)	
Probation Officers (Grade I and Grade II)	£550(743) : 550: 600 × 25—725: 775 × 25—875 × 30—1,025(1,375)	B5-2		387 and 398	IIID (1)
Probation Officer (Female)	£440(594) : 440: 480 × 20—580: 620 × 20—700 × 24—820(1,107)	B(W)5-2			IIID (1)

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
JUDICIAL DEPARTMENT—<i>continued</i>				
<i>Probation Services</i>				
Assistant Probation Officers	Scale CII	E	—	IA
Clerks	Scale B	Regrade	190-3	IC
Clerks	Scale CIII	E	—	IA
LEGISLATIVE COUNCIL				
Clerk to Legislative Council	£1,005(1,355) × 45—1,320(1,670)	Regrade	391	—
Assistant Clerk to Legislative Council	£630(851) × 20—690 × 25—740(EB) × 25— 840 × 30—960 × 40—1,000(1,350)	C4-3	—	IID
Palantype Operators	£456(616) × 16—552 × 20—672(907)	Regrade C(W)	196-203	IIB
Palantype Transcribers	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerk	Scale B	Regrade	190-3	IC
Caretaker	£570(770) × 20—670(904)	C5	—	IIH(1)
Housekeeper	£295(398) × 15—370(500)	Regrade	190-3	IG
AUDIT DEPARTMENT				
Director of Audit	£1,950(2,300)	£2,600(2,762)	426(6)	—
Deputy Director of Audit	£1,535(1,885)	£2,200(2,362)	426(17)	—
Assistant Director of Audit	£1,335(1,685)	£1,740(1,902)—1,860(2,022)	—	—
Senior Auditors	£1,095(1,445) × 45—1,230(1,580)	B1	224-7	IIIA
Senior Auditor (Supernumerary)	£1,095(1,445) × 45—1,230(1,580)	B1		
Auditors and Assistant Auditors	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,050(1,400)	B5-2		
Audit Superintendent	£575(776) × 25—700(945)	Regrade	190-3	IF
Clerks	Scale B, Special	Regrade		IF
Clerks	Scales B	Regrade		IC
Clerks	Scale CIII	E		—
OFFICE OF THE CHIEF SECRETARY				
Chief Secretary	£2,600(2,950)	£3,200(3,362)	—	—
Administrative Secretary	£1,775(2,125)	£2,400(2,562)	—	—
Assistant Chief Secretary	£1,635(1,985)	£2,200(2,362)	—	—
Confidential Secretary to the Chief Secretary	£456(616) × 16—552 × 20—672(907)	Regrade C(W)	397	IIB
Clerks	Scales A	Regrade	190-3	IF
Driver	Scale CII	E	—	IA
Office Boy and Messenger		SS	—	—

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>OFFICE OF THE CHIEF SECRETARY—continued</i>				
<i>Establishment Division</i>				
Director of Establishments	£1,850(2,200)	£2,600(2,762)	—	—
Senior Establishment Officer	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
Establishment Officers	£1,005(1,355) × 45—1,320(1,670)	B	397	HIB
Establishment Officers	£600(810) × 25—800(1,080)	B		
Establishment Assistant	£276(372) × 12—348(470)	E	—	IA
Clerks	Scale A	Regrade	190-3	IF
Clerks	Scale B, Special	Regrade		IF
Clerks	Scales B	Regrade		IC
Clerks	Scale CII	E	—	IA
Clerks	Scale CIII	E	—	IA
Office Boys and Messengers		SS	—	—
<i>Services Common to all Members in the Law Courts Building</i>				
Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
Registry Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
Clerks	Scales A	Regrade	190-3	IF
Telephone Operators	£370(500) × 15—460(621)	Regrade	605(iii)	IG
Senior Accounts Clerk	Scale B, Special	Regrade	190-3	IF
Clerks	Scales B	Regrade	190-3	IC
Clerk	Scales CII	E	—	IA
Clerk	Scale CIV	E	—	IA
Office Boys, Messengers and Night Watchmen		SS	—	—
ADMINISTRATION				
<i>(1) General Staff</i>				
Provincial Commissioners	£1,775(2,125)	£2,600(2,762)	—	—
Senior District Commissioners	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
District Officers	£550(743): 550: 620 × 35—760: 830 × 35— 900: 1,005 × 45—1,320(1,670)	A	—	IV
District Officers, Supernumerary	£550(743): 550: 620 × 35—760: 830 × 35— 900: 1,005 × 45—1,320(1,670)			

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
ADMINISTRATION— <i>continued</i>				
(1) <i>General Staff—continued</i>				
Sociologist	£550(743): 550: 620 × 35—760: 830 × 35— 900: 1,005 × 45—1,320(1,670)	A	—	IV
Temporary Administrative Officers (Home Guard)	£570(770) × 20—690 × 25—840 × 30—960 (1,296)	NP	—	—
District Revenue Officers (Grade I)	£690(932) × 25—840(1,134)	C4-3	—	IIA
District Revenue Officers (Grade II)	£490(662) × 20—670(904)	C5	—	IIH (1)
Officer-in-Charge, Masai Forests	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
District Foremen	£550(743) × 20—690 × 25—790(1,066)	C5-4	400	IIA
Office Superintendents/Accountants	£690(932) × 25—840(1,134)	C4-3	—	IIA
Cashiers and Special Grade Clerks	Scale B, Special	Regrade	190-3	IF
Clerks	Scales B	Regrade	190-3	IC
(2) <i>Nyanza Province</i>				
Clerks	Scale CII	E	—	IA
Clerks	Scale CIII	E	—	IA
Clerks	Scale CIV	E	—	IA
Telephone Operators	Scale CIV	E	605(iii)	IA
Telephone Operator (Female)	£144(203) × 8—184(252)	E(W)		IB
Chiefs and Sub-Chiefs	Scale "C" Special	Regrade	394	—
Chiefs and Sub-Chiefs	Scale CI			
Chiefs and Sub-Chiefs	Scale CII			
Chiefs and Sub-Chiefs	Scale CIII			
Assistant District Officers	£190(259): 190: 210 × 10—240 × 12— 300 × 15—405 × 15—450(608)	C5-4	214	IIG
Chiefs' Clerks		NP	—	—
Tax Clerks	Scale CII	E	387	IA
Tax Clerks	Scale CIII	E		
Tax Clerks	Scale CIV	E		
Interpreters	Scale CII	E		
Interpreters	Scale CIII	E		
Interpreters	Scale CIV	E		
Chiefs' Messengers		SS	—	—

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
ADMINISTRATION— <i>continued</i>				
(2) <i>Nyanza Province—continued</i>				
Border Guards		SS	—	—
Office Messengers		SS	—	—
Station Hands		SS	—	—
Artisans	Scale CIII	E	375	IA
Artisans	Scale CIV	E		
Conservancy Staff		SS	—	—
Lorry Drivers	Scale CII	E	}	IA
Lorry Drivers	Scale CIII	E		
Lorry Drivers	Scale CIV	E		
Kathi	£255(344) × 15—450(608)	Regrade	394	—
Clerks	Scale A	Regrade	190-3	IF
(3) <i>Rift Valley Province</i>				
Assistant District Officers	£190(259): 190: 210 × 10—240 × 12— 300 × 15—405 × 15—450(608)	C5-4	214	IIG
Clerks	Scale A	Regrade	190-3	IF
Clerks	Scale CII	E	}	IA
Clerks	Scale CIII	E		
Clerks	Scale CIV	E		
Clerks	Scale CIV	E		
Telephone Operators	Scale CIV	E	605(iii)	
Chiefs and Sub-Chiefs	Scale C Special			
Chiefs and Sub-Chiefs	Scale CI			
Chiefs and Sub-Chiefs	Scale CII	} Regrade	394	—
Chiefs and Sub-Chiefs	Scale CIII			
Chiefs and Sub-Chiefs	Scale CIV			
Chiefs' Clerks	Scale CIV	E	—	IA
Chiefs' Clerks	Ungraded	SS	—	—
Tax Clerks	Scale CII			
Tax Clerks	Scale CIII	E	—	IA
Tax Clerks	Scale CIV			
Interpreters	Scale CIII	} E	387	IA
Interpreters	Scale CIV			

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>ADMINISTRATION—continued</i>				
<i>(3) Rift Valley Province—continued</i>				
Office Messengers	}	SS	—	—
Station Hands		SS	—	—
Conservancy Staff		SS	—	—
Chief's Messengers		SS	—	—
Border Guards		E	375	IA
Road Supervisor	Scale CIII			
Process Server		SS	—	—
Artisans	Scale CIII	}	375	IA
Artisans	Scale CIV			
Artisans		SS	—	—
Lorry Drivers	Scale CIII	}	—	IA
Lorry Drivers	Scale CIV			
<i>(4) Central Province</i>				
Clerks	Scale A	Regrade	190-3	IF
Clerks	Scale CI	}	—	IA
Clerks	Scale CII			
Clerks	Scale CIII			
Clerks	Scale CIV			
Telephone Operators	Scale CIII	}	605(iii)	IA
Telephone Operators	Scale CIV			
Chiefs and Sub-Chiefs	£348(470) × 12—420 × 15—450(608)	}	394	—
Chiefs and Sub-Chiefs	Scale C Special			
Chiefs and Sub-Chiefs	Scale CI			
Chiefs and Sub-Chiefs	Scale CII			
Chiefs and Sub-Chiefs	Scale CIII			
Chiefs and Sub-Chiefs	Scale CIV			
Assistant District Officers	£190(259): 190: 210 × 10—240 × 12—300 × 15—405 × 15—450(608)	C5-4	214	IIG
Chiefs' Clerks		SS	—	—
Tax Clerks (African)	Scale CII	}	—	IA
Tax Clerks (African)	Scale CIII			
Tax Clerks (African)	Scale CIV			

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>ADMINISTRATION—continued</i>				
<i>(4) Central Province—continued</i>				
Interpreters	Scale CII	}	E	387
Interpreters	Scale CIII	}	E	IA
Interpreters	Scale CIV	}	E	375
Artisans	Scale CIII	}	E	IA
Artisans	Scale CIV	}	SS	—
Chiefs' Messengers			SS	—
Office Messengers			SS	—
Station Hands			SS	—
Conservancy Staff			SS	—
Process Servers			SS	—
Lorry Drivers	Scale CII		E	IA
Lorry Drivers	Scale CIII		E	IA
Transport Staff			SS	—
Market Master			SS	—
<i>(5) Coast Province</i>				
Liwali of the Coast	£1,005(1,355) × 45—1,320(1,670)	}	Regrade	394
Liwalis	£420(567) × 15—480 × 20—600(810)	}	Regrade	—
Kathis	£255(344) × 15—450(608)	}	Regrade	—
Mudirs	£255(344) × 15—450(608)	}	NP	—
Personal Assistant to District Commissioner, Mombasa			NP	—
Temporary Clerk	Scale A		NP	—
Assistant District Officers	£190(259): 190: 210 × 10—240 × 12— 300 × 15—405 × 15—450(608)		C5-4	214
Clerk to Kathi of Mombasa	£180(247) × 10—240 × 15—375(506)		E	—
Liwalis' and Mudirs' Clerks	£80(125) × 4—120(174)		E	IC
Clerks	Scale CII	}	E	IA
Clerks	Scale CIII	}	E	IA
Clerks	Scale CIV	}	E	IA
Followers			SS	—

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>ADMINISTRATION—continued</i>				
<i>(5) Coast Province—continued</i>				
Chiefs and Sub-Chiefs	Scale C Special	} Regrade	394	—
Chiefs and Sub-Chiefs	Scale CI			
Chiefs and Sub-Chiefs	Scale CII			
Chiefs and Sub-Chiefs	Scale CIII			
Chiefs and Sub-Chiefs	Scale CIV			
Chiefs' Clerks		SS	—	—
Tax Clerks	Scale CII	} E	—	IA
Tax Clerks	Scale CIII			
Tax Clerks	Scale CIV			
Interpreters	Scale CII	} E	387	IA
Interpreters	Scale CIII			
Interpreters	Scale CIV			
Telephone Operator	Scale CIII			
Chief's Messengers		E	605(iii)	IA
Office Messengers		SS	—	—
Artisans	Scale CII	} E	375	IA
Artisans	Scale CIII			
Artisans	Scale CIV			
Station Hands	}	SS	—	—
Conservancy Staff				
Lorry Drivers	Scale CII	} E	—	IA
Lorry Drivers	Scale CIII			
Lorry Drivers	Scale CIV			
Engineer Driver	£255(344) × 15—375(506)	E	—	IC
Liwali's Special Messenger	£120(174) × 6—180(247)	E	—	IA
Coxwains	Scale CII	E	—	IA
Engine Attendants	Scale CIV	E	—	IA
Crew		SS	—	—
Market Master		SS	—	—
<i>(6) Northern Province</i>				
Chiefs and Sub-Chiefs	Scale CIII	} Regrade	394	—
Chiefs and Sub-Chiefs	Scale CIV			

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>ADMINISTRATION—continued</i>				
<i>(6) Northern Province—continued</i>				
Clerks	Scale CI	E	—	IA
Clerks	Scale CII			
Clerks	Scale CIII			
Clerks	Scale CIV			
Tax Clerks	Scale CIII			
Tax Clerks	Scale CIV	E	387	IA
Interpreters	Scale CIII			
Interpreters	Scale CIV			
Office Messengers	}	SS	—	—
Station Hands				
Overseer	£154(215) × 6—178 × 9—223(301)	E	—	IA
Artisans	Scale CII	E	375	IA
Artisans	Scale CIII			
Artisans	Scale CIV			
Lorry Drivers	Scale CII			
Lorry Drivers	Scale CIII	E	—	IA
Lorry Drivers	Scale CIV			
Conservancy Staff	}			
Transport Staff				
Kathi	£255(344) × 15—450(608)	Regrade	394	—
Kathi's Clerk		SS	—	—
Poor Relief Staff (Turkana)		SS	—	—
<i>(7) Southern Province</i>				
Assistant District Officer	£190(259): 190: 210 × 10—240 × 12— 300 × 15—405 × 15—450(608)	C5-4	214	IIG
Clerks	Scale CII	E	—	IA
Clerks	Scale CIII			
Clerks	Scale CIV			
Chiefs, Sub-Chiefs and Moran Headman	£348(470)—450(608)			
Chiefs, Sub-Chiefs and Moran Headman	Scale C Special	Regrade	394	—
Chiefs, Sub-Chiefs and Moran Headman	Scale CI			
Chiefs, Sub-Chiefs and Moran Headman	Scale CII			
Chiefs, Sub-Chiefs and Moran Headman	Scale CIII			
Chiefs, Sub-Chiefs and Moran Headman	Scale CIV			

APPENDIX VII—KENYA—continued

	Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>ADMINISTRATION—continued</i>					
<i>(7) Southern Province—continued</i>					
	Chiefs' Clerks	Scale CIV	E	—	IA
	Chiefs' Messengers		SS	—	—
	Moran Supervisors	Scale CII	Regrade	—	—
	Tax Clerks	Scale CII			
	Tax Clerks	Scale CIII	E	—	IA
	Tax Clerks	Scale CIV			
	Telephone Operator		SS	605(iii)	—
	Interpreter	Scale CIII	E	387	IA
	Interpreter	Scale CIV			
	Office Messengers				
	Station Hands		SS	—	—
15	Conservancy Staff				
	Drivers	Scale CIII	E	—	IA
	Artisans	Scale CIII	E	375	IA
	Transport Staff		SS	—	—
	<i>(8) Tribal Police</i>		No recommendation	—	—
	<i>(9) Asian and African Housing (Nairobi) and Cleansing of Crown Land</i>				
	Government Estates Officer	£490(662) × 20—670(904)	C5	—	III (1)
	Caretaker		SS	—	—
	Minor Employees		SS	—	—
	<i>(10) Control of Kibera and Neighbouring Villages (Nairobi District)</i>				
	Superintendent of Kibera	£550(743) × 20—690 × 25—790(1,066)	C5-4	—	IIA
	Clerk	Scale CIII	E	—	IA
	Minor Employees		SS	—	—
	<i>(11) African Housing (Mombasa) and Cleansing of Crown Land</i>				
	Headmen				
	Groundsmen		SS	—	—
	Sweepers				
	Minor Employees				

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>ADMINISTRATION—continued</i>				
<i>(12) Community Development Organisation Headquarters</i>				
Commissioner for Community Development Administrative Officer/Accountant	£1,535(1,885) £550(743): 550: 620 × 35—760: 830 × 35— 1,140(1,490)	£2,200(2,362) B5-2	— —	— IIIB
Education Instructor	£550(743): 620 × 35—760: 830 × 35—1,005 × 45—1,140(1,490)	Regrade	288-293	—
Sports Officer	£570(770) × 20—690 × 25—840 × 30— 960(1,296)	B5-3	—	—
Officer i/c Homecrafts	£496(670): 496: 552 × 28—608: 664 × 28— 804 × 36—912(1,231)	Regrade	291-3	—
Supervisors	£456(616) × 16—552 × 20—672 × 24— 768(1,037)	Regrade	291-3	—
Clerk	Scale AII Female	Regrade	190-3	IG
Clerk	Scale CII	E	—	IA
Clerk	Scale CIII	E	—	IA
Telephone Operator	Scale CIV	E	605(iii)	IA
Lorry Driver	Scale CIII	E	—	IA
<i>(13) Community Development Organisation Jeanes School (Kabete)</i>				
Assistant Commissioner	£830(1,121) × 35—1,005 × 45—1,320(1,670)	B3-1	398	IIIB
Accountant/Storekeeper	£610(824) × 20—690 × 25—790(1,066)	C5-4	—	IIA
Education Instructor	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,140(1,490)	} Regrade	288-293	—
Education Instructor	£550(743) × 20—690 × 25—840 × 30— 900(1,215)			
Education Instructor	£550(743) × 20—690 × 25—815(1,100)			
Education Instructor	£300(405): 300: 315 × 15—420: 440 × 20—600(810)			
Education Instructor (Welfare) (Female)	£504(680) × 16—552 × 20—672 × 24— 768(1,037)			
Housekeeper	£295(398) × 15—370(500)	Regrade	190-3	IG
Teacher	Scale MI	Regrade	294-7	—

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No</i>
<i>ADMINISTRATION—continued</i>				
<i>(13) Community Development Organisation Jeanes School (Kabete)—continued</i>				
Instructors	Scale CII	E	293	IA
Instructors	Scale CIII			
Librarian	Scale CIII	E	269	IA
Clerks	Scale CII	E	375	IA
Clerks	Scale CIII			
Lorry Drivers	Scale CII			
Lorry Drivers	Scale CIII			
Artisans	Scale CIII			
Overseer	Scale CIII	E	293	IB
Homecraft Instructors (Female)	Scale CII			
Homecraft Instructors (Female)	Scale CIII	E(W)		
Minor Employees		SS	—	—
<i>(14) E.A. School of Co-operation</i>				
Senior Educational Instructor	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140(1,490)	Regrade	288–293	—
Assistant Co-operative Inspector	Scale CII	E	—	IA
<i>DEPARTMENT OF INFORMATION</i>				
<i>(1) Administrative and General</i>				
Director of Information	£2,500(2,850)	NP	—	—
Office Superintendent/Accountant	£670(904) × 20—690 × 25—840 × 30— 900(1,215)	C4–3	—	IIA
Equipment Officer	£670(904) × 20—690 × 25—840(1,134)	C4–3	—	IIA
Clerks	Scale A	Regrade	190–3	IF
Storekeeper/Technician	£255(344) × 15—450(608)	Regrade	270–1	IC & F
Clerks	Scale BII	E	—	IC
Clerks	Scale CII	E	—	IA
Clerks	Scale CIII			
Clerks	Scale CIV			
Clerks	Scale CIII			
Telephone Operator	Scale CIII	E	605(iii)	IA
Office Boys and Despatch Assistants		SS	—	—
Night Watchmen		SS	—	—

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
DEPARTMENT OF INFORMATION— <i>continued</i>				
(2) <i>Press Office</i>				
Press Officer	£1,000(1,350) × 40—1,200 × 50—1,350(1,700)	C2-1	—	IIF (1)
Assistant Press Officer	£790(1,066) × 25—840 × 30—960(1,296)	C4-3	—	IIA
Press Liaison Officer	Scale CI	E	—	IA
Clerks	Scale A	Regrade	190-3	IF
Clerks	Scale CIII	E	—	IA
(3) <i>Film and Photographic Section</i>				
Films Officers	£790(1,066) × 25—840 × 30—960(1,296)	C4-3	—	IIA
Photographer	£790(1,066) × 25—840 × 30—960(1,296)	C4-3	—	IIA
Cameraman	£760(1,026)—960(1,296)	NP	—	—
Laboratory Technicians	£180(247) × 10—240 × 15—375(506)	E	264-6	IC
Clerk	Scale A	Regrade	190-3	IF
Film Assistant	Scale CI	E	—	IA
Driver-Mechanic	Scale CIII	E	—	IA
(4) <i>African Information Services</i>				
Executive Officer	£1,335(1,685)	£1,740(1,902)—1,860(2,022)	—	—
Assistant Executive Officer	£830(1,121) × 35—1,005 × 45—1,140(1,490)	C3-2	—	IIIE
Clerks	Scale A	Regrade	190-3	IF
<i>Publications Section</i>				
Publications Officer	£830(1,121) × 35—1,005 × 45—1,140(1,490)	C3-2	—	IIIE
Assistant Publications Officer	£490(662) × 20—690(932)	C6-5	—	IIH (1)
Assistant Publications Officer	Scale C Special	Regrade	169-174	IA
Publications Assistant	Scale CI	E	—	IA
Clerk-Translator	Scale CI	E	—	IA
<i>Broadcasting Section</i>				
Broadcasting Officer	£830(1,121) × 35—1,005 × 45—1,140(1,490)	C3-2	—	IIIE
Producer (Entertainments and Features)	£790(1,066) × 25—840 × 30—960(1,296)	C4-3	—	IIA
Junior Programme Assistant	£340(459) × 22/10—520(702)	Regrade	645	IH
Senior Broadcast Producer	Scale C Special	Regrade	169-74	IA
Broadcast Producers	Scale CI	E	—	IA
Clerk	Scale CIII	E	—	IA

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
DEPARTMENT OF INFORMATION—continued				
(4) African Information Services—continued				
<i>News Section</i>				
News Editor Announcer/Programme Assistants	£790(1,066) × 25—840 × 30—960(1,296) Scale CI	C4-3 E	— —	IIA IA
<i>Mobile Van Section</i>				
Officer-in-Charge Mobile Vans	£570(770) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Officers-in-Charge Cinema Vans	Scale CI	E	—	IA
Officers-in-Charge Information Vans	Scale CI			
Driver/Operators	Scale CII			
(5) Provincial Information Organisation				
<i>Nyanza Province</i>				
Provincial Information Officer	£630(851) × 20—690 × 25—840 × 30—960 (1,296)	C4-3	—	IID
Assistant Provincial Information Officer Clerk	Scales MI-MII Scale CIII	E E SS	395 — —	IC IA —
Office Messenger				
<i>Coast Province</i>				
Provincial Information Officer	£630(851) × 20—690 × 25—840 × 30—960 (1,296)	C4-3	—	IID
Assistant Provincial Information Officer	£255(344) × 15—450(608)	Regrade	395	IC & F
Announcer/Programme Assistant	Scale CI	E	—	IA
Publications Assistant	Scale CI			
Clerk	Scale CIII			
Office Messenger		SS	—	—
<i>Central Province</i>				
Provincial Information Officers	£630(851) × 20—690 × 25—840 × 30—960 (1,296)	C4-3	—	IID
Assistant Provincial Information Officers Clerk	Scales MI-MII Scale CIII	E E SS	395 — —	IC IA —
Officer Messenger				

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>	
<i>DEPARTMENT OF INFORMATION—continued</i>					
<i>Rift Valley</i>					
Provincial Information Officers	£630(851) × 20—690 × 25—840 × 30—960 (1,296)	C4-3	—	IID	
Assistant Provincial Information Officers	Scales MI—MII	E	395	IC	
Clerks	Scale CIII	E	—	IA	
Office Messenger		SS	—	—	
<i>(6) Public Relations Office (London)</i>					
Public Relations Officer	£1,500	} No recommendation	409	—	
Assistant Public Relations Officer (Female)	£600				
Secretary	£520				
Copy Typist	£400				
Messenger	£364				
<i>POLICE</i>					
<i>(1) Administrative and General Staff</i>					
Commissioner of Police	£2,200(2,550)	£2,600(2,762)	—	—	
Intelligence Adviser		NP	—	—	
Deputy Commissioners	£1,850(2,200)	£2,200(2,362)	426(13)	—	
Senior Assistant Commissioner	£1,750(2,100)	£2,000(2,162)	426(28)	—	
Assistant Commissioners	£1,530(1,880) × 60—1,650(2,000)	£1,740(1,902)—1,860(2,022)	426(35)	—	
Senior Superintendents	£1,248(1,598) × 54—1,410(1,760)	B1	—	IIIC	
Welfare and Recreation Officer (Supernumerary)		NP	—	—	
Personal Assistant to Intelligence Adviser		NP	—	—	
Superintendents	£1,014(1,364) × 42—1,182(1,532)	B2	} 354	IIIC	
Assistant Superintendents	£582(786) × 30—796 × 36—972(1,312)	B5-3		—	IIIC
Chief Inspectors	£540(729) × 24—756 × 30—936(1,264)	P1		341	VI
Transport Officer	£540(729) × 24—756 × 30—936(1,264)	P1	341	VI	
Inspectors, Grade I	£504(680) × 18—540 × 24—756 × 30—876 (1,182)	P2	341	VI	
Inspectors, Grade II	£348(470) × 18—456 × 24—504(680)	P3	341	VI	
Inspectors (Female), Grade I		P2	341	VI	
Cadet Inspectors	£330(446) × 18—366(494)	D	341	VI	

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>POLICE—continued</i>				
<i>(1) Administrative and General Staff—continued</i>				
Assistant Inspectors	£144(203) × 8—192 × 9—210 × 12—282 × 18—336(454)	P7+5	341	VI
Sergeants	£90(137) × 6—126(180)	P11A—10A	341	VI
Corporals	£66(106) × 3—84(129)	P12A	341	VI
Constables	£48(77) × 1/16s.—66 × 1/10s. (biennially)—72(115)	P14A	341	VI
<i>(2) Clerical and Other Staff</i>				
Senior Accountant	£935(1,262) × 35—1,005 × 45—1,095(1,445)	Regrade	256-60	—
Accountant	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	Regrade		
Assistant Accountant	£670(904) × 20—690 × 25—790(1,066)	Regrade	—	IIA
Office Superintendents	£670(904) × 20—690 × 25—840(1,134)	C4-3		
Clerks Executive Grade	£670(904) × 20—690 × 25—790(1,066)	Regrade	190-3	—
Registry Superintendent (F)	£536(723) × 16—552 × 20—672(907)	C(W)4-3	190-3	IIB
Clerks	Scales A	Regrade	190-3	IF
Establishment and Records Officer	£575(776) × 25—700(945)	Regrade	190-3	IF
Senior Pay Clerk	Scale B Special	Regrade	190-3	IF
Clerks	Scale B Special	Regrade		
Senior Accounts Clerk	Scale B Special	Regrade		
Clerk i/c Statistics and General Correspondence Section	Scale B Special	Regrade		
Chief Stores Clerk, Police Headquarters	Scale B Special	Regrade	190-3	IC
Clerk-in-Charge, Vote Book Section	Scale B Special	Regrade		
Clerks	Scales B	Regrade	—	IA
Clerks	Scales C II	E	—	IA
Clerks	Scale C IV	E	—	IA
Master Tailor	£255(344) × 15—360(486)	Regrade	169-174	IC
Armourers	£255(344) × 15—450(608)	Regrade		
Senior Motor Mechanic	£450(608) × 20—550(743)	Regrade	377	IF
Motor Mechanics	£255(344) × 15—450(608)	Regrade		
Machinists	£180(247) × 10—240(334)	E	—	IC
Teachers Police Schools	T3	E	301	IC
Teachers Police Schools	T4	E		

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
POLICE—continued				
(2) Clerical and Other Staff—continued				
Motor Mechanics Sweepers and Minor Employees	Scale CII	E SS	377 —	IA —
(3) Traffic Branch				
Superintendent	£1,014(1,364) × 42—1,182(1,532)	B2	354	IIIC IIIC
Assistant Superintendents	£582(786) × 30—796 × 36—972(1,312)	B5-3		
Chief Inspectors (Traffic) Inspectors, Grade I	£540(729) × 24—756 × 30—936(1,264)	P1	341	VI
	£504(680) × 18—540 × 24—756 × 30—876 (1,182)	P2		
Inspectors, Grade II	£348(470) × 18—456 × 24—504(680)	P3		
Assistant Inspectors	£144(203) × 8—192 × 9—210 × 12—282 × 18—336(454)	P7+5		
Sergeants	£90(137) × 6—126(180)	P11A-10A	341	VI VI
Corporals	£66(106) × 3—84(129)	P12A		
Constables	£48(77) × 1/16s.—66 × 1/10s. (biennially)— 72(115)	P14A		
Clerk	Scale A	Regrade	190-3	IF
Clerks	Scales B	Regrade	190-3	IC
(4) Signals Branch				
Superintendent (Communications Officer)	£1,014(1,364) × 42—1,182(1,532)	B2	354	IIIC IIIC
Assistant Superintendent (Assistant Communications Officer)	£582(786) × 30—796 × 36—972(1,312)	B5-3		
Chief Inspector (Signals Officer)	£540(729) × 24—756 × 30—936(1,264)	P1	341	VI
Inspectors, Grade I	£504(680) × 18—540 × 24—756 × 30—876 (1,182)	P2	341	VI
Sergeants (Wireless Operators)	£90(137) × 6—126(180)	P11A-10A	341	VI
Corporals	£66(106) × 3—84(129)	P12A	341	VI
Draughtsman	£255(344) × 15—450(608)	Regrade	261-3	IC & F
Clerks	Scales B	Regrade	190-3	IC
Fitters	£255(344) × 15—450(608)	Regrade	375	IC & F
Fitters	Scale C II	E	375	IA
Minor Employees		SS	—	—

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>POLICE—continued</i>				
<i>(5) Police Band</i>				
Chief Inspector (Bandmaster)	£540(729) × 24—756 × 30—936(1,264)	P1	341	VI
Sergeants	£90(137) × 6—126(180)	P11A—10A	341	VI
Corporals	£66(106) × 3—84(129)	P12A	341	VI
Constables	£48(77) × 1/16s.—66 × 1/10s.—(biennially)—72(115)	P14A	341	VI
<i>(7) East African Railway Police</i>				
Senior Superintendent	£1,248(1,598) × 54—1,410(1,760)	B1	354	IIIC
Superintendent	£1,014(1,364) × 42—1,182(1,532)	B2		IIIC
Chief Inspector	£540(729) × 24—756 × 30—936(1,264)	P1	341	VI
Inspectors, Grade I	£504(680) × 18—540 × 24—756 × 30—876(1,182)	P2	341	VI
Inspectors, Grade II	£348(470) × 18—456 × 24—504(680)	P3	341	VI
Sergeants	£90(137) × 6—126(180)	P11A—10A	341	VI
Corporals	£66(106) × 3—84(129)	P12A	341	VI
Constables	£48(77) × 1/16s.—66 × 1/10s. (biennially)—72(115)	P14A	341	VI
Clerk	Scale A	Regrade	190-3	IF
Clerks	Scales B	Regrade	190-3	IC
<i>(8) Port Police</i>				
Assistant Superintendent	£582(786) × 30—796 × 36—972(1,312)	B5-3	354	IIIC
Chief Inspector	£540(729) × 24—756 × 30—936(1,264)	P1	341	VI
Inspectors, Grade I	£504(680) × 18—540 × 24—756 × 30—876(1,182)	P2	341	VI
Inspectors, Grade II	£348(470) × 18—456 × 24—504(680)	P3	341	VI
Assistant Inspectors	£144(203) × 8—192 × 9—210 × 12—282 × 18—336(454)	P7+5	341	VI
Sergeants	£90(137) × 6—126(180)	P11A—10A	341	VI
Corporals	£66(106) × 3—84(129)	P12A	341	VI
Constables	£48(77) × 1/16s.—66 × 1/10s. (biennially)—72(115)	P14A	341	VI
Clerks	Scale B	Regrade	190-3	IC

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>POLICE—continued</i>				
<i>(9) Kenya Police Reserve</i>				
Chief Commandant (Senior Superintendent of Police)	£1,248(1,598) × 54—1,410(1,760)	NP	—	—
Deputy Chief Commandant	£1,014(1,364) × 42—1,182(1,532)	} NP	—	—
Superintendent of Police	£1,014(1,364) × 42—1,182(1,532)		—	—
Assistant Superintendents	£582(786) × 30—796 × 36—972(1,312)		—	—
Staff Officers (Contract)				
Assistant Accountant	£670(904) × 20—690 × 25—790(1,066)	Regrade	256-60	—
Clerks	Scales A	Regrade	190-193	IF
Clerks	Scales B	Regrade	190-3	IC
Armourers	£255(344) × 15—450(608)	Regrade	169-174	IC & F
Minor Employees		SS	—	—
<i>(10) Special Police Guards</i>				
Airfield Guards		SS	—	—
PRISONS				
<i>(1) Headquarters Staff</i>				
Commissioner of Prisons	£1,535(1,885)	£2,400(2,562)	426(8)	—
Deputy Commissioner of Prisons	£1,185(1,535) × 45—1,320(1,670)	£1,740(1,902)—1,860(2,022)	393	—
Assistant Commissioner (Approved Schools)	£1,140(1,490) × 45—1,230(1,580)	C1	393	IIF (2)
Chief Accountant	£935(1,262) × 35—1,005 × 45—1,095(1,445)	Regrade	256-60	—
Superintendent of Prisons (Quartermaster)	£550(743): 550: 600 × 25—725: 775 × 25—875 × 30—1,025(1,375)	C5-2	—	IIC
Accountant	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	Regrade	256-60	IIA
Establishment and Records Officer	£575(776) × 25—700(945)	Regrade	190-3	IF
Executive Officer Prisoners' Aid Society	—	NP	—	—
Assistant Storekeeper	£570(770) × 20—670(904)	Regrade	393	—
Clerks	Scales A	Regrade	190-3	IF
Clerk-in-Charge Prison Stores	Scale B Special	Regrade	190-3	IF
Senior Accounts Clerk	Scale B Special	Regrade	190-3	IF
Clerks	Scale B	Regrade	190-3	IC

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>PRISONS—continued</i>				
<i>(1) Headquarters Staff—continued</i>				
Warder Clerks	£57(91) × 3—72 × 3—84 × 3—96(144)	P13A	355-8	VI
Warders	£40/4s.(64) × 1/4s.—53/8s. (86)	P16A		
<i>(2) Training Staff</i>				
Senior Instructors	£840(1,134) × 30—960(1,296)	Regrade	288-293	—
Senior Instructors	£550(743) × 20—690 × 25—840(1,134)	Regrade		
Assistant Instructor (Supernumerary)	Scale B	NP	—	—
Clerks	Scales B	Regrade	190-3	IC
Chief Warder Artisans, Grade I	£117(170) × 5—153(214)	P6A	355-8	VI
Chief Warder Artisans, Grade II	£96(144) × 3—114(166)	P9A-8A		
Warder Artisans	£54(86) × 3—69 × 3—81 × 3—93(140)	P13A		
Warder Artisans (Drivers)	£54(86) × 3—69 × 3—81 × 3—93(140)	P13A		
<i>(3) Prisons, Detention Camps and Approved Schools Staff</i>				
Superintendents of Prisons and Assistant Superintendents of Prisons (Grade I and Grade II)	£550(743): 550: 600 × 25—725: 775 × 25—875 × 30—1,025(1,375)	C5-2	393	IIC
Superintendents and Assistant Superintendents of Prisons (Supernumeraries)	£550(743): 550: 600 × 25—725: 775 × 25—875 × 30—1,025(1,375)	NP	—	—
Chief Officers Male (Supernumerary)	£590(796) × 20—690 × 25—840(1,134)	NP	—	—
Chief Officers (Female) (Supernumerary)	£320(432): 320: 392 × 16—440: 472 × 16—552 × 20—672(907)	NP	—	—
Head Clerk (Nairobi Prison)	Scale B Special	Regrade	190-3	IF
Clerks	Scales B	Regrade	190-3	IC
Assistant	£162(225) × 9—270(365)	P5	355-8	VI
Chief Warders (Grade I)	£117(170) × 6—153(214)	P6A		
Chief Warders (Grade II)	£96(144) × 3—114(166)	P9A-8A		
Chief Warders (Grade II) (Supernumerary)	£96(144) × 3—114(166)	P9A-8A		
Sergeant Warders	£78(122) × 3—93(140)	P11A-10A	355-8	VI
Sergeant Warders (Supernumerary)	£78(122) × 3—93(140)	P11A-10A	355-8	VI
Corporal Warders	£63(101) × 1/16s.—70/4s.(112)	P12A	355-8	VI
Lance Corporal Warders	£54(86) × 1/16s.—61/4s.(98)	P15A	355-8	VI

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>PRISONS—continued</i>				
<i>(3) Prisons, Detention Camps and Approved Schools Staff—continued</i>				
Warders	£40/4s.(64) × 1/4s.—53/8s.(86)	P16A	355-8	VI
Recruits	£37/16(60)	P16A	355-8	VI
Schoolmasters	Scale T III	E	301	IA
Chief Warder Clerks, Grade I	£120(174) × 6—156(217)	P6A	} 355-8	VI
Chief Warder Clerks, Grade II	£99(148) × 3—117(170)	P9A-8A		
Warder Clerks	£57(91) × 3—72 × 3—84 × 3—96(144)	P13A		
Female Warders	£32(51) × 1—42(67)	P16A		
Detention Camp Overseers	—	NP	—	—
Warders (Leper Prison)	£14/8s.(23) × 1/4s.—22/16s.(36)	NP	—	—
Corporal Warders (Supernumeraries)	£63(101) × 1/16s.—70/4s.(112)	P12A	355-8	VI
Lance Corporal Warders (Supernumeraries)	£54(86) × 1/16s.—61/4s.(98)	P15A	355-8	VI
Warders (Supernumeraries)	£14/4s.(23) × 1/4s.—53/8s.(86)	P16A	355-8	VI
Recruits (Supernumerary)	£37/16s.(60)	P16A	355-8	VI
<i>OFFICE OF THE MEMBER FOR AFRICAN AFFAIRS</i>				
Chief Native Commissioner and Member for African Affairs	£2,150(2,500)	£2,900(3,062)	—	—
Secretary for African Affairs	£1,635(1,985)	£2,200(2,362)	—	—
African Courts Officer	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
Assistant Secretary	£1,005(1,355) × 45—1,320(1,670)	B	397	IIIB
Clerk	Scale A Special	Regrade	} 190-3	IF
Clerks	Scales A	Regrade		
Part-time Librarian	Scale A	NP	—	—
Clerks	Scales B	Regrade	190-3	IC
Orderly/Driver for Chief Native Comm.	Scale CIII	E	—	IA
Office Boy	—	SS	—	—
<i>REGISTRAR OF CO-OPERATIVE SOCIETIES</i>				
Registrar of Co-operative Societies	£1,385(1,735)	£2,200(2,362)	426 (18)	—
Assistant Registrars (European)	£570(770) × 20—690 × 25—840 × 30—960 (1,296)	B5-2	—	IIID (1)
Assistant Registrar	£300(405): 300 × 15—420(567)	Regrade	169-174	—

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
REGISTRAR OF CO-OPERATIVE SOCIETIES— <i>continued</i>				
Senior Examiner of Accounts	£575(776) × 25—700(945)	Regrade	190-3	IF
Clerk	Scale B	Regrade	190-3	IC
Senior Inspectors	Scale C I	E	—	IA
Inspectors	Scale C II	E	—	IA
Clerks	Scale C III	E	—	IA
Office Boys	—	SS	—	—
OFFICE OF THE MEMBER FOR LEGAL AFFAIRS				
Member for Legal Affairs and Attorney-General	£2,150(2,500)	£2,900(3,062)	426(1)	—
Secretary for Legal Affairs	£1,635(1,985)	£2,200(2,362)	—	—
Assistant Secretary	£1,005(1,355) × 45—1,320(1,670)	B	397	IIIB
Clerk	Scale A	Regrade	190-3	IF
Clerks	Scales B	Regrade	190-3	IC
Clerk	Scale C IV	E	—	IA
Office Boy	—	SS	—	—
IMMIGRATION DEPARTMENT				
Principal Immigration Officer	£1,435(1,785)	£2,000(2,162)	—	—
Deputy Principal Immigration Officer	£1,185(1,535) × 45—1,320(1,670)	B1	386	IIIC
Senior Immigration Officers	£865(1,168) × 35—1,005 × 45—1,140(1,490)	} B5-2	386	IIID (3)
Immigration Officers	£570(770) × 20—690 × 25—840(1,134)			IIID (1)
Executive Officer to the Immigration Control Board Supernumerary	£570(770) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Immigration Officers (Female)	£456(616) × 16—552 × 20—672(907)	B(W)5-2	386	IIIC
Clerks	Scales A	} Regrade	190-3	IF
Office Supervisor	£575(776) × 25—700(945)			
Immigration Officer	£180(247) × 10—240 × 15—465(628)	Regrade	386	—
Clerks	Scale B Special	} Regrade	190-3	IF
Clerks	Scales B			
Clerks (Supernumerary)	Scale B	Regrade	—	IC
Telephone Operator	Scale C IV	E	605(iii)	IA
Office Boys	—	SS	—	—
Night Watchmen	—	SS	—	—

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
LEGAL DEPARTMENT				
Attorney-General	£2,150(2,500)	£2,900(3,062)	426(1)	—
Solicitor-General	£1,635(1,985)	£2,600(2,762)	426(5)	—
Legal Draftsman	£1,435(1,785)	£2,000(2,162)	—	—
Deputy Public Prosecutor	£1,435(1,785)	£2,000(2,162)	—	—
Crown Counsel	£865(1,168): 865: 935 × 35—1,005 × 45— 1,320(1,670)	A	390	IV
Assistant Legal Draftsman	£865(1,168): 865: 935 × 35—1,005 × 45— 1,320(1,670)	A	—	IV
Clerk	Scale A Special	Regrade	} 190-3	IF
Clerks	Scale A	Regrade		
Telephone Operator	Scale AII	Regrade	605(iii)	IG
Office Supervisor	£575(776) × 25—700(945)	Regrade	190-3	IF
Clerk	Scale B Special	Regrade	} 190-3	IF
Clerks	Scales B	Regrade		
Office Boys		SS	—	—
REGISTRAR-GENERAL'S DEPARTMENT				
Registrar-General	£1,450(1,800)	£2,200(2,362)	426(9)	—
Deputy Registrar-General	£865(1,168): 865: 935 × 35—1,005 × 45— 1,320(1,670)	A	—	IV
Assistant Registrar-General	£760(1,026): 760: 830 × 35—1,005 × 45— 1,140(1,490)	A	—	IV
Trust Officer	£670(904) × 20—690 × 25—840(1,134)	B4-3	380	IID (2)
Accountant	£670(904) × 20—690 × 25—840(1,134)	Regrade	256-60	IIA
Assistant Registrar of Trade Unions	£670(904) × 20—690 × 25—850(1,134)	B4-3	380	IID (2)
Accountant, Custodian of Enemy Property		NP	—	—
Clerks	Scales A	Regrade	190-3	IF
Senior Examiner of Accounts	£575(776) × 25—700(945)	Regrade	190-3	IF
Registry Assistant	£575(776) × 25—700(945)	Regrade	190-3	IF
Cashier	Scale B Special	Regrade	} 190-3	IF
Clerk	Scales B Special	Regrade		
Clerks	Scales B	Regrade		
Clerk	Scale C II	E		
Office Boys		SS	—	—

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
OFFICE OF THE MEMBER FOR FINANCE AND DEVELOPMENT				
Financial Secretary, Member for Finance and Development	£2,150(2,500)	£2,900(3,062)	426(1)	—
Clerk	Scale A Special	Regrade	190-3	IF
Office Boy		SS	—	—
THE TREASURY				
(1) <i>Secretary to the Treasury</i>				
Secretary to the Treasury	£1,850(2,200)	£2,600(2,762)	—	—
Clerk	Scale A Special	Regrade	190-3	IF
(2) <i>Finance Division</i>				
Assistant Financial Secretaries	£1,435(1,785)	£1,740(1,902)—1,862(2,022)	—	—
Assistant Secretaries	£1,005(1,355) × 45—1,320(1,670)	B	397	IIIB
Senior Estimates Officer	£550(743): 550: 620 × 35—760: 830 × 35—1,140(1,490)	B5-2	—	IIIB
Clerks	Scales A	} Regrade	190-3	IF
Clerks	Scales B Special			IF
Clerks	Scales B			IC
Clerk	Scales C IV			IA
Office Boys		E SS	— —	—
(3) <i>Accounts Division</i>				
Accountant-General	£1,650(2,000)	£2,200(2,362)	—	—
Assistant Accountant-General	£1,335(1,685)	£1,740(1,902)—1,860(2,022)	—	—
Senior Accountants and Accountants	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,230(1,580)	B5-2, B1	256-60	IIIA
Officer-in-Charge—War Pensions	—	NP	—	—

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>THE TREASURY—continued</i>				
<i>(3) Accounts Division—continued</i>				
Senior Stores Verifier	£840(1,134) × 30—900(1,215)	B	379	—
Stores Verifier	£670(904) × 20—690 × 25—840(1,134)	B		
Clerks—Executive Grade (Assistant Accountants)	£670(904) × 20—690 × 25—790(1,066)	Regrade	190-3	—
Machine Supervisor	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerks	Scales A	Regrade	190-3	IF
Telephone Operator	£370(500) × 15—460(621)	Regrade	605(iii)	IG
Medical Officer Pensions' Assessment Board	—	NP	—	—
Establishment Assistant	£575(776) × 25—700(945)	Regrade	190-3	IF
Assistant Accountant	£575(776) × 25—700(945)	Regrade	258	IF
Loan and Investment Clerk	Scale B Special	Regrade	190-3	IF
Cashier, Nairobi District Treasury	Scale B Special	Regrade		
Clerk-in-Charge, Records	Scale B Special	Regrade		
Head Clerk (Pensions Division)	Scale B Special	Regrade		
Cashier, Mombasa District Treasury	Scale B Special	Regrade		
Clerk-in-Charge, Government Staff Provident Fund	Scale B Special	Regrade	190-3	IF
Clerks	Scales B	Regrade	—	IC
Clerks	C I	E	—	IA
Clerks	C II			
Clerks	C III			
Clerks	C IV			
Minor Employees		SS	—	—
<i>(4) Economic Research Division</i>				
Economist/Statisticians	£550(743); 550: 620 × 45—760: 830 × 35—1,005 × 45—1,320(1,670)	A	—	IV
Economic Assistants	£670(904) × 20—690 × 25—790(1,066)	C5-4	—	IIA
Clerks	Scale A	Regrade	190-3	IF

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
INLAND REVENUE DEPARTMENT				
Principal Revenue Officer	£1,050(1,400) × 45—1,230(1,580)	C1	—	IIF (2)
Senior Revenue Officer	£840(1,134) × 30—960(1,296)	Regrade	405	—
Executive Officer, Central Poll Tax Registry	£840(1,134) × 30—960(1,296)	Regrade		
Examiner of Accounts	£670(904) × 20—690 × 25—840(1,134)	Regrade		
Revenue Officers	£440(594) × 20—660(891)	Regrade		
Revenue Officers	£400(540) × 20—600(810)	Regrade		
Revenue Officers	£670(904) × 20—690 × 25—840(1,134)	Regrade		
Inspectors of Licences and Taxes	£670(904) × 20—690 × 25—840(1,134)	Regrade		
Supervisor, Central Poll Tax Registry	£670(904) × 20—690 × 25—840(1,134)	Regrade		
Clerks (Executive Trade)	£670(904) × 20—690 × 25—790(1,066)	Regrade		
Clerks	Scales A	Regrade		
Supervisor, Licences and Taxes	£575(776) × 25—700(945)	Regrade		
Clerks	Scale B Special	Regrade		
Inspector of Licences and Taxes	Scale B Special	Regrade		
Clerks	Scales B	Regrade		
Process Server	Scales C III	E		
Clerks	Scale C II	E		
Clerks	Scale C III	E		
Clerks	Scale C IV	E		
Machinist	Scale C III	E		
Machinist	Scale C IV	E		
Key Punch Operator	Scale C III	E		
Office Boys		SS	—	—
PRICE CONTROL OFFICE				
Controller of Prices	}	}	190-3	IF IC IA
Deputy Price Controllers				
Departmental Accounting Officers				
Public Prosecutor				
Clerks				
Clerks	Scale A	Regrade	—	—
Clerks	Scale B	E	—	—
Clerks	Scale C III	SS	—	—
Minor Employees				

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
PUBLIC WORKS DEPARTMENT				
(1) <i>Administrative and General</i>				
Director of Public Works	£1,850(2,200)	£2,600(2,762)	—	—
Deputy Director of Public Works	£1,535(1,835)	£2,200(2,362)	—	—
Structural Engineer	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—
Engineers	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Administrative Secretary	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	B	397	IIIB
Establishment Officer	£790(1,066) × 25—840 × 30—900(1,215)	Regrade	396	—
Clerks	Scales A	Regrade	190-3	IF
Telephone Operators	£370(500) × 15—460(621)	Regrade	605(iii)	IG
Labour Supervisor	£570(770) × 20—670(904)	C5	—	IIH (1)
Fire Master and Security Officer	£570(770) × 20—670(904)	C5	—	IIH (1)
Engineering Assistants	£450(608) × 20—610(824)	Regrade	—	—
Surveyors	£255(344) × 15—450 × 20—550(743)	Regrade	272-6	IC & F
Draughtsmen	£255(344) × 15—450(608)	Regrade	261-3	IC & F
Establishment Clerk	Scale B Special	Regrade	190-3	IF
Chief Correspondence Clerk	Scale B Special	Regrade	190-3	IF
Clerks	Scale B	Regrade	190-3	IC
Pupil Engineers	£285(385): 330: 375(506)	Regrade	396	—
Engineering Assistants	£190(259) × 10—240 × 12—300(405)	C6-4	374	IIi
Clerks	Scales C I	E	—	IA
Clerks	Scales C II			
Clerks	Scales C III			
Clerks	Scales C IV			
Telephone Operators	Scales C III	E	605(iii)	IA
Medical Dressers	Scales C IV	E	396	IA
Office Messengers		SS	—	—
Minor Employees		SS	—	—

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
PUBLIC WORKS DEPARTMENT—continued				
(2) Accounts Branch				
Chief Accountant	£1,140(1,490) × 45—1,320(1,670)	£1,740(1,902)—1,860(2,022)	259	—
Deputy Chief Accountant	£935(1,262) × 35—1,005 × 45—1,095(1,445)	Regrade	} 256-60	—
Assistant Accountants	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	Regrade		
Clerks	Scale A	Regrade	190-3	IF
Assistant Accountant	£575(776) × 25—700(945)	Regrade	256-60	IF
Book-keeper	Scale B Special	} Regrade	190-3	IF
Chief Accounts Clerk	Scale B Special			
Chief Salaries Clerk	Scale B Special			
Hollerith Operator	£255(344) × 15—450(608)	Regrade	379	IC & F
Clerks	Scale B	Regrade	190-3	IC
Clerks	Scale C IV	E	—	IA
Office Messengers		SS	—	—
(3) Buildings Branch				
Superintending Engineer (Buildings)	£1,535(1,885)	£2,000(2,162)	426(26)	—
Government Architect	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—
Architects	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Architectural Assistants	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
Chief Quantity Surveyor	£1,185(1,535) × 45—1,320(1,670)	A	—	IV
Quantity Surveyors	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,140(1,490)	A	—	IV
Junior Assistant Quantity Surveyor	£550(743) × 20—690 × 25—715(965)	C5-4	} 190-3	IIA
Clerks	Scale A	Regrade		IF
Senior Inspectors of Works	£865(1,168) × 35—1,005(1,355)	C2	} 372	II E
Senior Inspectors of Works	£740(999) × 25—840(1,134)	C4-3		IIA
Workshops and Timber Seasoning Manager	£865(1,168) × 35—1,005(1,355)	C2		II E
Inspectors of Works	£650(877) × 20—690 × 25—790(1,066)	C4-3		IIA
Foreman	£550(743) × 20—650(877)	C5-4		IIA
Joinery Shop Foreman	£550(743) × 20—690 × 25—715(965)	C5-4		IIA
Workshops Foreman	£550(743) × 20—690 × 25—715(965)	C5-4		IIA

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
PUBLIC WORKS DEPARTMENT—continued				
(3) Buildings Branch—continued				
Drawing Office Superintendent	£450(608) × 20—610(824)	Regrade	261-3	—
Computers	£450(608) × 20—550(743)	Regrade	277	IF
Computers	£225(304) × 15—450(608)	Regrade		IC & F
Draughtsmen	£255(344) × 15—450(608)	Regrade	261-3	IC & F
Senior Foreman	£450(608) × 20—550(743)	Regrade	372	IF
Foreman, Grade I	£375(506) × 15—450(608)	Regrade		IC & F
Foremen, Grade II	£255(344) × 15—360(486)	Regrade	—	IC
Statfile Operator	£255(344) × 15—450(608)	Regrade		IC & F
Timber Seasoning Kiln Operator	£255(344) × 15—360(486)	E	375	IC
Mistris	£255(344) × 15—360(486)	E	375	IC
Artisan Supervisors	£220(297) × 10—240 × 15—315(425)	E	375	IC
Artisans	£220(297) × 10—240 × 15—255(344)	E	375	IC
Drawing Printers	Scale C III	E	—	IA
Drawing Printers	Scale C IV			
Clerk	Scale B	Regrade	190-3	IC
Clerk	Scale C IV	E	—	IA
Lorry Drivers	Scale C II	E	—	IA
Lorry Drivers	Scale C III			
Artisans	Scale C II	E	375	IA
Artisans	Scale C III			
Office Messengers		SS	—	—
(4) Roads Branch				
Road Engineer	£1,535(1,885)	£2,200(2,362)	426(20)	—
Deputy Road Engineer	£1,435(1,785) × 50—1,535(1,885)	£2,000(2,162)	426(26)	—
Planning Engineer	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—
Engineers	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Senior Road Surveyor	£935(1,262) × 35—1,005(1,355)	C2	372	III E
Road Surveyors	£655(884): 655: 725 × 35—760: 830 × 35— 935(1,262)	Regrade	272-5	—

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
PUBLIC WORKS DEPARTMENT—continued				
(4) Roads Branch—continued				
Road Superintendents	£865(1,168) × 35—1,005(1,355)	C2	372	IIA
Road Superintendents	£740(999) × 25—840—(1,134)	C4-3		IIA
Assistant Road Superintendent	£650(877) × 20—690 × 25—790(1,066)	C4-3		IIA
Inspector of Works, Bridges	£650(877) × 20—690 × 25—790(1,066)	C4-3		IIA
Road Foremen	£550(743) × 20—650(877)	C5-4		IIA
Plant Operator	£550(743) × 20—650(877)	C5-4	261-3	IIA
Senior Draughtsman	£450(608) × 20—550(743)	Regrade		IF
Draughtsmen	£255(344) × 15—450(608)		Regrade	IC & F
Draughtsmen	£154(215) × 6—178 × 9—223(301)	Regrade		IA
Road Supervisor	£375(506) × 15—450(608)		Regrade	IF
Road Supervisor	£220(297) × 10—240 × 15—360(486)	Regrade		IC
Road Supervisor	Scale C II		Regrade	375
Road Supervisor	Scale C III			
Road Supervisor	Scale C IV	Regrade	—	IA
Lorry Drivers	Scale C III			
Clerks	Scale A	Regrade	190-3	IF
Clerks	Scales B			
Clerks	Scale C III	E	—	IC
Clerks	Scale C IV			
Plant Operators	Scale C II	SS	—	—
Office Messengers				
(5) Materials Branch				
Chief Materials Engineer	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—
Materials Engineers	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Materials Assistants	£550(743) × 20—690 × 25—840(1,134)	C5-3	372	IIA
Laboratory Assistants	£255(344) × 15—450(608)	Regrade	266	IC & F
Laboratory Assistants	Scale C II	E	266	IA
Laboratory Assistants	Scale C III			
Clerk	Scale A	Regrade	190-3	IF
Clerks	Scales B			

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
PUBLIC WORKS DEPARTMENT—continued				
<i>(5) Materials Branch—continued</i>				
Lorry Drivers	Scale C II	E	—	IA
Lorry Drivers	Scale C III			
Office Messengers				
<i>(6) Mechanical Branch</i>				
Mechanical Engineer	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—
Mechanical Plant Inspector	£740(999) × 25—840(1,134)	C4-3	377	IIA
Foremen Mechanics	£650(877) × 20—690 × 25—790(1,066)	C5-4		IIA
Mechanics	£550(743) × 20—650(877)	Regrade		IIA
Senior Mechanic	£450(608) × 20—550(743)			IF
Mechanics	£255(344) × 15—450(608)	Regrade	169-74	IC & F
Transport Officer	£575(776) × 25—700(945)		Regrade	190-3
Clerks	Scales A	Regrade	190-3	IF
Clerks	Scales B			IC
Clerks	Scales C III			E
Clerks	Scales C IV			
Mechanics	Scales C II	E	377	
Lorry Drivers	Scale C III	E	—	IA
Artisans	Scale C III	E	375	IA
Minor Employees		SS	—	—
Office Messengers		SS	—	—
<i>(7) Stores Branch</i>				
Chief Storekeeper	£1,140(1,490) × 45—1,320(1,670)	C1	270-1	IIF (2)
Deputy Chief Storekeeper	£935(1,262) × 35—1,005 × 45—1,095(1,445)	C2		IIE
Senior Storekeeper, Special Grade	£840(1,134) × 30—900(1,215)	C3		IIA
Accountant	£670(904) × 20—690 × 25—840 × 30—900(1,215)	Regrade	256-60	—
Senior Storekeeper	£670(904) × 20—690 × 25—840(1,134)	C4-3	270-1	IIA
Assistant Storekeeper	£570(770) × 20—670(904)	C6-5		IIH (1)
Clerks	Scale A	Regrade	190-3	IF
Chief Stores Clerk	Scale B Special	Regrade	—	IF
Clerk	Scale B Special	Regrade	190-3	IF
Clerks	Scales B	Regrade		IC

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>PUBLIC WORKS DEPARTMENT—continued</i>				
<i>(7) Stores Branch—continued</i>				
Clerks	Scales C I	E	—	IA
Clerks	Scales C II			
Clerks	Scales C III			
Clerks	Scales C IV			
Crane Driver	Scales C II			
Lorry Drivers	Scale C III	SS	—	—
Minor Employees				
<i>(8) Hydraulic Branch</i>				
<i>Administrative and General</i>				
Hydraulic Engineer	£1,535(1,885)	£2,000(2,162)	—	
Deputy Hydraulic Engineer	£1,185(1,535) × 45—1,320(1,670)	A	—	IV
Senior Surveyor	£935(1,262) × 35—1,005(1,355)	Regrade	272-6	—
Chief Draughtsman	£865(1,168) × 35—1,005(1,355)	C2	261-3	IIE
Surveyors	£255(344) × 15—450 × 20—550(743)	Regrade	272-6	IC & F
Draughtsmen	£255(344) × 15—450(608)	Regrade	261-3	IC & F
Lorry Drivers	Scale C III	E	—	IA
Clerks	Scales A	Regrade	190-3	IF
Clerks	Scales B			
Clerks	Scale C I			
Clerks	Scales C III			
Clerks	Scales C IV	E	—	IA
Minor Employees		SS	—	—
<i>(9) Water Supply Section</i>				
Senior Water Engineer	£830(1,121) × 35—1,005 × 45—1,410(1,760)	NP	—	—
Engineers	£655(884): 655: 725 × 35—760: 830 × 35—1,005 × 45—1,320(1,670)	A	—	IV
Water Superintendent	£865(1,168) × 35—1,005(1,355)	C2	372	IIE
Senior Inspector of Works	£740(999) × 25—840(1,134)	C4-3		
Inspectors of Works—Water Supplies	£550(743) × 20—690 × 25—790(1,066)	C5-4		
Senior Foreman	£450(608) × 20—550(743)	Regrade	372	IF
Foremen, Grade I	£375(506) × 15—450(608)			

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
PUBLIC WORKS DEPARTMENT—continued				
<i>(9) Water Supply Section—continued</i>				
Foremen, Grade II	£255(344) × 15—360(486)	E	375	IC
Artisans	£220(297) × 10—240 × 15—255(344)	E		IC
Artisans	Scale C III	E		IA
Operators	Scale C II	E		IA
Operators	Scale C III			
Operators	Scale C IV			
<i>(10) Hydrology Section</i>				
Senior Hydrologist	£1,185(1,535) × 45—1,320(1,670)	A	—	IV
Hydrologists	£655(884): 655: 725 × 35—760: 830 × 35—	A	—	IV
	1,005 × 35—1,320(1,670)			
Hydrological Assistants	£550(743) × 20—690 × 25—840 × 30—930	C5-3	—	IIA
	(1,256)			
Computers	£610(824) × 20—690 × 25—790(1,066)	Regrade	277	IIA
Hydrologic Assistant	£255(344) × 15—450 × 20—550(743)	Regrade	169-174	IC & F
Computer	£255(344) × 15—450(608)	Regrade	277	IC & F
Hydrologic Assistant	Scale C II	E	—	IA
Hydrologic Assistant	Scale C III			
Hydrologic Assistant	Scale C IV			
Weir Readers	Scale C IV			
<i>(11) Ground Water Section</i>				
Senior Geologists	—	NP	—	—
Geologists				
Field Assistants				
<i>(12) Drainage Section</i>				
Senior Drainage Engineer	£1,185(1,535) × 45—1,320(1,670)	A	—	IV
Engineer	£655(884): 655: 725 × 35—760: 830 × 35—	A	—	IV
	1,005 × 45—1,320(1,670)			
<i>(13) Water Law Section</i>				
Registrar of Water Rights	£840(1,134) × 30—960(1,296)	Regrade	396	—
Assistant Registrar of Water Rights	£670(904) × 20—690 × 25—790(1,066)			

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
PUBLIC WORKS DEPARTMENT—continued				
<i>(13) Water Law Section—continued</i>				
Water Bailiffs	£670(904) × 20—690 × 25—790(1,066)	C5-4	—	IIA
Junior Water Baliffs	£550(743)	NP	—	—
Senior Water Guards	Scale C IV	E	—	IA
Water Guards		SS	—	—
<i>(14) Mombasa Water Supply</i>				
Engineer	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Senior Inspector	£670(904) × 20—690 × 25—840(1,134)	C4-3	} 372	IIA
Inspector	£550(743) × 20—690 × 25—790(1,066)	C5-4		
Clerks	Scales B	Regrade	190-3	IC
Senior Foremen	£450(608) × 20—550(743)	Regrade	372	IF
Foremen, Grade I	£375(506) × 15—450(608)	Regrade	372	IF
Foremen, Grade II	£255(344) × 15—360(486)	E	} 375	} IC
Artisans Supervisors	£220(297) × 10—240 × 15—315(425)	E		
Artisans	£220(297) × 10—240 × 15—255(344)	E		
Supervisor	Scale C II	E		
Operator	Scale C II	E		
Artisans	Scale C III	E		
Kiosk Attendants		SS	—	—
Minor Employees		SS	—	—
<i>(15) Kitale Water Supply</i>				
Foreman	£375(506) × 15—450(608)	Regrade	372	IF
Artisan Operators	£220(297) × 10—240 × 15—315(425)	E	} 375	IC
Operators	Scale C III	E		
<i>(16) Electrical Branch</i>				
Chief Electrical Engineer	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—
Electrical Engineers	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Electrical Supervisors	£740(999) × 25—840 × 30—1,080(1,430)	C2	} 378	IIE
Senior Foremen Electricians	£790(1,066) × 25—840 × 30—900(1,215)	C4-3		
Tariff Inspector	£740(999) × 25—840 × 30—900(1,215)	C4-3		

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
PUBLIC WORKS DEPARTMENT—continued				
<i>(16) Electrical Branch—continued</i>				
Foremen Electricians	£550(743) × 20—690 × 25—715(965)	C5-4	378	IIA
Foreman Electrician (Supernumerary)	£550(743) × 20—690 × 25—715(965)	C5-4	378	IIA
Clerks	Scales A	Regrade	190-3	IF
Clerks	Scales B			IC
Draughtsmen	£255(344) × 15—450(608)	Regrade	261-3	IC & F
Wiremen	Scale C II	E	375	IA
Wiremen	Scale C III			IA
Telephone Operator	Scale C IV	E	605(iii)	IA
Lorry Drivers	Scale C III	E	—	IA
Minor Employees		SS	—	—
<i>(17) Care of Law Courts and other Buildings</i>				
Caretaker	£570(770) × 20—670(904)	C5	—	IIA
Minor Employees		SS	—	—
<i>(18) Maintenance of Aerodromes, etc.</i>				
Engineer (Aerodromes)	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Inspector of Works	£650(877) × 20—690 × 25—790(1,066)	C4-3	372	IIA
Fireman	£570(770) × 20—670(904)	C5	—	IIA
Supervisors	£550(743) × 20—650(877)	C5	—	IIA
Foreman	£490(662) × 20—690(932)	C5-4	372	IIH (2)
Clerks	Scale C IV	E	—	IA
Drivers	Scale C IV	E	396	IA
Medical Orderlies	Scale C IV	E		
Telephone Operators (Temporary)	Scale C	E	605(iii)	IA
Crash Crews		SS	—	—
Watchmen		SS	—	—
<i>(19) Training Schemes</i>				
Professional Apprentices	£340(459) × 22/10s.—520(702)	} Regrade	396	—
Non-professional Apprentices	£250(338) × 50—350(472)			
Non-professional Apprentices	£110(162) × 15—140(198)			

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>PUBLIC WORKS DEPARTMENT—continued</i>				
<i>(20) Langata Quarry</i>				
Inspector of Works	£650(877) × 20—690 × 25—790(1,066)	C4-3	372	IIA
Foreman	£255(344) × 15—360(486)	E	375	IC
Clerk	Scales B	Regrade	190-3	IC
<i>OFFICE OF THE MEMBER FOR AGRICULTURE, ANIMAL HUSBANDRY AND NATURAL RESOURCES</i>				
Member for Agriculture, Animal Husbandry and Natural Resources	£2,150(2,500)	£2,900(3,062)	—	—
Secretary for Agriculture, Animal Husbandry and Natural Resources	£1,635(1,985)	£2,200(2,362)	—	—
Assistant Secretaries	£1,005(1,355) × 45—1,320(1,670)	B	397	IIIB
Assistant to the Member	£970(1,310) × 35—1,005 × 45—1,320(1,670)	B	228	IIIB
Clerk	Scale A	Regrade	190-3	IF
Clerk	Scale B Special	Regrade		IF
Clerks	Scales B	Regrade		IC
Clerks	Scale C II	E		IA
Driver	Scale C III	E	—	—
Minor Employees		SS	—	—
<i>SERVICES UNDER THE AUTHORITY OF THE MEMBER FOR A., A.H., AND N.R.</i>				
<i>(1) Board of Agriculture</i>				
Chief Executive Officer	£1,435(1,785)	NP	—	—
Secretary	£840(1,134) × 30—960(1,296)	Regrade	381	—
Officer-in-Charge of Operation of Increased Production of Crops Ordinance	£670(904) × 20—690 × 25—840 × 30—900(1,215)	C4-3	—	IIA
Clerks	Scales A	Regrade	190-3	IF
Telephone Operator	£295(398) × 15—460(621)	Regrade	605(iii)	IG
Minor Employees		SS	—	—
<i>Water Resources Authority</i>				
Secretary	£840(1,134) × 30—960(1,296)	Regrade	381	—
Clerks	Scale A	Regrade	190-3	IF

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
SERVICES UNDER THE AUTHORITY OF THE MEMBER				
FOR A., A.H., AND N.R.—continued				
<i>Accounts</i>				
Accountant	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	Regrade	256-60	—
Assistant Accountant	£670(904) × 20—690 × 25—840(1,134)	Regrade	256-60	—
Clerk	Scale A	Regrade	190-3	IF
Clerks	Scale B			IC
AGRICULTURAL DEPARTMENT				
(1) <i>Administrative and General</i>				
42 Director of Agriculture	£1,850(2,200)	£2,600(2,762)	—	—
Deputy Director of Agriculture	£1,535(1,885)	£2,200(2,362)	—	—
Chief Research Officer	£1,535(1,885)	£2,000(2,162)	—	—
Assistant Director	£1,435(1,785)	£2,000(2,162)	—	—
Administrative Secretary	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	B	397	IIIB
Accountant	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	Regrade	256-60	—
Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
Clerk (Female)	Scale A Special	Regrade	190-3	IF
Clerks	Scales A			—
Librarian (Female)	£510(688) × 20—670(904)	Regrade	267-9	—
Clerk	Scale B Special	Regrade	190-3	IF
Clerks	Scales B			IC
Clerks	Scale C I	E	—	IA
Clerks	Scale C III			
Clerks	Scale C IV			
Telephone Operator	Scale C II			
Driver	Scale C II	E	605(iii)	IA
Office Boys	}	SS	—	—
Night Watchmen				

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>AGRICULTURAL DEPARTMENT—continued</i>				
<i>(2) Scott Agricultural Laboratories</i>				
Senior Research Officer	£1,335(1,685) × 50—1,535(1,885)	£1,740(1,902)—1,860(2,022)	—	—
Senior Entomologist and Entomologists	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Senior Plant Pathologist and Plant Pathologist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	
Senior Soil Chemist and Soil Chemist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	
Agricultural Chemists	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	
Laboratory Assistants	£550(743) × 20—690 × 25—840(1,134)	C5-2	264-6	IIC
Junior Laboratory Assistants	£340(459) × 22/10—520(702)	Regrade	645	IH
Assistant Agricultural Officer	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Plant Inspectors	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Laboratory Assistants	Scale C I	E	266	IA
Laboratory Assistants	Scale C III			
Laboratory Assistants	Scale C IV			
Field Assistants	Scale C II			
Field Assistants	Scale C III	E	—	IA
Clerks	Scales A	Regrade	190-3	IF
Telephone Operator	Scale C III	E	605(iii)	IA
Clerks	Scale C II	E	—	
Driver	Scale C III	E	—	
Artisans	Scale C III	E	375	
Minor Employees		SS	—	—
<i>(3) General Investigational Work</i>				
Agricultural Officers	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Statistician	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A		

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
AGRICULTURAL DEPARTMENT—continued				
(3) General Investigational Work—continued				
Assistant Agricultural Officers	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Computers	Scale C III	E	277	IA
Artisans	Scale C II			
Artisans	Scale C III	E	375	IA
Artisans	Scale C IV			
Field Assistants	Scale C II			
Field Assistants	Scale C III	E	—	IA
Field Assistants	Scale C IV			
Drivers	Scale C III			
Drivers	Scale C IV			
Clerks	Scale C II	E	—	IA
Clerks	Scale C III			
Clerks	Scale C IV			
Minor Employees		SS	—	—
(4) Coffee Services				
Senior Research Officer	£1,335(1,685) × 50—1,535(1,885)	£1,740(1,902)—1,860(2,022)	—	—
Agricultural Officer	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A		
Entomologist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A		
Plant Pathologists	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Agricultural Chemist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A		
Senior Assistant and Assistant Agricultural Officers	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Laboratory Assistants	£550(743) × 20—690 × 25—840(1,134)	C5-2	264-6	IIC
Junior Laboratory Assistants	£340(459) × 22/10—520(702)	Regrade	645	IH
Office Assistant	£580(783) × 20—720(972)	Regrade	190-3	IF
Clerk	Scale A			

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>AGRICULTURAL DEPARTMENT—continued</i>				
<i>(4) Coffee Services—continued</i>				
Field Assistants	Scale C II	E	—	}
Field Assistants	Scale C III			
Field Assistants	Scale C IV			
Laboratory Assistants	Scale C I			
Laboratory Assistants	Scale C III	E	266	}
Laboratory Assistants	Scale C IV			
Lorry Drivers	Scale C II	E	—	}
Lorry Drivers	Scale C III			
Artisans	Scale C III	E	375	}
Artisans	Scale C IV			
Clerks	Scale C III	E	—	}
Clerks	Scale C IV			
Medical Dresser	Scale C IV	E	396	}
Minor Employees		SS	—	
<i>(5) Pyrethrum Services</i>				
Agricultural Officer	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	}	}
Senior Chemist and Chemist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A		
Assistant Chemist	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Assistant Agricultural Officers	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Laboratory Assistants	£550(743) × 20—690 × 25—840(1,134)	C5-2	264-6	II C
Field Assistant	£340(459) × 22/10—520(702)	Regrade	645	II H
Laboratory Assistants	Scale C II	E	266	}
Laboratory Assistants	Scale C III			
Laboratory Assistants	Scale C IV			
Clerks	Scale C II			
Clerks	Scale C III	E	—	}
Minor Employees		SS	—	

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>AGRICULTURAL DEPARTMENT—continued</i>				
<i>(6) Sisal Services</i>				
Agricultural Officer	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Assistant Agricultural Officers	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Field Assistants	Scale C II	}	—	IA
Field Assistants	Scale C III			
Field Assistants	Scale C IV			
Clerks	Scale C II	E	—	IA
Drivers	Scale C III	E	—	IA
Minor Employees		SS	—	—
<i>(7) Plant Breeding Services</i>				
Senior Research Officer	£1,335(1,685) × 50—1,535(1,885)	£1,740(1,902)—1,860(2,022)	—	—
Plant Breeder	£585(790): 585: 655 × 25—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Assistant Agricultural Officer	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Assistant Plant Breeder	£300(405) × 15—450 × 20—550(743)	C5-3	381	II G
Artisan	£220(297) × 10—240 × 15—255(344)	E	375	IC
Clerks	Scale C II	}	—	IA
Clerks	Scale C III			
Field Assistants	Scale C II	}	—	IA
Field Assistants	Scale C IV			
Minor Employees		SS	—	—
<i>(8) Pasture Research</i>				
Senior Pasture Research Officer	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	}	IV
Pasture Research Officers	£585(790): 585: 655 × 35—760: 830 × 35— (1,005 × 45—1,320(1,670))	A		
Pasture Research Chemist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A		

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>AGRICULTURAL DEPARTMENT— continued</i>				
<i>(8) Pasture Research—continued</i>				
Assistant Agricultural Officers	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	210	IIA
Laboratory Assistants	£550(743) × 20—690 × 25—840(1,134)	C5-2	264-6	IIC
Assistant Agricultural Officer	Scale M II	C5-3	210	IIG
Clerks	Scales A	Regrade	190-3	IF
Laboratory Assistants	Scales C II	E	266	} IA
Laboratory Assistants	Scales C III			
Clerks	Scale C II	E	—	
Clerks	Scale C III	E	—	
Drivers	Scale C III	E	—	
Field Assistants	Scale C III	SS	—	
Field Assistants	Scale C IV			—
Minor Employees				
<i>(9) Horticulture</i>				
Agricultural Officer (Horticulture)	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Senior Assistant and Assistant Agricultural Officers	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Clerks	Scale C II	} E	} 375	} IA
Clerks	Scale C III			
Clerks	Scale C IV			
Field Assistants	Scale C II			
Field Assistants	Scale C III			
Field Assistants	Scale C IV			
Artisan	Scale C III			
Driver	Scale C IV			
Water Supply Operator	Scale C IV			
Minor Employees		SS	—	—
	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
<i>(10) Seeds Services</i>				
Laboratory Assistant (Female)	£440(594) × 16—552 × 20—672(907)	C(W)5-2	264-6	IIC
Laboratory Assistant	Scale C II	E		IA
Minor Employees		SS	—	—

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>AGRICULTURAL DEPARTMENT—continued</i>				
<i>(11) Sugar Services</i>				
Assistant Agricultural Officer	£300(405) × 15—450 × 20—550(743)	C5-3	381	IIG
Field Assistants	Scale C III	E	}	IA
Tractor Driver	Scale C III	E		
Minor Employees		SS		
<i>(12) Field Services</i>				
Provincial Agricultural Officer	£585(790): 585: 655 × 35—760: 830 × 35—1,005 × 45—1,320(1,670)	A	—	IV
Senior Assistant Agricultural Officers and Assistant Agricultural Officers	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Clerks	Scales A Special	Regrade	190-3	IF
Clerks	Scales A			
Assistant Agricultural Officers	£300(405) × 15—450 × 20—550(743)	C5-3	381	IIG
Clerks	Scale B	Regrade	190-3	IC
Assistant Agricultural Officers	Scale M II	C5-3	210	IIG
Agricultural Instructors	Scale C II	}	293	}
Agricultural Instructors	Scale C III			
Agricultural Instructors	Scale C IV			
Field Assistants	Scale C III			
Field Assistants	Scale C IV			
Clerks	Scale C I			
Clerks	Scale C II			
Clerks	Scale C III			
Clerks	Scale C IV			
Artisans	Scale C III			
Tractor and Lorry Drivers	Scale C III	E	375	}
Tractor and Lorry Drivers	Scale C III	E	—	
Minor Employees	Scale C IV	SS	—	

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
AGRICULTURAL DEPARTMENT— <i>continued</i>				
(13) <i>Schools</i>				
Agricultural Officers	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Agricultural Teachers	Scale T I	E	301	IA
Agricultural Teachers	Scale T III	E		
Drivers	Scale C III	E		
(14) <i>Grading and Inspection Services</i>				
Chief Grader/Inspector and Grader/ Inspectors	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Superintendent of Maize Conditioning Plant	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
49 Clerk	Scale A	Regrade	190-3	IF
Operators (Conditioning Plant)	Scale CIV	E	—	IA
Grading Assistant	Scale CIV	SS	—	—
Minor Employees				
(15) <i>Soil Conservation—Headquarters</i>				
Senior Soil Conservation Engineer	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—
Soil Conservation Engineers	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Soil Conservation Officer	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A		
Assistant Surveyors	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140(1,490)	Regrade	272-6	—
Assistant Soil Conservation Officers	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Accountant	£670(904)—840(1,134)	Regrade	256-60	—
Clerks	Scales A	Regrade	190-3	IF
Assistant Soil Conservation Officer	Scale M II	C5-3	210	IIG

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.			
<i>AGRICULTURAL DEPARTMENT—continued</i>							
<i>(15) Soil Conservation—Headquarters—continued</i>							
Clerks	Scale C I	}	}	IA			
Clerks	Scale C III						
Drivers	Scale C II						
Drivers	Scale C III						
Artisans	Scale C II						
Artisans	Scale C III						
Levellers	Scale C II						
Levellers	Scale C III						
Draughtsman	Scale C II						
Minor Employees					E	—	
		SS	261-3	—			
<i>(16) Soil Conservation—Headquarters—European Advisory Services</i>							
Senior Assistant and Assistant Conservation Officers	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA			
Assistant Soil Conservation Officers	Scale M II	C5-3	210	IIG			
Levellers	Scale C II	}	}	IA			
Levellers	Scale C III						
Clerks	Scale C II						
Clerks	Scale C III						
Clerks	Scale C IV						
Drivers	Scale C III						
Dressers	Scale C III						
River Scouts					E	—	
Minor Employees					E	—	
					SS	—	—
<i>(18) Egerton Agricultural College</i>							
Principal	£585(790): 585: 655 × 35—760: 830 × 35—1,005 × 45—1,320(1,670)	A	—	IV			
Deputy Principal	£585(790): 585: 655 × 35—760: 830 × 35—1,005 × 45—1,320(1,670)	A	—				
Lecturers	£585(790): 585: 655 × 35—760: 830 × 35—1,005 × 45—1,320(1,670)	A	—				

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
AGRICULTURAL DEPARTMENT—continued				
(18) Egerton Agricultural College—continued				
Senior Assistant and Assistant Agricultural Officers	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Assistant Agricultural Officer	£440(594) × 16—552 × 20—672 × 24—720 (972)	C(W)5-3	—	IIB
Bursar	£580(783) × 20—720(972)	Regrade	190-3	IF
Clerk	Scale A	Regrade		
Housekeeper	£385(520) × 15—460(621)	Regrade	190-3	IG
Lady Warden and Nursing Sister	£385(520) × 15—460(621)			
Matron	£295(398) × 15—460(621)	Regrade	—	IG
Field Assistants	Scale C III	E	—	IA
Tractor and Lorry Drivers	Scale C III			
Tractor and Lorry Drivers	Scale C IV			
Clerks	Scale C II			
Clerks	Scale C IV	E	375	IA
Water Supply Operator	Scale C III			
Artisans	Scale C III			
Artisans	Scale C IV	SS	—	—
Minor Employees				
FOREST DEPARTMENT				
(1) Administrative and General				
Chief Conservator of Forests	£1,635(1,985)	£2,400(2,562)	—	—
Conservator of Forests	£1,435(1,785)	£2,000(2,162)	434(i)	IV
Assistant Conservators of Forests	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A		
Mycologist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Utilisation Officer	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Staff Surveyor	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Office Assistants	£580(783) × 20—720(972)	Regrade	190-3	IF
Establishments and Records Officer	£536(723) × 16—552 × 20—672(907)	C(W)4-3	—	IIB

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
FOREST DEPARTMENT—continued				
(1) Administrative and General—continued				
Statistical Officer	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
Assistant Accountant	£670(904) × 20—690 × 25—790(1,066)	Regrade	256-60	—
Clerks	Scales A	Regrade	190-3	IF
Senior Foresters and Foresters (Grade I)	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Foresters (Grade II)	£340(459) × 22/10—520(702)	Regrade	645	IH
Learner	£150(210):175: 200(272)	No recommendation	383	—
Temporary Foresters	£500(675) × 20—600(810)	NP	—	—
Works Superintendent	£550(743) × 20—690 × 25—715(965)	C5-4	372	IIA
Assistant Surveyors	£550(743): 550: 620 × 35—760: 830 × 35— 865(1,168)	B5-4	272-6	IIIB
Timber Graders	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Senior Assistant Foresters	£450(608) × 20—550(743)	Regrade	383	IF
Assistant Foresters	£180(247) × 10—240 × 15—450(608)	Regrade		IC & F
Examiner of Accounts	Scale B Special	Regrade	190-3	IF
Seedsman	Scale B Special	Regrade	169-174	IF
Clerks	Scales B	Regrade	190-3	IC
Draughtsmen	£255(344) × 15—450(608)	Regrade	261-3	IC & F
Surveyors	£255(344) × 15—450(608)	Regrade	272-6	IC & F
Clerks	Scale C II	E	—	IA
Clerks	Scale C III			
Clerks	Scale C IV			
Rangers	Scale C II			
Rangers	Scale C III	E	—	IA
Rangers	Scale C IV			
Rangers	Scale C IV			
Telephone Operator	Scale C IV	E	605(iii)	IA
Lorry Drivers	Scale C III			
Lorry Drivers	Scale C IV	E	—	IA
Medical Dressers	Scale C III			
Medical Dressers	Scale C IV			
Forest Guards (Grade I)	£54(86) × 1/16—70/4(116)	Regrade	383	—
Forest Guards (Grade II)	£40/4(64) × 1/4—52/4(84)			
Forest Guards (Grade III)	£27(43) × 1/10—36(58)			

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
FOREST DEPARTMENT—continued				
(1) <i>Administrative and General</i> —continued				
Forest Guards	—	Regrade	—	—
Assistant Forest Guards	—	Regrade	—	—
Office Messengers	—	SS	—	—
(2) <i>A.D.C. Productive Forests</i>				
Foresters (Grade I)	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Foresters (Grade II)	£340(459) × 22/10—520(702)	Regrade	645	IIH
Clerks	Scale C IV	E	}	IA
Rangers	Scale C III	E		
Rangers	Scale C IV	E		
Drivers	Scale C III	E		
Medical Dressers	Scale C IV	E	396	IA
Forest Guards (Grade I)	£54(86) × 1/16—70/4(116)	}	383	—
Forest Guards (Grade II)	£40/4(64) × 1/4—52/4(84)			
Forest Guards (Grade III)	£27(43) × 1/10—36(58)			
Assistant Forest Guards	—	Regrade	383	—
(3) <i>Squatter Village Management</i>				
Forest Officers (African Affairs)	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
(4) <i>Entomological Services</i>				
Entomologist	£585(790) : 585 : 655 × 35—760 : 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Foresters	£550(743) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Clerk	Scale A	Regrade	190-3	IF
Rangers	Scale C III	E	—	IA
GAME DEPARTMENT				
(1) <i>Administrative and General and Conservation of Game</i>				
Game Warden	£1,385(1,735)	£2,000(2,162)	—	—
Senior Game Rangers	£945(1,276) × 35—1,085(1,435)	}	—	IIC
Senior Game Ranger (Supernumerary)	£945(1,276) × 35—1,085(1,435)			

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>GAME DEPARTMENT—continued</i>				
<i>(1) Administrative and General and Conservation of Game—continued</i>				
Game Rangers	£550(743): 550: 600 × 25—700 × 35—945 (1,276)	C5-3	—	IIC
Clerk	Scale A	} Regrade	190-3	IF
Clerk	Scale B Special			IF
Clerks	Scales B			IC
Lorry Drivers	Scale C III	E	—	IA
Lorry Drivers	Scale C IV	}	—	—
Minor Employees				
<i>(2) Fish Conservation</i>				
Fish Warden	£945(1,276) × 35—1,085(1,435)	C2	—	IIC
Assistant Fish Warden	£550(743): 550: 600 × 25—700 × 35—945 (1,276)	C5-3	—	IIC
Clerks	Scale A	} Regrade	190-3	IF
Clerks	Scale B			IC
Lorry Drivers	Scale C IV			E
Minor Employees		SS	—	—
<i>(3) Sea Fisheries</i>				
Assistant Fish Wardens	£550(743): 550: 600 × 25—700 × 35—945 (1,276)	C5-3	—	IIC
Clerk	Scale B	} Regrade	190-3	IC
Skipper	Scale C II			
Fishery Assistants	Scale C III	} E	—	IA
Fishery Assistants	Scale C IV			
Lorry Driver	Scale C III			
Serang Mate	Scale C III			
Engine Driver	Scale C III			
Research Ship Crew	Scale C IV			
Minor Employees				
<i>(4) Trout Hatchery</i>				
Superintendent	£550(743): 550: 600 × 25—700 × 35—945 (1,276)	C5-3	—	IIC
Minor Employees		SS	—	—

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>GAME DEPARTMENT—continued</i>				
<i>(5) Biological Station and Ecological Survey</i>				
Freshwater Biologist	£585(790): 585: 655 × 35—1,005 × 45— 1,320(1,670)	A	—	} IV
Biologist	£585(790): 585: 655 × 35—1,005 × 45— 1,320(1,670)	A	—	
Laboratory Assistants	Scale C II	} E	266	IA
Laboratory Assistants	Scale C IV			
Lorry Driver	Scale C IV	E	—	—
Minor Employees		SS	—	—
<i>(6) Fish Culture Farm</i>				
Farm Superintendent	£550(743): 550: 600 × 25—700 × 35—945 (1,276)	C5-3	—	IIC
Lorry Driver	Scale C IV	E	—	IA
Minor Employees		SS	—	—
<i>VETERINARY SERVICES</i>				
<i>(1) Administrative and General</i>				
Director of Veterinary Services	£1,850(2,200)	£2,600(2,762)	—	—
Deputy Director	£1,535(1,885)	£2,200(2,362)	426(21)	—
Assistant Director	£1,435(1,785)	£2,000(2,162)	—	—
Accountant	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	Regrade	256-60	—
Storekeepers	£610(824) × 20—690 × 25—790(1,066)	C5-4	} 270-1	IIA
Assistant Storekeeper	—	Regrade		
Clerks	Scale A	Regrade	190-3	IF
Clerks	Scale C I	} E	—	IA
Clerks	Scale C III			
Clerks	Scale C IV			
Clerks	Scale C II			
Telephone Operator	Scale C II	E	605(iii)	IA
Office Boys		} SS	—	—
Store Boys				

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>VETERINARY SERVICES—continued</i>				
<i>(2) Laboratory Services Kabete</i>				
Chief Veterinary Research Officer	£1,635(1,985)	£2,200(2,362)	426(21)	—
Veterinary Research Officers	£865(1,168): 865: 935 × 35—1,005 × 45— 1,320(1,670)	A	—	IV
Chief Field Zoologist	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	433	IV
Zoologist (Entomology)	£468(632): 468: 524 × 28—608: 664 × 28— 804 × 36—1,056(1,406)	A(W)	—	—
Field Zoologists (Tsetse)	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Assistant Field Zoologists	£830(1,121) × 35—1,005 × 45—1,140(1,490)	B4-2	—	IIID (2)
Bio-Chemist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Laboratory Technologists and Technicians	£550(743) × 20—690 × 25—840(1,134)	C5-2	264-6	IIA
Field Officers (Tsetse)	£550(743) × 20—690 × 25—715 × 25—840 (1,134)	C5-3	—	IIA
Technical Assistant (Tsetse)	£550(743) × 20—690 × 25—715(965)	C5-4	—	IIA
Assistant Zoologist	£550(743) × 20—690 × 25—715(965)	C5-4	—	IIA
Librarian	£510(688) × 20—670(904)	Regrade	267-9	—
Farm Manager	£550(743) × 20—690 × 25—715(965)	C5-4	—	IIA
Junior Laboratory Assistants	£340(459) × 22/10—520(702)	Regrade	645	IH
Laboratory Mechanic	£570(770) × 20—690 × 25—790(1,066)	C5-4	—	IIA
Farm Assistant	£340(459) × 22/10—520(702)	Regrade	645	IH
Microscopist	£272(367) × 18—416(562)	Regrade	645	IH
Microscopist	Scale C III	E	—	} IA
Clerks	Scale C III	E	—	
Clerks	Scale C IV		—	

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>		
<i>VETERINARY SERVICES—continued</i>						
<i>(2) Laboratory Services Kabete—continued</i>						
Laboratory Assistants	Scale C I	}	E	266	}	IA
Laboratory Assistants	Scale C II					
Laboratory Assistants	Scale C III					
Laboratory Assistants	Scale C IV					
Artisans	Scale C II	}	E	375		
Artisans	Scale C III					
Artisans	Scale C IV					
Lorry Drivers	Scale C III	}	E	—		
Lorry Drivers	Scale C IV					
African Staff			SS	—		
<i>(3) Laboratory Services Naivasha</i>						
Assistant Director (Veterinary Research)	£1,435(1,785)	£2,000(2,162)	—	—		
Veterinary Research Officer	£865(1,168): 865: 935 × 35—1,005 × 45— 1,320(1,670)	A	433	}	IV	
Bio-Chemist	£585(796): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—			
Livestock Improvement Officer (i/c Pigs and Poultry)	£585(790):585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—			
Farm Manager	£550(743) × 20—690 × 25—715(965)	C5-4	—	}	IIA	
Farm Assistant	£340(459) × 22/10—520(702)	Regrade	645			IIH
Laboratory Technician	£550(743) × 20—690 × 25—840(1,134)	C5-2	264-6	}	IIC	
Clerks	Scale A	Regrade	190-3			IF
Laboratory Assistant	Scale C I	}	E	266	}	IA
Laboratory Assistant	Scale C II					
Laboratory Assistant	Scale C III					
Laboratory Assistant	Scale C IV					
Lorry and Tractor Drivers	Scale C IV	}	E	—		
Artisans	Scale C III					
Artisans	Scale C IV	}	E	375		
Minor Employees						

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>VETERINARY SERVICES—continued</i>				
(4) <i>Field Services</i>				
Veterinary Officers	£865(1,168): 865: 935 × 35—1,005 × 45—1,320(1,670)	A	433	IV
Dairy Officers	£585(790): 585: 655 × 35—760: 830 × 35—1,005 × 45—1,320(1,670)	A	—	IV
Health Inspectors	£570(770) × 20—690 × 25—840 × 30—1,000(1,350)	C5-2	333	IIC
Livestock Improvement Officer	£585(790): 585: 655 × 35—760: 830 × 35—1,005 × 45—1,320(1,670)	A	—	IV
Senior Livestock Officers and Livestock Officers	£550(743) × 20—690 × 25—840 × 30—900(1,215)	C5-3	—	IIA
Assistant Livestock Officers	£340(459) × 22/10—520(702)	Regrade	645	IH
Assistant Dairy Officer	£550(743) × 20—690 × 25—840 × 30—900(1,215)	C5-3	—	IIA
Foreman Mechanic	£650(877) × 20—690 × 25—790(1,066)	C5-4	372	IIA
Game Observer	£550(743) × 20—690 × 25—790(1,066)	C5-4	—	IIA
Senior Assistant Veterinary Officer	£530(716) × 20—610(824)	} Regrade	402	—
Assistant Veterinary Officer	£380(513) × 15—530(716)			
Assistant Veterinary Officers	Scale M I	C5-3	210	IIG
Clerks	Scale C I	} E	—	IA
Clerks	Scale C II			
Clerks	Scale C III			
Clerks	Scale C IV			
Veterinary Assistants	Scale C II			
Veterinary Assistants	Scale C III	E	—	IA
Veterinary Assistants	Scale C IV	} E	293	IA
Veterinary Instructors	Scale C II			
Veterinary Instructors	Scale C III			
Veterinary Instructors	Scale C IV			
Lorry Drivers	Scale C II	} E	—	IA
Lorry Drivers	Scale C III			
Lorry Drivers	Scale C IV			

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>	
<i>VETERINARY SERVICES—continued</i>					
<i>(4) Field Services - continued</i>					
Veterinary Teachers	T II	}	E	301	IA
Veterinary Teachers	T III				
Artisans	Scale C III	}	E	375	IA
Artisans	Scale C IV				
Minor Employees			SS	—	—
<i>(6) Hides and Skins Improvement Services</i>					
Senior Hides and Skins Improvement Officer	£865(1,168): 865: 935 × 35—1,005 × 45—1,320(1,670)		A	—	IV
Hides and Skins Improvement Officers	£550(743) × 20—690 × 25—840 × 30—900(1,215)		C5-3	—	IIA
Laboratory Technician	£550(743) × 20—690 × 25—840(1,134)		C5-2	264-6	IIC
Clerks	Scale A		Regrade	190-3	IF
Hides and Skins Inspectors	Scale C III	}	E	—	IA
Hides and Skins Inspectors	Scale C IV				
Laboratory Assistant	Scale C III		E	266	IA
Lorry Drivers	Scale C III	}	E	—	IA
Lorry Drivers	Scale C IV				
Artisan	Scale C III		E	375	IA
Minor Employees			SS	—	—
OFFICE OF THE MEMBER FOR EDUCATION AND LABOUR					
Deputy Chief Secretary, Member for Education and Labour	£2,150(2,500)		£2,900(3,162)	—	—
Secretary for Education and Labour	£1,635(1,985)		£2,200(2,362)	—	—
Assistant Secretaries	£1,005(1,355) × 45—1,320(1,670)		B	397	IIIB
Clerks	Scales A	}	Regrade	190-3	IF
Clerks	Scales B				
Clerks	Scale C II				
Office Boys and Messengers			E	—	IA
			SS	—	—

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
LABOUR DEPARTMENT				
(1) <i>Headquarters Section</i>				
Labour Commissioner	£1,775(2,125)	£2,600(2,762)	—	—
Deputy Labour Commissioner	£1,435(1,785)	£2,200(2,362)	426(15)	—
Principal Labour Officer and Senior Labour Officers	£1,005(1,355) × 45—1,320(1,670)	B1	388	IIID (4)
Medical Officer	£865(1,168): 865: 935 × 35—1,005 × 45—1,590(1,940)	A	—	IV
Chief Inspector of Factories	£1,185(1,535) × 45—1,320(1,670)	Regrade	388	—
Inspector of Factories—Engineering	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,320(1,670)	Regrade		
Inspector of Factories	£900(1,215) × 30—1,080(1,430)	Regrade	—	IIID (3)
Industrial Relations Officer	£900(1,215) × 30—1,080(1,430)	B3-2		
Registrar of Workmen's Compensation, Office Superintendent and Accountant	£790(1,066) × 25—840 × 30—960(1,296)	C4-3 and shadow	—	IIA
Labour Officers	£630(851) × 20—690 × 25—830 × 30—960(1,296)	B	388	IIID (1)
Assistant Labour Officers	£550(743) × 20—690 × 25—840(1,134)	B	388	IIID (1)
Labour Officer-in-Charge Trade Testing and Apprenticeship	£630(851) × 20—690 × 25—840 × 30—960(1,296)	} Regrade	388	IIID (1)
Assistant Labour Officer—Trade Testing and Apprenticeship	£550(743) × 20—690 × 25—840(1,134)			
Clerks	Scales A	Regrade	190-3	IF
Assistant Accountant	Scale B Special	Regrade		IF
Statistical Assistant	Scale B Special	Regrade		IF
Clerks	Scales B	Regrade		IC
Assistant Industrial Relations Officers	£190(259): 190: 210 × 10—240 × 12—360(486)	E	388	IC
Senior Inspectors	£276(372) × 12—348(470)	} E	—	IA
Inspectors	£154(215) × 6—178 × 9—268(362)			
Wages Inspectors	£154(215) × 6—178(244)			
Clerks	Scale C I	} E	—	IA
Clerks	Scale C II			
Clerks	Scale C III			
Clerks	Scale C IV			

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.	
<i>LABOUR DEPARTMENT—continued</i>					
<i>(1) Headquarters Section—continued</i>					
Interpreters	Scale C III	}	E	387	IA
Interpreters	Scale C IV				
Laboratory Assistant	Scale C III	}	E	266	IA
Drivers	Scale C III				
Drivers	Scale C IV	}	E	—	IA
Office Boys					
Askaris	£54(87) × 3—60(96)	}	SS	—	—
Askaris	£43(68) × 1/16—54(87)				
<i>(2) Resident Labour Inspectorate</i>					
Labour Officer	£630(851) × 20—690 × 25—840 × 30—960 (1,296)	B	388	IIID (1)	
Assistant Labour Officers	£550(743) × 20—690 × 25—840(1,134)	B	388	IIID (1)	
Drivers	Scale C III	}	E	—	IA
Drivers	Scale C IV				
Askari	£31/4(50) × 1/4—42(67)	P	Chapter XVI	VI	
<i>(3) Employment Services Organisation</i>					
Labour Officer-in-Charge Employment Services	£630(851) × 20—690 × 25—840 × 30—960 (1,296)	}	B	388	IIID (1)
Labour Officer, African Labour Bureau and Labour Exchange	£630(851) × 20—690 × 25—840 × 30—960 (1,296)				
Assistant Labour Officer, European Labour Bureau	£550(743) × 20—690 × 25—840(1,134)				
Clerks	Scales B	}	Regrade	190-3	IC
Africans-in-Charge, Labour Exchange Clerks, and Exchange Overseers	Scale C I				
Do. Do.	Scale C II	}	E	—	IA
Do. Do.	Scale C III				
Do. Do.	Scale C IV				
Askari	£43/4(68) × 1/16—54(87)	P	Chapter XVI	VI	
Office Boys		SS	—	—	

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>LABOUR DEPARTMENT—continued</i>				
<i>(4) Directorate of Manpower</i>				
Clerk	Scale A	Regrade	190-3	IF
Office Boy		SS	—	—
<i>(5) Registration of Persons</i>				
Principal Registrar	£970(1,310) × 35—1,005 × 45—1,230(1,580)	B2	—	IIID (3)
Registrar, Office Superintendent and Accountant	£790(1,066) × 25—840 × 30—960(1,296)	C4-3	—	IIA
Assistant Registrars	£580(783) × 20—720(972)	Regrade	190-3	IF
Clerks	Scales A	Regrade	190-3	IF
Assistant Registrars	Scale B Special	Regrade	190-3	IF
Clerks, Finger Print	Scales B	Regrade	388	IC
Clerks	Scales B	Regrade	190-3	IC
Clerks	Scale C I	}	—	IA
Clerks	Scale C II			
Clerks	Scale C III			
Clerks	Scale C IV			
Clerks (Poll Tax)	Scale C IV			
Driver	Scale C II	E	—	IA
Office Boys and Sweeper		SS	—	—
Askari	£31/4(50) × 1/4—42(67)	P	Chapter XVI	VI
Askari	£43/4(68) × 1/16—54(87)	P		
<i>District Registration Staff</i>				
Clerk	Scale B	Regrade	190-3	IC
Clerks	Scale C I	}	—	IA
Clerks	Scale C II			
Clerks	Scale C III			
Clerks	Scale C IV			
Finger Print Takers		SS	—	—

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APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>	
COAST AGENCY					
Government Coast Agent	£1,140(1,490) × 45—1,320(1,670)	C2-1	—	IF (1)	
Asst. Government Coast Agent	£715(965) × 25—840 × 30—900(1,215)	C4-3	—	IIA	
Shipping Assistant	£480(648) × 20—620(837)	Regrade	—	—	
Transport Clerk	Scale B Special		190-3	}	IF
Clerk-in-Charge Passages	Scale B Special				
Clerk-in-Charge Clearing and Forwarding	Scale B Special				
Clerks	Scale B				
Clerks	Scale C I	E	—	IA	
Clerks	Scale C III				
Lorry Drivers	Scale C II				
Lorry Drivers	Scale C III				
Telephone Operator	Scale C IV	E	605(iii)	IA	
Minor Employees		SS	—	—	
EDUCATION DEPARTMENT					
(1) <i>Administrative and General</i>					
Director of Education	£1,850(2,200)	£2,600(2,762)	—	—	
Deputy Director of Education	£1,535(1,885)	£2,200(2,362)	—	—	
Asst. Director of Education	£1,148(1,498)	£2,000(2,162)	419	—	
Chief Inspector of Schools	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—	
Senior Education Officers	£1,185(1,535) × 45—1,320(1,670)	A	}	IV	
Education Officers	£1,005(1,355) × 45—1,230(1,580)	A			
Bursaries and Higher Education Officer	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140(1,490)	A			284
Education Officers (Female) (Special Organising Staff, Women and Girls)	£876(1,182) × 36—984(1,328)	A(W)			397
Administrative Secretary	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140(1,490)	B			
Establishment Officer	£790(1,066) × 25—840 × 30—900(1,215)	Regrade	396	—	
Accountant	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	Regrade	256-60	—	

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
EDUCATION DEPARTMENT—continued				
(1) <i>Administrative and General—continued</i>				
Examination Officer	£496(670): 496: 552 × 28—608: 664 × 28— 804 × 36—912(1,231)	Regrade	284-6	—
Office Assistants	£580(783) × 20—720(972)	Regrade	190-3	IF
Attendance Officer	£295(398) × 15—460(621)	Regrade		IG
Clerk	Scale A Special	Regrade	190-3	IF
Clerks	Scales A			
Clerk	Scale B Special	Regrade	190-3	IC
Clerks	Scales B			
Officer-in-Charge Records	Scale C Special	E	—	IA
Clerks	Scale C I	E	—	IA
Clerks	Scale C II			
Clerks	Scale C III			
Clerks	Scale C IV			
(2) <i>European Education—Tuition</i>				
Assistant Director of Education	£1,435(1,785)	£2,000(2,162)	—	—
Principal, Prince of Wales School	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—
Principal, Duke of York School	£1,385(1,735)			
Senior Education Officer (Male) (Contract)	£1,185(1,535) × 45—1,320(1,670)	NP	—	—
Education Officers (Male)	£1,005(1,355) × 45—1,230(1,580)	A	284	IV
Education Officers	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140(1,490)	A		
Education Officers (Male) (Contract)	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140(1,490)	NP	—	—
Bursars	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	C4-3	—	IIA
Principal, Kenya High School for Girls	£1,108(1,458)	£1,740(1,902)—1,860(2,022)	419	—
Senior Education Officer (Female)	£498(673) × 36—1,056(1,406)	A(W)	284	IV
Education Officers (Female)	£876(1,182) × 36—984(1,328)	A(W)		
Education Officers (Female)	£496(670): 496: 552 × 28—608: 664 × 28— 804 × 36—912(1,231)	A(W)		
Education Officers (Female)		A(W)		

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EDUCATION DEPARTMENT—continued</i>				
<i>(2) European Education—Tuition—continued</i>				
Education Officers (Female) (Contract)	£496(670): 496: 552 × 28—608: 664 × 28— 804 × 36—912(1,231)	NP	—	—
Headmasters and Assistant Masters	£815(1,100) × 25—840 × 30—930(1,256)	Regrade B	285-6	III
Headmasters and Assistant Masters	£550(743) × 20—690 × 25—815(1,100)	Regrade B		
Headmistresses and Assistant Mistresses	£696(940) × 24—744(1,004)	Regrade B(W)		
Headmistresses and Assistant Mistresses	£490(662) × 20—690(932)	Regrade B(W)	289-92	—
Senior Instructors	£550(743) × 20—690 × 25—815(1,100)	Regrade		
Physical Training Instructor	£550(743) × 20—690 × 25—815(1,100)	Regrade	—	—
Permanent Staff Instructors, Junior Training Corps	£550(743) × 20—690 × 25—815(1,100)	Regrade	—	—
Clerks	Scales A	Regrade	190-3	IF
Lorry Drivers	Scale C II	E	—	IA
Lorry Drivers	Scale C III			
Telephone Operators	Scale C III	E	605(iii)	IA
Groundsman	£550(743) × 20—650(877)	C6-5	—	IIA
Laboratory Assistants	Scale C III	E	266	IA
Artisans	Scale C III	E	375	IA
Minor Employees		SS	—	—
<i>(3) European Education—Boarding</i>				
Housekeepers, Grade I	£385(520) × 15—460(621)	Regrade	190-3	IG
Housekeepers, Grade II	£295(398) × 15—370(500)	Regrade	190-3	IG
Nursing Matrons (State Registered)	£385(520) × 15—460 × 20—560(756)	Regrade	323-8	—
Clerks	Scales A	Regrade	190-3	IF
Clerks	Scales B			
Laundrymen	Scale C III	E	—	IA
Artisans	Scale C II	E	375	IA
Artisans	Scale C III			
Artisans	Scale C IV			
Minor Employees		SS	—	—

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APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>EDUCATION DEPARTMENT—continued</i>				
<i>(4) Asian Education</i>				
Assistant Director of Education	£1,435(1,785)	£2,000(2,162)	—	—
Senior Education Officers (Male)	£1,185(1,535) × 45—1,320(1,670)	A	284	IV
Senior Education Officers (Female)	£948(1,280) × 36—1,056(1,406)	A(W)		
Education Officers (Male)	£1,005(1,355) × 45—1,230(1,580)	A		
Education Officers (Male)	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,140(1,490)	A		
Education Officers (Female)	£876(1,182) × 36—984(1,328)	A(W)		
Education Officers (Female)	£496(670): 496: 552 × 28—608: 664 × 28—804 × 36—912(1,231)	A(W)	285-6	III
Head Mistresses and Asst. Mistresses	£696(940) × 24—744(1,004)	Regrade B(W)		
Head Mistresses and Asst. Mistresses	£490(662) × 20—690(932)	Regrade B(W)	285-6	III
Assistant Masters	£550(743) × 20—690 × 25—815(1,100)	Regrade B		
Senior Instructors	£550(743) × 20—690 × 25—815(1,100)	Regrade	289-92	—
Senior Education Officers	£725(979) × 25—800(1,080)	Regrade	287	—
Education Officers	£560(756) × 20—700: 710 × 20—750(1,013)	Regrade		
Headmasters and Asst. Masters, Grade II	£460(621) × 18—550(743)	Regrade	294-304	—
Headmasters and Asst. Masters, Grade III	£305(412) × 15—455(614)			
Headmasters and Asst. Masters, Grade IV	£180(247) × 10—240 × 15—450(608)			
Headmasters and Asst. Masters, Grade V	£180(247) × 10—240 × 15—315(425)			
Education Officers (Female)	£448(605) × 16—560: 568 × 16—600(810)			
Headmistresses and Asst. Mistresses, Grade II	£368(497) × 14/8s.—440(594)	Regrade	294-304	—
Headmistresses and Asst. Mistresses, Grade III	£244(329) × 12—364(491)			
Headmistresses and Asst. Mistresses, Grade IV	£144(203) × 8—192 × 12—360(486)			
Headmistresses and Asst. Mistresses, Grade V	£144(203) × 8—192 × 12—252(340)			
Clerk	Scale A			
Clerk	Scale B (Special)	Regrade	190-3	IF
Clerks	Scales B			
Groundsman	£180(247) × 10—240 × 15—300(405)	E	—	IC
Laboratory Assistants	Scale C III	E	266	IA
Lorry Driver	Scale C III	E	—	IA
Artisans	Scale C III	E	375	IA
Minor Employees		SS	—	—

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EDUCATION DEPARTMENT—continued</i>				
<i>(6) Arab Education—General</i>				
Senior Education Officer	£1,185(1,535) × 45—1,320(1,670)	A	284	IV
Education Officers (Male)	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140(1,490)	A	284	IV
Headmaster, Arab Boys' Primary School, Mombasa	£815(1,100) × 25—840 × 30—930(1,256)	Regrade B	285–6	III
Headmistress, Arab Girls' School, Mombasa	£696(940) × 24—744(1,004)	Regrade B (W)		
Assistant Master	£550(743) × 20—690 × 25—815(1,100)	Regrade B		
Assistant Mistresses	£490(662) × 20—690(932)	Regrade B(W)		
Supervisor of Arab Education	£460(621) × 18—550(743)	Regrade	287	—
Assistant Masters	Grade II	Regrade	294–304	—
Assistant Masters	Grade III			
Assistant Masters	Grade IV			
Assistant Masters	Grade V			
Assistant Mistresses	Grade III			
Assistant Mistresses	Grade IV	Regrade	294–304	—
Assistant Mistresses	Grade V			
Koran Teachers, Grade I	£120(174) × 6—180(247)			
Koran Teachers, Grade II	£80(125) × 4—120(174)	E	—	IA
Teachers	T3	E	301	IA
Teachers	T4			
Instructors	Scale C II	E	293	IA
Instructors	Scale C III			
Clerk	Scale B	Regrade	190–3	IC
Clerks	Scale C III	E	—	IA
Clerks	Scale C IV			
<i>(7) Arab Education—Sir Ali Bin Salim School</i>				
Education Officer (Male)	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140(1,490)	A	284	IV
Assistant Masters	Grade IV	Regrade	294–304	—
Assistant Masters	Grade V			
Koran Teachers, Grade I	£120(174) × 6—180(247)	E	—	IA

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
EDUCATION DEPARTMENT—continued				
(7) Arab Education—Sir Ali Bin Salim School—continued				
Teacher	Scale T4	E	301	IA
Instructor	CII	E	293	IA
Minor Employees		SS	—	—
(8) African Education				
Assistant Director of Education	£1,435(1,785)	£2,000(2,162)		
Senior Education Officers (Male)	£1,185(1,535) × 45—1,320(1,620)	A	284	IV
Principals, Government African Schools	£830(1,121) × 35—1,005 × 45—1,050(1,400)	Regrade B	285-6	II
Education Officers (Male)	£1,005(1,355) × 45—1,230(1,580)	A	284	IV
Education Officers (Male)	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,140(1,490)	A		
Education Officers (Female)	£876(1,182) × 36—984(1,328)	A(W) A(W)	285	III
Education Officers (Female)	£496(670): 496: 552 × 28—608: 664 × 28—804 × 36—912(1,231)			
Assistant Mistress	£490(662) × 20—690(932)	Regrade B(W)	289-292	—
Senior Instructor	£550(743) × 20—690 × 25—815(1,100)	Regrade	287	—
Education Officer	£330(446): 330: 372 × 21—456: 498 × 21—603 × 27—684(923)			
Assistant Education Officers	£300(405): 300: 315 × 15—420: 440 × 20—600(810)	Regrade		
Clerks	Scales A	Regrade	190-3	IF IC
Clerks	Scales B			
Clerks	Scale C II	E	—	IA
Clerks	Scale C III			
Clerks	Scale C IV	Regrade	294-304	—
Assistant Masters	Grade IV			
Assistant Masters	Grade V	Regrade	294-304	—
Graduate Teachers	£300(405): 300: 315 × 15—420(567)			
Makerere Teachers	M I	Regrade	294-304	—
Makerere Teachers	M II			
Teachers	Scale KT I	Regrade	294-304	—
Teachers	Scale T 2			
Teachers	Scale T 3			
Teachers	Scale T 4			

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>	
<i>EDUCATION DEPARTMENT—continued</i>					
<i>(8) African Education—continued</i>					
Instructors	Scale C II	}	E	293	IA
Instructors	Scale C III				
Instructors	Scale C IV				
Dressers	Scale C III	}	E	329	IA
Dressers	Scale C IV				
Lorry Drivers	Scale C III	}	E	—	IA
Lorry Drivers	Scale C IV				
Minor Employees			SS	—	—
<i>(9) Trade and Technical Education</i>					
Assistant Director of Education	£1,435(1,785)		£2,000(2,162)	—	—
Principal, Kabete Technical and Trade School	£1,185(1,535) × 45—1,320(1,670)	}	Regrade B	291	III
Principals, Government African Trades Schools, Thika and Nyanza	£865(1,168) × 35—1,005 × 45—1,140(1,490)				
Education Officer (Male)	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,140(1,490)				
Assistant Principal, Technical and Trade School	£830(1,121) × 35—1,005 × 45—1,050(1,400)		Regrade B	291	III
Accountant	£670(904) × 20—690 × 25—840 × 30—900(1,215)		Regrade	256–60	—
Storekeeper	£610(824) × 20—690 × 25—790(1,066)	}	C5–4	270–1	IIA
Assistant Storekeeper	£570(770) × 20—670(904)		C6–5		IIH (1)
Senior Instructor (Staff)	£550(743) × 20—690 × 25—815(1,100)		Regrade	289–92	—
Assistant Master	£550(743) × 20—690 × 25—815(1,100)		Regrade B	285–6	III
Clerks	Scales A		Regrade	190–3	IF
Senior Instructors	£550(743) × 20—690 × 25—815(1,100)		Regrade	288–292	—
Instructors	Scale C I	}	E	293	IA
Instructors	Scale C II				
Instructors	Scale C III				
Teachers	Scale T 1	}	Regrade	294–304	—
Teachers	Scale K.T 1				
Teachers	Scale T 2				
Storekeeper	Scale C III		E	271	IA

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EDUCATION DEPARTMENT—continued</i>				
<i>(9) Trade and Technical Education—continued</i>				
Welfare Assistant	Scale C III	}	—	IA
Clerks	Scale C II			
Clerks	Scale C III			
Lorry Drivers	Scale C III			
Dressers	Scale C III			
Artisans	Scale C III	E	329	IA
Minor Employees		Regrade SS	375	IA
<i>(10) Special Schemes</i>				
Principal, Nairobi Central School	£490(662) × 20—690(932)	}	285-6	III
Assistant Mistress	£490(662) × 20—690(932)			
70 <i>PRINTING AND STATIONERY</i>				
<i>Administrative and General</i>				
Government Printer	£1,500(1,850)	£2,000(2,162)	—	—
Assistant Government Printer	£970(1,310) × 35—1,005 × 45—1,140(1,490)	C1	392	IIF (2)
Letterpress Superintendent	£900(1,215) × 30—1,020(1,370)	C2		III E
Press Engineer	£840(1,134) × 30—1,020(1,370)	C3-2		III E
Apprentice	£150(210): 175: 200(272)	NP	—	—
Clerks	Scales A	}	190-3	IF
Accounts and Establishments Clerk	Scale B Special			Regrade
Clerks	Scales B	}	—	IG
Assistant Over-embossing Machine Operators	Scale C III			E
Printing Assistants	Scale C III	E	—	—
Printing Assistants	Scale C IV	E		
Driver	Scale C IV	E	—	—
Minor Employees		SS	—	—
<i>Composing Section (Letterpress Division)</i>				
Foreman	£765(1,033) × 25—840 × 30—900(1,215)	Regrade	392	IIA
Senior Linotype Operator	£690(932) × 25—790(1,066)	Regrade		
Linotype Operators	£550(743) × 20—690 × 25—715(965)	Regrade		
Assistant Linotype Operator	£340(459) × 22/10s.—520(702)	Regrade		

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>PRINTING AND STATIONERY—continued</i>				
<i>Composing Section (Letterpress Division)—continued</i>				
Monotype Operators	£550(743) × 20—690 × 25—715(965)	Regrade	392	IIA
Readers	£550(743) × 20—690 × 25—715(965)	Regrade		IIA
Reader	£390(527) × 15—450(608)	Regrade		IF
Copyholder	£255(344) × 15—375(506)	Regrade	—	IC
Apprentice	£150(210): 175: 200(272)	NP		—
Senior Operatives	£390(527) × 15—450(608)	Regrade	392	IF
Operatives	£180(247) × 10—240 × 15—375(506)	E	392	IC
Apprentice	£100(149): 125: 150(210)	NP	—	—
Printing Assistants	Scale C II	E	—	IA
Printing Assistants	Scale C III			
Printing Assistants	Scale C IV			
<i>Machine Section</i>				
Foreman	£650(877) × 20—690 × 25—790(1,066)	Regrade	392	IIA
Machinists	£550(743) × 20—690 × 25—715(965)	Regrade		IIA
Senior Operative	£390(527) × 15—450(608)	Regrade		IF
Operatives	£180(247) × 10—240 × 15—375(506)	E	—	IC
Apprentice	£110(162) × 15—140(198)	NP	—	—
Printing Assistants	Scale C II	E	—	IA
Printing Assistants	Scale C III			
Printing Assistants	Scale C IV			
<i>Bookbinding Section</i>				
Foreman	£650(877) × 20—690 × 25—790(1,066)	Regrade	392	IIA
Senior Operative	£390(527) × 15—450(608)	Regrade		IF
Operatives	£180(247) × 10—240 × 15—375(506)	E		—
Printing Assistants	Scale C II	E	—	IA
Printing Assistants	Scale C III			
Printing Assistants	Scale C IV			
<i>Stationery Stores and Publications</i>				
Storekeeper	Scale B Special	Regrade	270-1	IF
Clerks	Scales B	Regrade	190-3	IC
Printing Assistants	Scale C III	E	—	IA
Printing Assistants	Scale C IV			

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
PRINTING AND STATIONERY—<i>continued</i>				
<i>Lithography Division</i>				
Superintendent	£900(1,215) × 30—1,020(1,370)	C2	392	IIE
Photo Operative	£550(743) × 20—690 × 25—715(965)	} Regrade	392	IIA
Machine Operators	£550(743) × 20—690 × 25—715(965)			
Printer down to Metal	£550(743) × 20—690 × 25—715(965)			
Litho Draughtsmen	£490(662) × 20—690(932)	} Regrade	—	—
Litho Draughtsmen	£272(367) × 18—416(562)			
Assistant Lithographer	£340(459) × 22/10—520(702)	} Regrade	645	IIE
Assistant Photographer and Library Attendant	£340(459) × 22/10—520(702)			
Apprentice	£150(210): 175: 200(272)	Regrade NP	—	—
Clerk	Scale B	Regrade	190-3	IC
Printing Assistants	Scale C II	} E	—	IA
Printing Assistants	Scale C III			
Printing Assistants	Scale C IV			
OFFICE OF THE MEMBER FOR HEALTH, LANDS AND LOCAL GOVERNMENT				
Member for Health, Lands and Local Government	£2,150(2,500)	£2,900(3,062)	—	—
Secretary, Health and Local Government	£1,635(1,985)	£2,200(2,362)	—	—
Assistant Secretaries	£1,005(1,355) × 45—1,320(1,670)	B	397	IIIB
Accountant	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	Regrade	256-60	—
Clerks	Scale A Special	} Regrade	190-3	IF
Clerks	Scale A			
Telephone Operator	—	Regrade	605(iii)	—
Clerks	Scales B	Regrade	190-3	IC
Clerks	Scale C IV	E	—	IA
Telephone Operator	£144(203) × 8—184(252)	E	605(iii)	IB
Office Boys, Night Watchman	—	SS	—	—

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
SERVICES UNDER THE AUTHORITY OF THE MEMBER FOR HEALTH, LANDS AND LOCAL GOVERNMENT				
(1) <i>European and Asian Welfare</i>				
Social Welfare Officers (Female)	£504(680) × 16—552 × 20—672 × 24—768 (1,037)	B(W)	—	IIID (1)
Social Welfare Officers (Female)	£390(527) × 20—490(662)	Regrade	—	—
Social Welfare Officer (Female)	£300(405) × 10—320 × 12—380 × 15— 440 × 20—460(621)	Regrade	—	—
Learner Case Worker	£370(500) × 15—460(621)	Regrade	—	IH
Office Boy		SS	—	—
(2) <i>African Housing</i>				
Housing Officer	£690(932) × 25—840 × 30—960(1,296)	C4-3	—	IIA
Clerk	Scale C III	E	—	IA
LOCAL GOVERNMENT DEPARTMENT				
Commissioner for Local Government	£1,435(1,785)	NP	—	—
Deputy Commissioner for Local Government	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
Local Government Inspector	£830(1,121) × 35—1,005 × 45—1,320(1,670)	B2-1	401	IIIB
Senior Assistant Local Government Inspector	£550(743): 550: 620 × 35—760: 830 × 35— 1,140(1,490)	B5-2	401	IIIB
Local Government Officer	£550(743): 550: 620 × 35—760: 830 × 35— 1,140(1,490)	C3-2	401	IIIE
Assistant Local Government Officer	£670(904) × 20—690 × 25—840 × 20—900 (1,215)	C4-3	401	IIA
Assistant Local Government Inspectors	£550(743): 550: 620 × 35—760: 830 × 35— 1,140(1,490)	B5-2	401	IIIB
Clerks	Scales A	} Regrade	190-3	IF
Audit Clerks	Scales A			IF
Audit Clerks	Scales B			IC
Clerk	Scale C II			IA
Office Boys		SS	—	—
Night Watchman		SS	—	—

APPENDIX VII—KENYA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	LANDS DEPARTMENT				
	Special Commissioner for Lands	£1,635(1,985)	NP	—	—
	Commissioner of Lands	£1,635(1,985)	£2,400(2,562)	—	—
	Assistant Commissioners of Lands	£1,485(1,835)	£2,000(2,162)	—	—
	Land Officers	£970(1,310) × 35—1,005 × 45—1,140(1,490)	Regrade	389	—
	Land Assistants	£815(1,100) × 25—840 × 30—900(1,215)	C3	—	IIA
	Junior Land Assistants	£670(904) × 20—690 × 25—790(1,066)	C5-4	—	IIA
	Officer-in-Charge Records	£815(1,100) × 25—840 × 30—900(1,215)	C3	—	IIA
	Assistant Recordkeeper	£740(999) × 20—800(1,080)	Regrade	190-3	IF
	Recorder of Coast Titles	£1,200(1,550)	NP	—	—
	Principal Registrar of Titles	£1,185(1,535) × 45—1,320(1,670)	Regrade	389	—
	Registrars of Titles	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	Regrade	389	—
74	Senior Valuer	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,320(1,670)	A	—	IV
	Valuers	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,140(1,490)	A	—	IV
	Officer Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
	Accountant	£670(904) × 20—690 × 25—840 × 30—900(1,215)	Regrade	256-60	—
	Land Ranger	£550(743) × 20—690 × 25—840 × 30—900(1,215)	C5-3	—	IIA
	Chief Clerk	£740(999) × 20—800(1,080)	Regrade	190-3	IF
	Land Records Draughtsman	£740(999) × 20—800(1,080)	Regrade	261-3	IF
	Assistant Records Draughtsman	£580(783) × 20—720(972)	Regrade		
	Section Assistants	£480(648) × 20—620(837)	Regrade	190-3	IF
	Clerks	Scales A	Regrade		
	Telephone Operator	£370(500) × 15—460(621)	Regrade	605(iii)	IG
	Chief Clerks, (Land Registry, Nairobi and Mombasa)	Scale B Special	Regrade	190-3	IF
	Clerks	Scales B	Regrade		
	Draughtsman	£255(344) × 15—450(608)	Regrade	261-3	IC
	Clerks	Scale C II	E	—	IA
	Clerks	Scale C III			
	Clerks	Scale C IV			
	Clerks	Scale C IV			

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>LANDS DEPARTMENT—continued</i>				
Assistant Over-Embossing Machine Operators	Scale C II	E	—	IA
Assistant Over-Embossing Machine Operators	Scale C III			
Driver	Scale C II			
Office Boys and Night Watchman		SS	—	—
Minor Employees		SS	—	—
<i>GOVERNMENT CHEMIST'S DEPARTMENT</i>				
Government Chemist	£1,385(1,735)	£2,000(2,162)	—	—
Assistant Government Chemist	£585(790): 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Clerk	Scale A	Regrade	190-3	IF
Laboratory Assistants	£255(344) × 15—450(608)	Regrade	264-6	IC & F
Laboratory Assistants	Scale IV	E		
Laboratory Attendants		SS	—	—
<i>MEDICAL DEPARTMENT</i>				
<i>(1) Administrative and General Division</i>				
Director of Medical Services	£2,050(2,400)	£2,600(2,762)	426(3)	—
Deputy Director of Medical Services	£1,800(2,150)	£2,200(2,362)	426(11)	—
Assistant Directors of Medical Services	£1,700(2,050)	£2,000(2,162)	426(25)	—
Administrative Secretary	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	B	397	IIIB
Chief Pharmacist and Stores Supervisor	£1,000(1,350)	C1	332	IIF (2)
Accountant	£670(904) × 20—690 × 25—840 × 30— 900(1,215)	Regrade	256-60	—
Clerk Executive Grade (Asst. Accountant)	£670(904) × 20—690 × 25—790(1,066)	Regrade	190-3	—
Hospital Secretaries	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	C4-3	331	IIA
Medical Storekeeper	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	C4-3	270-1	IIA
Inspector of Drugs	£690(932) × 25—840 × 30—900(1,215)	C4-3	—	IIA
Assistant Medical Storekeeper	£530(716) × 20—690 × 25—715(965)	C6-5	270-1	IIH (1)
Officer-in-Charge of Records (Female)	£480(648) × 15—540(729)	Regrade C(W)	—	IG

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>MEDICAL DEPARTMENT—continued</i>				
<i>(1) Administrative and General Division—continued</i>				
Clerks	Scales A	Regrade	—	—
Senior Pay Clerk	Scale B Special	Regrade	190-3	IF
Clerk-in-Charge African Establishments	Scale B Special	Regrade		
Senior Clerk, King George VI Hospital, Nairobi	Scale B Special	Regrade		
Senior Clerk, Native Civil Hosp., Mombasa	Scale B Special	Regrade		
Clerks	Scales B	Regrade	190-3	IC
Clerks	Scale C I	E	—	IA
Clerks	Scale C II			
Clerks	Scale C III			
Clerks	Scale C IV			
Clerks	Scale C IV			
Telephone Operators	Scale C II	E	605(iii)	IA or B
Telephone Operators	Scale C III			
Telephone Operators	Scale C IV			
Telephone Operators	Scale C IV			
Hospital Storemen	Scale C II	E	271	IA
Hospital Storemen	Scale C III			
Hospital Storemen	Scale C IV			
<i>(2) Medical Division</i>				
Tuberculosis Officer	£1,650(2,000)	£1,860(2,022)—1,980(2,142)	—	—
Senior Medical Officers	£1,650(2,000)	£1,860(2,022)—1,980(2,142)	311	—
Senior Specialist	£1,800(2,150)	£2,200(2,362)	426(22)	—
Specialist (Ophthalmic)	£1,600(1,950) × 50—1,700(2,050)	£1,860(2,022)—1,980(2,142)	—	—
Specialist (Anaesthetist)	£1,600(1,950) × 50—1,700(2,050)			
Specialist (Surgical)	£1,600(1,950) × 50—1,700(2,050)			
Specialist (Psychiatrist)	£1,600(1,950) × 50—1,700(2,050)			
Specialists (Medical)	£1,600(1,950) × 50—1,700(2,050)			
Specialist (Orthopaedic)	£1,600(1,950) × 50—1,700(2,050)			
Specialist (Surgical, and Ear, Nose and Throat)	£1,600(1,950) × 50—1,700(2,050)			
Medical Officers	£865(1,168): 865: 935 × 35—1,005 × 45—1,590(1,940)			
Resident Medical Officers (Interns)	—	A	248-9 & 433	IV
Physiotherapists	£715(965) × 25—840(1,134)	NP C5-3	326	IIA

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>MEDICAL DEPARTMENT—continued</i>				
<i>(2) Medical Division—continued</i>				
Physiotherapists	£572(772) × 20—672(907)	N4	326	V
Occupational Therapist	£715(965) × 25—840(1,134)	C5-3	326	IIA
Radiographers	£530(716) × 20—690 × 25—715(965)	C5-3	334	IIA
Assistant Hospital Superintendents	£530(716) × 20—690 × 25—715(965)	C5-4	331	IIA
Dispenser	£715(965) × 25—840(1,134)	C4-3	—	IIA
Matron-in-Chief	£850(1,148)	N1	} 327	—
Matrons (Grade I)	£780(1,052)	N2		
Matrons (Grade II)	£730(986)	N3		
Inspector of Midwives	£730(986)	N3	} 190-3	IG
Housekeepers	£295(398) × 15—460(621)	Regrade		
Sister Tutors	£460(621) × 20—600 × 25—700(945)	N4	325	V
Nursing Sisters	£460(621) × 20—600 × 25—700(945)	N5	323	V
Chief Male Mental Nurse	£765(1,035) × 25—840 × 30—900(1,215)	C3	—	IID
Matron (Mental Hospital) (Grade II)	£730(986)	N3	327	—
Female Mental Nurses	£460(621) × 20—600 × 25—700(945)	N5	} 323-4	V
Male Mental Nurses	£550(743) × 20—690 × 20—750(1,013)	C5-4		
Hospital Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	331	IIA
Pharmacists	£570(770) × 20—690 × 25—840 × 30—960(1,296)	C5-2	332	IIC
Orthopaedic Technician	£530(716) × 20—690 × 25—815(1,100)	C5-3	334	IIA
Junior Orthopaedic Technician	£340(459) × 22/10—520(702)	Regrade	645	IH
Medical Officers	£500(675) × 25—650 × 25—950(1,283)	Regrade	} 317-322	—
Senior Assistant Surgeons	£530(716) × 20—610(824)	Regrade		
Assistant Surgeons	£380(513) × 15—530(716)	Regrade		
Dental Officer	£380(513) × 15—530(716)	Regrade		
Senior Compounders	£390(527) × 15—450(608)	Regrade		
Compounders	£255(344) × 15—375(506)	Regrade	} 335	IF
Nursing Sisters	£276(372) × 12—360 × 25—420(567)	Regrade		
Assistant Nurses	£144(203) × 8—192 × 12—240: 252 × 12—360(486)	Regrade	328-9	—
Hospital Nurse (Male)	£315(425) × 15—450(608)	Regrade	329	—
Mechanical Electrician	£255(344) × 15—450(608)	Regrade	377-378	—
Artisans (Limb-makers)	£220(297) × 10—240 × 15—255(344)	Regrade	375	—

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>MEDICAL DEPARTMENT—continued</i>				
<i>(2) Medical Division—continued</i>				
Assistant Medical Officers	£430(581) × 22/10—565 × 20—720(972)	} Regrade	317—322	—
Assistant Medical Officers	£315(425) × 15—405(546)			
Almoners	£315(425) × 15—405(546)	Regrade	169—74	—
Medical Assistants	Scale C I	}	329	IA
Medical Assistants	Scale C II			
Medical Assistants	Scale C III			
Compounders	Scale C I	}	335	IA
Compounders	Scale C II			
Compounders	Scale C III			
Midwives	£38/8(66) × 2/8—57/12(92)	Regrade	329	—
Interpreter (Mental Hospital)	Scale C III	E	387	IA
X-Ray Attendants	Scale C III	E	335	IA
Dressers	Scale C II	}	329	IA
Dressers	Scale C III			
Dressers	Scale C IV			
Artisans	Scale C III	}	375	IA
Artisans	Scale C IV			
Masseurs	Scale C II	}	329	IA
Masseurs	Scale C III			
Instructors	Scale C II	}	293	IA
Instructors	Scale C III			
Lorry Drivers	Scale C II	}	—	IA
Lorry Drivers	Scale C III			
Cooks	£120(174) × 6—180(247)	NP	—	—
Supervisors (Male)	Scale C III	E	—	IA
Supervisors (Female)	Scale C IV	E(W)	—	IB
Minor Employees		SS	—	—
<i>(3) Sanitation Division</i>				
Chief Health Inspector	£960(1,296) × 40—1,080(1,430)	C1	333	IIF (2)
Health Inspectors and Senior Health Inspectors	£570(770) × 20—690 × 25—840 × 30—960 × 40—1,000(1,350)	C5—2	}	IIC
Instructor on Hygiene	£840(1,134) × 30—960 × 40—1,000(1,350)	C2		

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APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>MEDICAL DEPARTMENT—continued</i>				
<i>(3) Sanitation Division—continued</i>				
Health Inspectors	Scale C I	E	335-6	IA
Health Inspectors	Scale C II			
Instructors	Scale C II	E	293	IA
Instructors	Scale C III			
Health Assistants	Scale C II	E	335	IA
Health Assistants	Scale C III			
Health Assistants	Scale C IV			
Health Workers	Scale C II	E	335	IA
Health Workers	Scale C III			
Minor Employees		SS	—	—
<i>(4) Laboratory Division</i>				
Assistant Director (Laboratory Services)	£1,700(2,050)	£2,000(2,162)	426(25)	—
Pathologists	£865(1,168): 865: 935 × 35—1,005 × 45— 1,590(1,940)	A	248-9 & 433	IV
Biochemist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Laboratory Superintendent	£790(1,066) × 25—840 × 30—900(1,215)	C2	264-6	III E
Librarian (Female)	£510(628) × 20—670(904)	Regrade	267-9	—
Senior Laboratory Technician and Laboratory Technicians	£550(743) × 20—690 × 25—840(1,134)	C5-2	264-6	IIC
Laboratory Technicians (Learners)	£150(210) × 25—300(405)	Regrade	264-6	—
Assistant Hospital Superintendent	£530(716) × 20—690 × 25—715(965)	C5-4	331	IIA
Laboratory Assistants	£450(608) × 20—610(824)	Regrade	266	—
Laboratory Assistants	£255(344) × 15—450(608)			
Bookbinder	Scale C III	E	—	IA
Laboratory Assistants	Scale C I	E	266	IA
Laboratory Assistants	Scale C II			
Laboratory Assistants	Scale C III			
Animal Keeper	Scale C IV	E	—	IA

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>MEDICAL DEPARTMENT—continued</i>				
<i>Insect-Borne Diseases Section</i>				
Specialist (Senior Parasitologist) Parasitologist	£1,600(1,950) × 50—1,700(2,050) £865(1,168): 865: 935 × 35—1,005 × 45 —1,590(1,940)	£1,860(2,022)—1,980(2,142) A	— 248-9 & 433	— IV
Entomologists	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	—	IV
Senior Entomological Field Officers	£715(965) × 25—840(1,134)	Regrade	334	—
Laboratory Technicians	£550(743) × 20—690 × 25—840(1,134)	C5-2	264-5	IIC
Entomological Field Officers	£550(743) × 20—690 × 25—715(965)	Regrade	334	—
Junior Entomological Field Officers	£340(459) × 22/10—520(702)	Regrade	645	IH
Laboratory Assistants	Scale C I	E	266	IA
Laboratory Assistants	Scale C II			
Laboratory Assistants	Scale C III			
Laboratory Assistants	Scale C IV			
Overseers (I.B.D.)	£180(247) × 10—240 × 15—300(405)	E	—	IC
Inspectors (I.B.D.)	Scale C IV	SS	—	IA
Minor Employees				—
<i>TOWN PLANNING DEPARTMENT</i>				
Town Planning Adviser	£1,485(1,835)	£2,000(2,162)	—	—
Assistant Town Planning Adviser	£655(884): 655: 725 × 35—1,005 × 45— 1,320(1,670)	A	—	IV
Town Planning Surveyor	£655(884): 655: 725 × 35—1,005 × 45— 1,320(1,670)	A		
Assistant Architect	£655(884): 655: 725 × 35—1,005 × 45— 1,320(1,670)	A		
Planning Research Assistant	£536(723) × 16—552 × 20—672(907)	C(W)4-3		
Town Planning Assistant	£536(723) × 16—552 × 20—672(907)			
Clerk (European)	Scale A	Regrade	399 190-3	IIB IF
<i>SURVEY DEPARTMENT</i>				
<i>Administrative and General</i>				
Director of Surveys	£1,635(1,985)	£2,400(2,562)	—	—
Assistant Directors of Surveys	£1,435(1,785)	£2,000(2,162)	—	—
Superintendents of Surveys	£1,335(1,685)	£1,740(1,902)—1,860(2,022)	—	—

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>SURVEY DEPARTMENT—continued</i>				
<i>Administrative and General—continued</i>				
Office Superintendent and Accountant	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	C4-3	—	IIA
Survey Record Officer	£580(783) × 20—720(972)	Regrade	190-3	IF
Labour Stores and Transport Officer	£670(904) × 20—690 × 25—790(1,066)	C5-4	—	IIA
Clerks	Scales A	Regrade	190-3	IF
Clerks	Scales B			IC
Clerks	Scale C III	E	—	IA
Clerks	Scale C IV			IA
Telephone Operator	Scale C III	E	605(iii)	IA
18 <i>Technical and Field Staff</i>				
Staff Surveyors	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	272-5	IV
Staff Surveyors	£1,005(1,355) × 45—1,140(1,490)	NP		—
Technical Officers	£550(743): 550: 620 × 35—760: 810 × 35— 1,005 × 45—1,320(1,670)	A		IV
Technical Officers	£496(670): 496: 552 × 28—608: 664 × 28— 804 × 36—912(1,231)	A(W)		IV
Assistant Surveyors	£550(743): 550: 620 × 35—760: 830 × 35— 865(1,168)	B5-4		IIIB
Assistant Surveyors	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140(1,490)	NP		—
Junior Staff Surveyor	£550(743) × 20—690 × 25—715(965)	C5-4	275	IIA
Assistant Computers	£450(608) × 20—650(877)	Regrade	277	IF
Assistant Computers	£360(486) × 16—520(702)			IC & F
Surveyor Cadets	£340(459) × 22/10—520(702)	Regrade	645	IH
Surveyors and Trainees	Scale C I	E	276	IA
Surveyors and Trainees	Scale C II			IA
Lorry Drivers	Scale C II	E	—	IA
Lorry Drivers	Scale C IV			IA
Minor Employees		SS	—	—

APPENDIX VII—KENYA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>SURVEY DEPARTMENT—continued</i>				
<i>Drawing Office Staff</i>				
Chief Draughtsman	£715(965) × 25—840(1,134)	C4-3	262	IIA
Draughtsmen	£550(743) × 20—690 × 25—715(965)	C6-4		
Senior Draughtsman	£450(608) × 20—610(824)	} Regrade	263	—
Senior Draughtsman	£450(608) × 20—550(743)			
Draughtsmen and Learner Draughtsmen	£255(344) × 15—450(608)	} E	263	—
Draughtsmen and Learner Draughtsmen	£110(162) × 15—140(198)			
Draughtsmen and Learner Draughtsmen	Scale C II	E	} 263	IA
Draughtsmen and Learner Draughtsmen	Scale C III	E		
Photo Printers	Scale C II	} E	—	IA
Photo Printers	Scale C III			
Photo Printers	Scale C IV			
<i>OFFICE OF THE MEMBER FOR COMMERCE AND INDUSTRY</i>				
Member for Commerce and Industry	£2,150(2,500)	£2,900(3,062)	—	—
Secretary for Commerce and Industry	£1,635(1,985)	£2,200(2,362)	—	—
Assistant Secretaries	£1,005(1,355) × 45—1,320(1,670)	B	397	IIIB
Clerk	Scale A Special	} Regrade	190-3	IF
Clerks	Scales A			
Clerks	Scales B			
Office Boys		SS	—	IC
<i>SERVICES UNDER THE AUTHORITY OF THE MEMBER FOR COMMERCE AND INDUSTRY</i>				
<i>(3) Transport Licensing Board</i>				
Secretary	£670(904) × 20—690 × 25—840(1,134)	Regrade	—	—
Clerks	Scales B	Regrade	190-3	IC
Office Boys		SS		
<i>(4) Electric Power Advisory Board</i>				
Executive Officer		NP	—	—
Office Boy		SS	—	—

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
SERVICES UNDER THE AUTHORITY OF THE MEMBER FOR COMMERCE AND INDUSTRY— <i>continued</i>				
(5) <i>Central Hotel Control Authority</i>				
Executive Officer	£550(743) × 20—690 × 25—840(1,134)	NP	—	—
Assistant Executive Officer	—	NP	—	—
Clerk	Scale C	E	—	IA
Office Boy	—	SS	—	—
(6) <i>Central Rent Control Board</i>				
83 Chairman	}	NP	—	—
Deputy Chairman and Executive Officer				
Assessment Officer				
Secretary				
Chairman's Secretary				
Stenographers	}	NP	—	—
Accounts Clerk (Part-time)				
Clerks	Scale A	E	—	IA
Process Server	Scale C	E		
Office Messengers	—	SS	—	—
(7) <i>Coast Rent Control Board</i>				
Secretary, Executive Officer	}	NP	—	—
Assistant Executive Officer				
Stenographer	}	E	—	IA
Rent Control Inspector				
Court Clerk				
Clerks	Scale C II	E	—	—
Process Servers	Scale C	E		
Office Messengers	—	SS	—	—

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>	
MINES AND GEOLOGICAL DEPARTMENT					
Commissioner (Mines and Geology)	£1,635(1,985)	£2,400(2,562)	—	—	
Chief Geologist	£1,435(1,785)	£2,000(2,162)	—	—	
Government Mining Engineer	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,320(1,670)	A	}	}	
Senior Geologists, Petrologist and Geologists	£690(932): 690: 760: 830 × 35—1,005 × 45— 1,320(1,670)	A			
Metallurgist	£690(932): 690: 760: 830 × 35—1,005 × 45— 1,320(1,670)	A			
Chemists and Assayers	£690(932): 690: 760: 830 × 35—1,005 × 45— 1,320(1,670)	A			
Inspectors of Mines	£655(884): 655: 725 × 35—760: 830 × 35— 1,320(1,670)	A			
Warden of Mines	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	C4-3			—
Assistant Wardens of Mines	£550(743) × 20—690 × 25—715(965)	C5-4	—	IIA	
Senior Draughtsman	£715(965) × 25—840(1,134)	C4-3	}	}	
Draughtsman	£550(743) × 20—690 × 25—715(965)	C5-4			261-3
Clerks	Scales A	Regrade	190-3	IF	
Draughtsmen	£255(344) × 15—450(608)	Regrade	263	IC & F	
Clerks	Scales B	Regrade	190-3	IC	
Mechanic	£255(344) × 15—450(608)	Regrade	377	IC & F	
Field Assistants	Scale C III	}	}	}	
Field Assistants	Scale C IV				E
Laboratory Assistant	Scale C III	E	266	}	
Clerks	Scale C II	}	}		
Clerks	Scale C III				E
Clerks	Scale C IV	}	}		
Draughtsmen	Scale C III				E
Lorry Drivers	Scale C II	}	}		
Lorry Drivers	Scale C III			E	—
Lorry Drivers	Scale C IV			E	—
Minor Employees		SS	—	—	
Office Boys			—	—	

APPENDIX VII—KENYA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
WEIGHTS AND MEASURES DEPARTMENT				
Superintendent, Weights and Measures	£970(1,130) × 35—1,005 × 45—1,140(1,490)	C2-1	403	IIF (1)
Inspector, Weights and Measures	£570(770) × 20—690 × 25—840 × 35— 960 × 40—1,000(1,350)	C5-2		
Assistants	Scale C III	E	—	IA
Clerk	Scale C II			
Lorry Driver, Office Boys Night Watchmen	Scale C III			
DEPARTMENT OF TRADE AND SUPPLIES				
85 Director	£1,435(1,785)	£2,200(2,362)	426(16)	—
Deputy Director	£1,150(1,500)	NP	—	—
Executive Officers	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	NP	—	—
Executive Officers	£536(723) × 16—552 × 20—672 × 24—720 (972)	NP	—	—
Clerks (European)	Scales A	Regrade	190-3	IF
Clerks (Asian)	Scales B	Regrade		
Clerks (African)	Scale C III	E	—	IA
Minor Employees		SS	—	—
EUROPEAN SETTLEMENT ORGANISATION				
Executive Officer	£1,185(1,535) × 45—1,320(1,670)	B1	—	IIIB
Senior Estate Agent	£970(1,310) × 35—1,005 × 45—1,140(1,490)	C2	—	IIE
Estate Agent	£550(743) × 20—690 × 25—840 × 30—900 (1,125)	C5-3	404	IIA
Assistant Estate Agent	£550(743) × 20—690 × 25—790(1,066)	C5-3		
Senior Accountant	£830(1,121) × 35—1,005 × 45—1,230(1,580)	Regrade	256-60	—
Accountant	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	Regrade		

APPENDIX VII—KENYA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EUROPEAN SETTLEMENT ORGANISATION—continued</i>				
Accounts Clerks	—	Regrade	190-3	—
District Agents	£790(1,066) × 25—840 × 30—900(1,215)	C4-3	—	IIA
Clerks	Scale A	Regrade	190-3	IF
Clerks	Scale C	E	—	IA
Lorry Driver	}	SS	—	—
Office Boys				

Appendix VIII

TANGANYIKA Schedule of Present and Proposed Salary Scales

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
THE GOVERNOR				
Private Secretary	£750(1,013)	NP	—	—
Assistant Private Secretary and Aide-de-Camp	£650(877)	NP	—	—
Security Officer	£840(1,134) × 30—960(1,296)	C3	—	IIA
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IJJ
Cypher Assistant (Temporary)	—	NP	—	—
Housekeeper	£420(567)	NP	—	—
Clerk	Junior Service—Executive Division	Regrade	190-3	ID
Housekeeper at Governor's Lodge	—	NP	—	—
Butler	£350(472)	NP	—	—
Motor Drivers	Junior Service-General Division	E	—	ID
Gardener	Junior Service—General Division	E	—	ID
Subordinate Staff	—	SS	—	—
ACCOUNTANT-GENERAL				
Accountant-General	£1,650(2,000)	£2,200(2,362)	—	—
Deputy Accountant-General	£1,335(1,685)	£1,740(1,902)—1,860(2,022)	—	—
Chief Accountant	£1,185(1,535) × 45—1,320(1,670)	B1	256-60	IIIA
Treasury Accountants	£1,095(1,445) × 45—1,230(1,580)	BI	256-60	IIIA
Treasury Accountants	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2	256-60	IIIA
Assistant Accountant	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2	256-60	IIIA
Stock Verifier	£550(743): 550: 620 × 35—760: 830 × 35—1,005(1,355)	B5-2	379	IIIA
Hollerith Supervisor	£550(743) × 20—690 × 25—840(1,134)	C4-3	379	IIA
Hollerith Operator	£550(743) × 20—630(851)	Regrade	379	IF
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IJJ
Chief Book-keeper	£550(743) × 20—630(851)	} Regrade	190-3	IF
Chief Cashier	£550(743) × 20—630(851)			
Office Assistant	£550(743) × 20—630(851)			
Chief Examiner of Accounts	£550(743) × 20—630(851)			

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>ACCOUNTANT-GENERAL—continued</i>				
Establishment Assistant	£405(547) × 15—450 × 20—550 × 20—630 (851)	Regrade	190-3	IF
Assistant Stock Verifier	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	IA
Assistant Hollerith Operator	Junior Service—General Division	E	—	ID
Operating Assistants	Junior Service—General Division	E	—	ID
Clerks	Subordinate Service	SS	—	—
Subordinate Staff	Subordinate Service	SS	—	—
<i>Passage Office</i>				
Government Passage Agent	£840(1,134) × 30—960(1,296)	C3	—	IIA
Assistant Office Superintendent	£550(743) × 20—670(904)	Regrade	190-3	IIA
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	ID
Motor Drivers	Subordinate Service	SS	—	—
Subordinate Staff	Subordinate Service	SS	—	—
<i>ADMINISTRATOR-GENERAL</i>				
Administrator-General	£1,400(1,750)	£2,200(2,362)	426(9)	—
Assistant Administrators-General	£760(1,026): 760: 830 × 35—1,005 × 45—1,140 × 45 —1,320(1,670)	A	—	IV
Office Assistant	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	ID
Subordinate Staff	Subordinate Service	SS	—	—
<i>AGRICULTURE</i>				
Director	£1,850(2,200)	£2,600(2,762)	—	—
Deputy Director	£1,535(1,885)	£2,200(2,362)	—	—
Chief Soil Conservation Officer	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
Regional Assistant Directors	£1,435(1,785)	£2,000(2,162)	—	—
Senior Research Officers	£1,335(1,685) × 50—1,535(1,885)	£1,740(1,902)—1,860(2,022)	—	—

APPENDIX VIII—TANGANYIKA—*continued*

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>AGRICULTURE—continued</i>				
	Entomologists	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Plant Pathologists	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Botanists	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Agricultural Officers	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Plant Physiologist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Tobacco Officers	£815(1,100) × 25—840 × 30—900(1,215)	NP	—	—
	Tobacco Officers	£1,200(1,550) (Contract)	NP	—	—
	Agricultural Officers (Ginnery)	£900(1,215) × 30—960(1,296)	NP	—	—
68	Beeswax Officer	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Assistant Beeswax Officer	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
	Fisheries Officers	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Superintendents of Agriculture	£840(1,134) × 30—1,080(1,430)	C2	—	IIIE
	Master Fishermen	£900(1,215)	NP	—	—
	Field Officers (Agriculture)	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
	Entomologists' Assistant	£550(743) × 20—690(932)	C5-4	—	IIA
	Education Officers	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Secretary	£960(1,296) × 30—1,080(1,430)	Regrade	381	—
	Chemist	£620(837): 620: 690 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Horticulturist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
	Junior Field Officers (Agriculture)	£340(459): 340: 365 × 25—690(932)	Regrade	645	IH
	Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
	Mechanic	£550(743) × 20—690 × 25—840(1,134)	Regrade	377	IIA

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>AGRICULTURE—continued</i>				
Indian Master (Secondary) (Junior Service)	£300(405) × 15—375 × 15—450 × 20—550 (743)	Regrade	295-7	—
Chemical Assistants	Junior Service—General Division	E	—	ID
Assistant Agricultural Officers	Junior Service—Executive Division E.P. £285	C5-3	210	IIG
Office Assistant	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	ID
Clerks	Subordinate Service	SS	—	—
Coffee Grading Assistant	Junior Service—General Division	E	—	ID
Coffee Grading Assistant	Subordinate Service	SS	—	—
Recorders	Junior Service—General Division	E	—	ID
Recorders	Subordinate Service	SS	—	—
Artisans	Junior Service—General Division	E	375	ID
Artisans	Subordinate Service	SS	375	—
Instructors	Junior Service—General Division	E	293	ID
Instructors	Subordinate Service	SS	293	—
Instructors (Bee-keeping)	Junior Service—General Division	E	293	ID
Instructors (Bee-keeping)	Subordinate Service	SS	293	—
Instructors (Copra Industry)	Junior Service—General Division	E	293	ID
Instructors (Copra Industry)	Subordinate Service	SS	293	—
Laboratory Assistants	Junior Service—General Division	E	266	ID
Laboratory Assistants	Subordinate Service	SS	266	—
Overseers	Junior Service—Executive Division	Regrade	375	ID
Overseers	Junior Service—General Division	E	375	ID
Overseers	Subordinate Service	SS	375	—
Instructors (Fisheries)	Junior Service—General Division	E	293	ID
Instructors (Fisheries)	Subordinate Service	SS	293	—
Medical Assistant	Junior Service—General Division	E	329	ID
Motor and Tractor Drivers	Junior Service—General Division	E	—	ID
Motor and Tractor Drivers	Subordinate Service	SS	—	—
Levellers and Assistants	—	NP	—	—
Works Overseer (Soil Conservation)	Junior Service—General Division	E	—	ID
Teachers	Junior Service—General Division	E	301	ID

APPENDIX VIII—TANGANYIKA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>AGRICULTURE—continued</i>				
	Instructors on probation under training	Junior Service—General Division	E	293	ID
	Instructors on probation under training	Subordinate Service	SS		—
	Subordinate Staff	Subordinate Service	SS	—	—
	Industrial Instructor, Indian Agricultural School	Junior Service—General Division	E	293	ID
	Telephone Operator	Subordinate Service	SS	605(iii)	—
	Works Staff	—	NP	—	—
	<i>Produce Grading Service</i>				
	Inspector and Grader of Produce	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
	Clerk	Junior Service—Executive Division	Regrade	190-3	ID
16	African Graders	Subordinate Service	SS	—	—
	African Guards	Subordinate Service	SS	—	—
	<i>Insecticide Applications for Control of Agricultural Pests</i>				
	Senior Entomologist	£1,000(1,350) × 40—1,200 × 50—1,375(1,725)	NP	—	—
	Chemist	£750(1,013) × 30—950(1,283)	NP	—	—
	Technical Field Officer	£550(743) × 20—690(932)	NP	—	—
	Subordinate Staff (Temporary)	—	SS	—	—
	<i>Destruction of Grain Eating Birds</i>				
	Zoologist	£800(1,080)	NP	—	—
	Motor Driver (Works Staff)	—	NP	—	—
	Subordinate Staff	—	SS	—	—
	<i>Coffee Extension Scheme, Bukoba</i>				
	Field Officers	£550(743) × 20—690 × 25—840(1,134)	NP	—	—
	Instructors	Subordinate Service	SS	293	—
	Nursery Headmen	—	SS	—	—
	Messengers	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
AUDIT				
Director of Audit	£1,650(2,000)	£2,200(2,362)	—	—
Deputy Director of Audit	£1,335(1,685)	£1,740(1,902)—1,860(2,022)	—	—
Senior Auditors	£1,095(1,445) × 45—1,230(1,580)	B1	224-7	IIIA
Auditors and Assistant Auditors	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,050(1,400)	B5-2	224-7	IIIA
Chief Examiner of Accounts	£550(743) × 20—630(851)	Regrade	190-3	IF
Examiners of Accounts	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	ID
Messengers	Subordinate Service	SS	—	—
CO-OPERATIVE DEVELOPMENT				
Commissioner for Co-operative Development and Registrar of Co-operative Societies	£1,650(2,000)	£2,200(2,362)	426(18)	—
92 Deputy Commissioner (and Deputy Registrar)	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	NP	—	—
Senior Co-operative Officers	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	B1	228	IIIB
Co-operative Officers	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140(1,490)	B5-2	228	IIIB
Co-operative Inspectors	Junior Service—Executive Division	Regrade	169-174	ID
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	ID
Assistant Co-operative Inspectors	Junior Service—General Division	E	—	ID
Motor Drivers	Junior Service—General Division	E	—	ID
Motor Drivers	Works Staff	NP	—	—
Messengers	Subordinate Service	SS	—	—
CUSTODIAN OF ENEMY PROPERTY				
Custodian	£1,685(2,035)	NP	—	—
Accountant	£550(743) × 20—690 × 25—840(1,134)	Regrade	256-60	IIA
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	ID
Clerk	Subordinate Service	SS	—	—
Subordinate Staff	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—continued

	Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
	DEVELOPMENT ORGANISATION				
	<i>Development</i>				
	Commissioner for Development	£1,850(2,200)	£2,600(2,762)	—	—
	Field Officers	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
	Storekeeper	£670(904) × 20—690 × 25—840(1,134)	} NP	—	
	Office Superintendent	£670(904) × 20—690 × 25—840(1,134)			
	Mechanic	£670(904) × 20—690 × 25—840(1,134)			
	Assistant Mechanics	£550(743) × 20—690 × 25—715(965)			
	Engineer (African Housing)	£655(884): 655: 725 × 35—760: 830 × 35—			
	Building Inspector	1,005 × 45—1,140 × 45—1,320(1,670) £630(851) × 20—690 × 25—765 × 25— 790 × 30—880(1,188)	} NP	—	—
93	Tsetse Officer	£690(932)	NP	—	—
	Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
	Clerks	Junior Service—Executive Division	Regrade	190-3	ID
	Clerks	Junior Service—General Division	E	—	ID
	Clerks	Subordinate Service	SS	—	—
	Research Assistant	Junior Service—General Division	NP	—	—
	Storekeeper Clerks	Junior Service—General Division	NP	—	—
	Storekeeper Clerks	Subordinate Service	SS	—	—
	Instructors	Junior Service—General Division	E	} 293	ID
	Instructors	Subordinate Service	SS		
	Drivers	Junior Service—General Division	NP	—	—
	Drivers	Subordinate Service	SS	—	—
	Works Staff	—	NP	—	—
	Recorders	Subordinate Service	SS	—	—
	Surveyors' Assistants	Junior Service—General Division	NP	—	—
	Surveyors' Assistants	Subordinate Service	SS	—	—
	Engineering Assistants	Junior Service—Executive Division	NP	—	—
	Engineering Assistants	Junior Service—General Division	NP	—	—
	Draughtsmen	Junior Service—General Division	NP	—	—
	Bailliffs	Junior Service—General Division	NP	—	—
	Veterinary Guards	Subordinate Service	SS	—	—
	Grazing Guards	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
DEVELOPMENT ORGANISATION— <i>continued</i>				
<i>Development—continued</i>				
Field Assistants	Junior Service—General Division	NP	—	—
Field Assistants	Subordinate Service	SS	—	—
Messengers	Subordinate Service	SS	—	—
<i>Research Herbicides and Arborocides</i>				
Senior Scientific Officer	—	No recommendation	255	—
Fly Boy	—	NP	—	—
<i>Colonial Insecticide Research</i>				
Entomologist-in-Charge	£950(1,283) × 30—1,100 × 35—1,250(1,600)	No recommendation	255	—
Entomologists	£700(945) × 25—900(1,215)	No recommendation	255	—
Chemist	£700(945) × 25—900(1,215)	No recommendation	255	—
Physicist	£700(945) × 25—900(1,215)	No recommendation	255	—
Laboratory Technicians	£550(743) × 20—690 × 25—815(1,100)	NP	—	—
Field Officers	£550(743) × 20—690 × 25—815(1,100)	NP	—	—
Assistant Physicist	£550(743) × 20—690 × 25—840 × 30—960 (1,296)	NP	—	—
EDUCATION				
<i>Administration and General</i>				
Director	£1,850(2,200)	£2,600(2,762)	—	—
Deputy Director	£1,535(1,885)	£2,200(2,362)	—	—
Assistant Director	£1,435(1,785)	£2,000(2,162)	—	—
Assistant Director	£1,148(1,498)	£2,000(2,162)	419	—
Secretary	£1,185(1,535) × 45—1,320(1,670)	Regrade B	397	—
Superintendent of Agricultural Education	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—
Superintendent of Technical Education	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—
Inspector of Non-African Schools	£1,185(1,535) × 45—1,320(1,670)	A	284	IV
Supervisor of School Buildings	£765(1,033) × 25—790 × 30—880(1,188)	C4-3	—	IID
Treasury Accountant	£1,095(1,445) × 45—1,230(1,580)	B1	256-60	—
Treasury Accountant	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,050(1,400)	B5-2		

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EDUCATION—continued</i>				
<i>Administration and General—continued</i>				
Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	—
Women Administrative Assistants	£550(743): 550: 600 × 30—780(1,053)	B(W)5-2	233	IIIB
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade	196-203	IIJ
Inspectors of Indian Schools	£460(621) × 18—532: 540 × 20—600(810)	Regrade	287	—
Office Assistant	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	ID
Clerks	Subordinate Service	SS	—	—
Storekeeper-Clerk	Junior Service—General Division	E	271	ID
Telephone Operator	Junior Service—General Division	E	605(iii)	ID
Subordinate Staff	Subordinate Service	SS	—	—
95 <i>African Education</i>				
Education Officers	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	284	IV
Women Education Officers	£496(670): 496: 552 × 28—608: 664 × 28—804 × 36—912 × 36—1,056(1,406)	A(W)	284	IV
Education Officers (Technical)/Industrial Instructors	£550(743) × 20—690 × 25—840(1,134)	Regrade	288-92	—
Clerical Instructors	£550(743) × 20—690 × 25—840(1,134)	Regrade	288-92	—
Assistant Master	£450(608) × 15—510 × 25—660(891)	Regrade B	285-6	—
Assistant Industrial Instructors	Junior Service—Executive Division	Regrade	293	ID
Junior Industrial Instructors	Junior Service—General Division	E	293	ID
Junior Industrial Instructors	Subordinate Service	SS	—	—
Assistant Education Officers	Junior Service—Executive Division E.P. £285	Regrade	294-304	—
African Teachers	Junior Service—General Division	} Regrade	294-304	—
African Teachers	Subordinate Service			
Laboratory Auxiliaries	Junior Service—General Division	E	266	ID
Laboratory Auxiliaries	Subordinate Service	SS	—	—
Drill Instructors	Subordinate Service	SS	293	—
Medical Assistants and Dressers	Junior Service—General Division	E	329	ID
Medical Assistants and Dressers	Subordinate Service	SS	—	—
Motor Drivers	Junior Service—General Division	E	—	ID
Motor Drivers	Works Staff	NP	—	—
Subordinate Staff	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EDUCATION—continued</i>				
<i>Technical Training</i>				
Principals	£1,185(1,535) × 45—1,320(1,670)	Regrade	291	III
Education Officer	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	284	IV
Senior Instructors	£840(1,134) × 30—960(1,296)	Regrade	289-92	—
Bursars	£840(1,134) × 30—960(1,296)	C4-3	—	IIA
Education Officers (Technical)/Industrial Instructors	£550(743) × 20—690 × 25—840(1,134)	Regrade	289-92	—
Camp Manager	£630(851) × 20—690 × 25—840 × 30—930 (1,256)	C4-3	—	IID
Technical Storekeeper	£670(904) × 20—690 × 25—840(1,134)	C4-3	270-1	IIA
Nursing Sister	£460(621) × 20—600 × 25—700(945)	N5	323	V
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade	196-203	IIJ
Clerks	Junior Service—General Division	E	—	ID
Dressers	Junior Service—General Division	E	329	ID
Motor Drivers	Junior Service—General Division	E	—	ID
Junior Industrial Instructors	Junior Service—General Division	E	293	ID
Messengers and Subordinate Staff	Subordinate Service	SS	—	—
<i>Natural Resources School, Tengeru</i>				
Principal	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	Regrade	285	—
Field Officer (Agriculture)	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Education Officer	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	284	IV
Bursar	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
Livestock Officer	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Assistant Conservator of Forests	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Woman Education Officer	£496(670): 496: 552 × 28—608: 664 × 28— 804 × 36—912 × 36—1,056(1,406)	A(W)	284	IV
Farm Manager	—	NP	—	—

APPENDIX VIII—TANGANYIKA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>EDUCATION—continued</i>				
	<i>Natural Resources School, Tengeru—continued</i>				
	Dairy Instructor	—	NP	—	—
	Mechanic	—	Regrade	377	—
	Stockman	—	NP	—	—
	Veterinary Overseer	Junior Service—Executive Division	Regrade	169–174	ID
	Assistant Education Officers	Junior Service—Executive Division	Regrade	294–304	—
	Assistant Agricultural Officer	Junior Service—Executive Division	C5–3	210	IIG
	Assistant Industrial Instructor	Junior Service—Executive Division	Regrade	293	ID
	Junior Agricultural Instructors	Junior Service—General Division	E	293	ID
	African Teachers	Junior Service—General Division	Regrade	294–304	—
	Junior Industrial Instructor	Junior Service—General Division	E	} 293	ID
	Junior Forestry Instructor	Junior Service—General Division	E		
97	Clerks	Junior Service—Executive Division	Regrade	190–3	ID
	Clerks	Junior Service—General Division	E	—	ID
	Laboratory Assistant	Junior Service—General Division	E	266	ID
	Nursing Auxiliary	Junior Service—General Division	E	329	ID
	Motor Driver	Works Staff	NP	—	—
	Subordinate Staff	Subordinate Service	SS	—	—
	<i>European Education</i>				
	Headmasters	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	Regrade	285	—
	Masters	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	Regrade	285	—
	Mistresses and Women Education Officers	£496(670): 496: 552 × 28—608: 664 × 28— 804 × 36—912 × 36—1,056(1,406)	Regrade	284–5	—
	Senior Matrons	£400(540) × 20—600(810)	Regrade	323–9	—
	Nurse Matrons	£400(540) × 20—600(810)	Regrade	323–9	—
	Caterers	£400(540) × 20—600(810)	Regrade	—	—
	Assistant Caterers	£370(500) × 15—490: 510 × 15—540(729)	Regrade	—	IIJ
	Assistant Matrons	£370(500) × 15—490: 510 × 15—540(729)	Regrade	—	IIJ
	Secretaries (Male)	£550(743) × 20—670(904)	Regrade	} 190–3	—
	Secretaries (Female)	£440(594) × 16—536(723)	Regrade		
	Stenographers	£460(621)	Regrade	196–203	IIJ

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EDUCATION—continued</i>				
<i>European Education—continued</i>				
Maintenance and Upkeep Inspectors	£630(851) × 20—690 × 25—765(1,033)	C5-4	372	IIA
Correspondence Course: Mistresses	£496(670): 496: 552 × 28—608: 664 × 28—804 × 36—912 × 36—1,056(1,406)	B(W)	285-6	III
Motor Drivers	Junior Service—General Division and Works Staff	E	—	—
Subordinate Staff	Subordinate Service	SS	—	—
Bursar	—	NP	—	—
<i>Indian Education</i>				
Principals	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	Regrade	285	—
Education Officers	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	284	IV
Masters	Junior Service	} Regrade	294-304	—
Mistresses	Junior Service			
Subordinate Staff	Subordinate Service	SS	—	—
<i>FOREST</i>				
<i>Departmental</i>				
Chief Conservator of Forests	£1,750(2,100)	£2,400(2,562)	—	—
Deputy Chief Conservator of Forests	£1,535(1,885)	£2,000(2,162)	—	—
Conservators of Forests	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
Assistant Conservators of Forests	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	} 434 (i)	—
Utilisation Officer	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A		
Silviculturist	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Superintending Foresters	£840(1,134) × 30—1,080(1,430)	C2	E	IIE

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>FOREST—continued</i>				
<i>Departmental—continued</i>				
Foresters	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Sawmill Engineer	£550(743) × 20—690 × 25—840(1,134)	C5-3		
Forest Surveyor	£550(743) × 20—690 × 25—840(1,134)	C5-3		
Timber Inspectors	£550(743) × 20—690 × 25—840(1,134)	C5-3		
Wood Preservation Officer	£550(743) × 20—690 × 25—840(1,134)	C5-3		
Saw Doctor	£550(743) × 20—690 × 25—840(1,134)	C5-3		
Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3		
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	ID
Clerk	Subordinate Service	SS	—	—
Surveyors' Assistants	Junior Service—General Division	E	—	ID
Herbarium Assistant	Junior Service—General Division	E	—	ID
Forest Rangers	Junior Service—General Division	E	—	ID
Motor Drivers	Works Staff	NP	—	—
Motor-boat Driver	Works Staff	NP	—	—
Senior Forest Guards and Forest Guards	Junior Service—General Division	E	—	ID
Senior Forest Guards and Forest Guards	Subordinate Service	SS	—	—
Patrolmen	Subordinate Service	—	—	—
Messengers	Subordinate Service	SS	—	—
Boats' Crews and Canoemen	Subordinate Service	—	—	—
Carpenter	Works Staff	—	—	—
Sawmill Assistants	Works Staff	—	—	—
Sawyers	Works Staff	NP	—	—
Machinists	Works Staff	—	—	—
Sawdoctor Assistant	Works Staff	—	—	—
<i>Softwood Plantation Scheme</i>				
Foresters	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Clerks	Junior Service—General Division	E	—	ID
Forest Guards	Subordinate Service	SS	—	—
Messengers	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
GAME				
<i>Departmental</i>				
Game Warden	£1,385(1,735)	£2,000(2,162)	—	—
Deputy Game Warden	£1,230(1,580)	C1	—	HF (2)
Senior Game Ranger	£945(1,276) × 35—1,085(1,435)	C2	—	IC
Game Rangers	£550(743): 550: 600 × 25—700 × 35—945 (1,276)	C5-3	—	IC
Biologist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
Clerk	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	ID
Clerks	Subordinate Service	SS	—	—
Game Scouts	Junior Service—General Division	E	—	ID
Game Scouts	Subordinate Service	SS	—	—
Subordinate Staff	Subordinate Service	SS	—	—
Motor Drivers	Junior Service—General Division	E	—	ID
Motor Drivers	Subordinate Service	SS	—	—
Motor Drivers	Works Staff	NP	—	—
<i>Elephant Control</i>				
Game Scouts	Subordinate Service	SS	—	—
GEOLOGICAL SURVEY				
Director of Geological Survey	£1,650(2,000)	£2,400(2,562)	—	—
Assistant Directors of Geological Survey	£1,385(1,735)	£2,000(2,162)	—	—
Geologists	£690(932): 690: 760: 830 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	—
Metallurgist	£690(932): 690: 760: 830 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	—
Mineralogist	£690(932): 690: 760: 830 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	IV
Geo-Chemists	£690(932): 690: 760: 830 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	—
Records Officer	£690(932): 690: 760: 830 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	—

APPENDIX VIII—TANGANYIKA—continued

	Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
	<i>GEOLOGICAL SURVEY—continued</i>				
	Chief Draughtsman	£840(1,134) × 30—960(1,296)	C2	262	II E
	Geological Draughtsmen	£670(904) × 20—690 × 25—840(1,134)	C4-3	262	II A
	Mechanical Superintendents/Inspectors	£630(851) × 20—690 × 25—765 × 25—790 × 30—880(1,188)	C4-3	372	II D
	Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	II A
	Stores Supervisor	£670(904) × 20—690 × 25—840(1,134)	C4-3	270	II A
	Works Foremen	£550(743) × 20—690 × 25—765(1,033)	C5-4	372	II A
	Drill Foreman	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	II A
	Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	II J
	Librarian	Junior Service—Executive Division	Regrade	267-9	ID
	Office Assistants	Junior Service—Executive Division	Regrade	190-3	} ID
	Clerks	Junior Service—Executive Division	Regrade	190-3	
	Associate Chemists	£380(513) × 15—530 × 20—610(824)	C5-3	384	II G
	Assistant Chemists	Junior Service—Executive Division E.P. £270	C6-4	384	II i
	Geological Assistants	Junior Service—Executive Division	Regrade	169-74	ID
	Laboratory Assistants	Junior Service—General Division	E	266	ID
	Field Assistants	Junior Service—General Division	E	—	} ID
	Clerks	Junior Service—General Division	E	—	
	Storekeeper-clerk	Junior Service—General Division	E	271	ID
	Clerks	Subordinate Service	SS	—	—
	Motor Drivers	Junior Service—General Division	E	—	ID
	Junior Draughtsmen	Junior Service—General Division	E	263	ID
	Artisans	Junior Service—General Division	E	375	ID
	Subordinate Staff	Subordinate Service	SS	—	—
	Works Staff	—	NP	—	—
	<i>GOVERNMENT CHEMIST</i>				
	Government Chemist	£1,435(1,785)	£2,000(2,162)	—	—
	Chemists	£620(837): 620: 690 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Associate Chemists	£380(513) × 15—530 × 20—610(824)	C5-3	384	II G

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
GOVERNMENT CHEMIST— <i>continued</i>				
Assistant Chemists	Junior Service—Executive Division E.P. £270	C6-4	384	III
Chemical Assistants	Junior Service—Executive Division	Regrade	266	} ID
Chemical Assistants	Junior Service—General Division	E	266	
Clerks	Junior Service—General Division	E		
Storekeeper Clerk	Junior Service—General Division	E	271	
Laboratory Attendants	Subordinate Service	SS	—	—
GRAIN STORAGE				
Director of Grain Storage	£1,635(1,985)	NP	—	—
Senior Produce Officer	£1,095(1,445) × 45—1,230(1,580)	NP	—	—
Accounting Officer	£1,095(1,445) × 45—1,230(1,580)	NP	—	—
Provincial Produce Officers	£550(743): 550: 610 × 30—760: 820 × 30— 940 × 40—980 × 40—1,140(1,490)	NP	—	—
Storage Officers	£550(743) × 20—690 × 25—840(1,134)	NP	—	—
Assistant Accounting Officer	£550(743): 550: 610 × 30—760: 820 × 30— 940 × 40—980 × 40—1,140(1,490)	NP	—	—
Assistant Storage Officer	£550(743) × 20—690(932)	NP	—	—
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Assistant Accountant	Junior Service—Superscale £550(743) × 20—630(851)	Regrade	190-3	IF
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	ID
Clerks	Subordinate Service	SS	—	—
Subordinate Staff	Subordinate Service	SS	—	—
IMMIGRATION AND PASSPORTS				
Principal Immigration Officer	£1,335(1,685)	£2,000(2,162)	—	—
Immigration Officers	£550(743): 550: 610 × 30—760: 820 × 30— 940 × 40—980 × 40—1,140(1,490)	B5-2	386	IIIC
Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
Passport Officer (Female)	£550(743): 550: 600 × 30—780(1,053)	Regrade	386	—
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>IMMIGRATION AND PASSPORTS—continued</i>				
Clerks	Junior Service—Executive Division	Regrade	190-3	} ID
Clerks	Junior Service—General Division	E	—	
Clerk	Subordinate Service	} SS	—	—
Messengers	Subordinate Service			
Telephone Operator	Subordinate Service	SS	605(iii)	—
<i>JUDICIAL</i>				
Chief Justice	£2,550(2,900)	£3,200(3,362)	—	—
Puisne Judges	£1,800(2,150)	£2,600(2,762)	—	—
Resident Magistrates	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	387	} IV
Registrar	£1,185(1,535) × 45—1,320(1,670)	A	—	
Deputy Registrar	£760(1,026): 760: 830 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	
Reporters	£552(745) × 20—672(907)	C(W) 4-3	—	IIB
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IJJ
Legal Office Assistants	Junior Service—Executive Division	Regrade	190-3	} ID
Legal Clerks and Interpreters	Junior Service—Executive Division	Regrade	387	
Legal Clerks and Interpreters	Junior Service—General Division	E	—	
Clerks and Interpreters	Junior Service—Executive Division	Regrade	387	
Clerks and Interpreters	Junior Service—General Division	E	—	—
Interpreters	Subordinate Service	SS	—	—
Process Servers	Subordinate Service	SS	—	—
Telephone Operator	Junior Service—General Division	E	605(iii)	ID
<i>LABOUR</i>				
<i>Departmental</i>				
Labour Commissioner	£1,775(2,125)	£2,600(2,762)	—	—
Deputy Labour Commissioner	£1,435(1,785)	£2,200(2,362)	426(15)	—
Assistant Labour Commissioner	£1,385(1,735)	£2,000(2,162)	—	—
Labour Officers	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	B	388	IIIB

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>LABOUR—continued</i>				
<i>Departmental—continued</i>				
Factory Inspectors	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	388	IV
Controller of Apprenticeship and Trade Testing	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	Regrade	388	IIIB
Trade Testing Inspector	£630(851) × 20—690 × 25—765 × 25—790 × 30—880(1,188)	Regrade	388	IID
Boiler Inspector	£630(851) × 20—690 × 25—765 × 25—790 × 30—880(1,188)	Regrade	388	IID
Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Clerks	Junior Service—Executive Division	Regrade	190-3	}
Clerks	Junior Service—General Division	E	—	
Labour Inspector	Junior Service—Executive Division	Regrade	169-174	
Labour Inspectors and Assistant Labour Inspectors	Junior Service—General Division	E	—	
Motor Drivers	Junior Service—General Division	E	—	
Telephone Operator	Junior Service—General Division	E	605(iii)	
Clerks	Subordinate Service	SS	—	—
Messengers	Subordinate Service	SS	—	—
Labour Camp Staff:				
(a) Overseers/Dressers	Junior Service—General Division	E	329	ID
(b) Orderlies	Subordinate Service	SS	—	—
<i>LANDS AND SURVEYS</i>				
<i>Administrative and General</i>				
Director of Lands and Surveys	£1,850(2,200)	£2,600(2,762)	—	—
Woman Administrative Assistant	£550(743): 550: 600 × 30—780(1,053)	B(W) 5-2	233	IIIB
Treasury Accountant	£1,095(1,445) × 45—1,230(1,580)	B1	256-60	IIIA
Treasury Accountant	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,050(1,400)	B5-2	256-60	IIIA
Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ

APPENDIX VIII—TANGANYIKA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>LANDS AND SURVEYS—continued</i>				
<i>Administrative and General—continued</i>				
Office Assistants	£550(743) × 20—630(851)	Regrade	190-3	IF
Office Assistants	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	ID
Clerks	Subordinate Service	SS	—	—
Motor Drivers	Works Staff	E	—	ID
Subordinate Staff	Subordinate Service	SS	—	—
<i>Land Division</i>				
Land Officer	£1,535(1,885)	£2,200(2,362)	—	—
Field Settlement Officer	£1,250(1,600)	NP	—	—
Assistant Land Officers	£760(1,026): 760: 830 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	IV
Senior Land Assistants	£840(1,134) × 30—1,080(1,430)	C2	—	II E
Land Assistants	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	II A
Senior Land Rangers	£840(1,134) × 30—1,080(1,430)	C2	—	II E
Land Rangers	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	II A
Valuers	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	II J
Office Assistants	£550(743) × 20—630(851)	Regrade	190-3	IF
Office Assistants	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Motor Drivers	Junior Service—General Division	E	—	ID
Motor Drivers	Works Staff	NP	—	—
<i>Survey Division</i>				
Chief Surveyor	£1,535(1,885)	£2,200(2,362)	—	—
Surveyors	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	272-6	IV
Engineering Surveyors	£690(932) × 25—840(1,134)	C4-3.	272-6	II A
Assistant Surveyors	£340(459): 340: 365 × 25—690 × 25—840 (1,134)	Regrade	272-6	II H

APPENDIX VIII—TANGANYIKA—*continued*

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>LANDS AND SURVEYS—continued</i>				
	<i>Survey Division—continued</i>				
	Chief Draughtsman	£840(1,134) × 30—960(1,296)	C2	261-3	II E
	Cartographic Draughtsmen	£670(904) × 20—690 × 25—840(1,134)	C4-3	261-3	II A
	Assistant Draughtsmen	£340(459): 340: 365 × 25—690(932)	Regrade	261-3	I H
	Lithographer	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	II A
	Assistant Lithographer	£340(459): 340: 365 × 25—690(932)	Regrade	—	I H
	Photographer	£790(1,066) × 25—840 × 30—900(1,215)	C4-3	—	II A
	Computers	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	Regrade	277	III B
	Assistant Computer	£340(459): 340: 365 × 25—690 × 25—840 (1,134)	Regrade	277	I H
901	Storekeeper/Clerk	£670(904) × 20—690 × 25—840(1,134)	C4-3	270-1	II A
	Junior Draughtsmen	Junior Service—Executive Division	Regrade	261-3	ID
	Junior Draughtsmen	Junior Service—General Division	E	261-3	ID
	Junior Draughtsmen	Subordinate Service	SS	261-3	—
	Lithographic Draughtsman	Junior Service—Executive Division	Regrade	261-3	ID
	Photo-litho Assistants	Junior Service—General Division	E	—	ID
	Photo-litho Assistants	Subordinate Service and Works Staff	SS	—	—
	Survey Chainmen	Junior Service—General Division	E	—	ID
	Survey Chainmen	Subordinate Service	SS	—	—
	Motor Drivers	Junior Service—General Division	E	—	ID
	Motor Drivers	Works Staff	NP	—	—
	Survey Assistants	Junior Service—General Division	E	—	ID
	<i>Air Survey Division</i>				
	Senior Pilot	£1,095(1,445) × 45—1,230(1,580)	B1	411	III A
	Pilots	£840(1,134) × 30—1,080 × 30—1,140(1,490)	B2	411	III D (3)
	Chief Engineer	£840(1,134) × 30—960 × 40—1,000(1,350)	C2	—	II E
	Engineers	£765(1,033) × 25—790 × 30—880(1,188)	C4-3	—	II D
	Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	II J
	Photographer	£790(1,066) × 25—840 × 30—900(1,215)	C4-3	—	II A
	Storekeeper	£550(743) × 20—690(932)	C5-4	—	II A

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>LANDS AND SURVEYS—continued</i>				
<i>Air Survey Division</i>				
Clerks	Junior Service—Executive Division	Regrade	190-3	}
Clerks	Junior Service—General Division	E	—	
Junior Aircraft Engineers	Junior Service—Executive Division	Regrade	169-174	
Junior Assistant Aircraft Engineers	Junior Service—General Division	E	—	
Junior Photographers	Junior Service—Executive Division	Regrade	169-174	
Junior Photographers	Junior Service—General Division	E	—	
Motor Drivers	Works Staff	NP	—	—
Artisans	Subordinate Service and Works Staff	SS	—	—
Subordinate Staff	Subordinate Service	SS	—	—
<i>Registrar-General's Division</i>				
Registrar-General	£1,450(1,800)	£2,200(2,362)	426(23)	—
Assistant Registrars-General	£760(1,026): 760: 830 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	IV
Registry Superintendent	£765(1,033) × 25—840 × 30—960(1,296)	C4-3	190-3	IIA
Assistant Registry Superintendent	£550(743) × 20—690 × 25—740(999)	Regrade	190-3	IIA
Draughtsman	£670(904) × 20—690 × 25—840(1,134)	C4-3	261-3	IIA
Registry Assistant	£550(743) × 20—630(851)	Regrade	190-3	IH
Clerks	Junior Service—Executive Division	Regrade	190-3	}
Clerks	Junior Service—General Division	E	—	
Clerk	Subordinate Service	SS	—	
<i>LEGAL</i>				
Attorney-General	£2,100(2,450)	£2,900(3,062)	—	—
Solicitor-General	£1,600(1,950)	£2,400(2,562)	—	—
Legal Draftsmen	£1,435(1,785)	£2,000(2,162)	—	—
Crown Counsels	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	390	IV
Legal Assistants	£715(965) × 25—840 × 30—960(1,296)	B4-3	390	IIID (2)
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Legal Office Assistant	Junior Service—Executive Division	Regrade	190-3	}
Clerks	Junior Service—Executive Division	Regrade	190-3	
Clerk	Junior Service—General Division	E	—	
Messengers	Subordinate Service	SS	—	

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
LEGISLATIVE AND EXECUTIVE COUNCILS				
Reporters	£552(745) × 20—672(907)	C(W) 4-3	—	—
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Assistant Clerk of Councils	£550(743) × 20—630(851)	Regrade	190-3	IF
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Messengers	Subordinate Service	SS	—	—
MEDICAL				
<i>Headquarters and Administration</i>				
Director of Medical Services	£2,000(2,350)	£2,600(2,762)	426(3)	—
Deputy Director of Medical Services	£1,800(2,150)	£2,200(2,362)	426(11)	—
Assistant Directors of Medical Services	£1,700(2,050)	£2,000(2,162)	426(25)	—
Matron-in-Chief	£850(1,148)	N1	327	—
Secretary	£960(1,296) × 30—1,080(1,430)	Regrade	396-7	—
Treasury Accountant	£1,095(1,445) × 45—1,230(1,580)	B1	256-60	IIIA
Treasury Accountant	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2		
Assistant Accountant	£550(743) × 20—690 × 25—840(1,134)	Regrade	233	IIIB
Women Administrative Assistants	£550(743): 550: 600 × 30—780(1,053)	B(W) 5-2		
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade	196-203	IIJ
Clerks	Junior Service—Executive Division	Regrade	196-203	ID
Clerks	Junior Service—General Division	E	—	ID
Clerks	Subordinate Service	SS	—	—
Telephone Operators	Junior Service—General Division	E	605(iii)	ID
Telephone Operators	Subordinate Service	SS	605(iii)	—
<i>Stores and Pharmaceutical Services</i>				
Chief Pharmacist	£840(1,134) × 30—1,080(1,430)	C1	332	II(F) (2)
Chief Storekeeper	£840(1,134) × 30—1,080(1,430)	C1	270-1	II(F) (2)
Pharmacists	£570(770) × 20—690 × 25—840 × 30—960 (1,296)	C5-2	332	IIC
Instrument Mechanic	£550(743) × 20—690 × 25—790(1,066)	C5-4	—	IIA
Stores Assistants	Junior Service—Executive Division	Regrade	271	ID
Stores Assistants	Junior Service—General Division	E	271	ID

APPENDIX VIII—TANGANYIKA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>MEDICAL—continued</i>				
	<i>Stores and Pharmaceutical Services—continued</i>				
	Pharmaceutical Assistants	Junior Service—General Division	E	335	ID
	Head Packer	Junior Service—General Division	E	—	ID
	<i>Hospital and Health Services</i>				
	Senior Medical Officers	£1,650(2,000)	£1,860(2,022)—1,980(2,142)	311	—
	Hospital Superintendents	£1,335(1,685) × 50—1,435(1,785)	NP	—	—
	Hospital Superintendents	£865(1,068): 865: 935 × 35—1,005 × 45— 1,140(1,490)	C3-2	331	IIE
	Senior Specialist	£1,800(2,150)	£2,200(2,362)	426(22)	—
	Specialists	£1,600(1,950) × 50—1,700(2,050)	£1,860(2,022)—1,980(2,142)	—	—
	Special Grade Medical Officers and Medical Officers	£865(1,168): 865: 935 × 35—1,055 × 45— 1,140 × 45—1,320 × 45—1,590(1,940)	A	248-9 & 433	IV
	Matrons, Grade I	£780(1,053)	N2	} 327	—
	Matrons, Grade II	£730(986)	N3		
	Nursing Sisters	£460(621) × 20—600 × 25—700(945)	N5	323	V
	Sister Housekeepers and Housekeepers	£460(621) × 20—600 × 25—700(945)	N5	—	V
	Physiotherapists	£572(772) × 25—672(907)	N4	326	V
	Male Nurse	£550(743) × 20—750(1,013)	C5-4	—	IIA
	Senior Assistant Surgeons	£610(824) × 20—690(932)	} Regrade	317-22	—
	Assistant Surgeons	Junior Service			
	Senior Sub-Assistant Surgeons	Junior Service			
	Sub-Assistant Surgeons	Junior Service			
	African Assistant Medical Officers	Junior Service—Executive Division E.P. £315			
	Stewards	£550(743) × 20—670(904)	C5-4	—	IIA
	Hospital Stewards' Assistants	Junior Service—General Division—Grade II	E	—	ID
	Nutrition Officer	£600(810) × 30—780(1,053)	B(W) 5-2	—	IIIB
	Medical Assistants	Junior Service—Executive Division	Regrade	} 329	ID
	Medical Assistants	Junior Service—General Division	E		
	Senior Compounders	Junior Service—Executive Division	Regrade	335	ID
	Compounders	Junior Service—Executive Division	Regrade	335	ID
	Pharmaceutical Assistants	Junior Service—General Division	E	335	ID

APPENDIX VIII—TANGANYIKA—continued

	Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
	<i>MEDICAL—continued</i>				
	<i>Hospital and Health Services—continued</i>				
	Trained Nurses and Midwives	Junior Service—General Division	E	329	ID
	Student Nurses and Nursing Orderlies	Subordinate Service	SS	—	—
	Ward Attendants	Subordinate Service	SS	—	—
	Nutrition Auxiliaries and Orderlies	Junior Service—General Division	E	335	ID
	Nutrition Auxiliaries and Orderlies	Subordinate Service	SS	—	—
	Physiotherapist Assistants	Junior Service—General Division	E	329	ID
	Ambulance Men	Junior Service—General Division	E	—	ID
	Motor Drivers	Junior Service—General Division	E	—	ID
	Motor Drivers	Subordinate Service and Works Staff	SS	—	—
	Chief Health Inspector	£960(1,296) × 40—1,080(1,430)	C1	333	IIF (2)
	Health Inspectors	£580(770) × 20—690 × 25—840 × 30—960 × 40—1,000(1,350)	C5-2		
110	Health Visitors	£460(621) × 20—600 × 25—700(945)	N4	325	V
	Assistant Health Inspectors	Junior Service—Executive Division	Regrade	335	ID
	Assistant Health Inspectors	Junior Service—General Division	E		
	Sanitary Inspectors	Junior Service—Executive Division	Regrade		
	Sanitary Inspectors	Junior Service—General Division	E	—	—
	Sanitary Inspectors	Subordinate Service	SS	—	—
	Health Nurses	Junior Service—General Division	E	329	ID
	Health Orderlies	Subordinate Service	SS	—	—
	Hospital Porters	Junior Service—General Division	E	—	ID
	Artisans	Subordinate Service and Works Staff	SS	—	—
	Subordinate Staff	Subordinate Service	SS	—	—
	<i>Specialist Services</i>				
	<i>Dental</i>				
	Senior Dental Surgeon	£1,600(1,950) × 50—1,700(2,050)	£1,860(1,902)—1,980(2,142)	—	—
	Special Grade Dental Surgeons and Dental Surgeons	£865(1,168): 865: 935 × 35—1,005 × 45—1,140 × 45—1,320 × 45—1,590(1,940)	A	433(iii)	IV
	Senior Dental Mechanic	£790(1,066) × 25—840(1,134)	C5-3	—	IIA
	Dental Mechanic	£550(743) × 20—690 × 25—790(1,066)			
	Dental Assistants	Junior Service—General Division	E	335	ID
	Dental Auxiliaries	Junior Service—General Division	E	335	—
	Dental Orderlies	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>MEDICAL—continued</i>				
<i>Industrial Health</i>				
Specialist	£1,600(1,950) × 50—1,700(2,050)	£1,860(2,022)—1,960(2,142)	—	—
Medical Officer (Special Duty)	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320 × 45—1,590(1,940)	A	248-9 & 433	IV
<i>Leprosy</i>				
Medical Officers (Special Duty)	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320 × 45—1,590(1,940)	A	248-9	IV
Leprosy Nurses	£550(743) × 20—750(1,013)	C5-4	—	IIA
Leprosy Nurses	£460(621) × 20—600 × 25—700(945)	N5	323	V
<i>Malaria</i>				
Malariologist	£1,600(1,950) × 50—1,700(2,050)	£1,860(2,022)—1,980(2,142)	—	—
Entomologist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Malaria Field Officers	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Supervisor Anti-Mosquito Measures	Junior Service—General Division	} E	169-174	ID
Malaria Assistants	Junior Service—General Division			
Laboratory Auxiliaries (Malaria)	Junior Service—General Division	E	266	ID
Junior Draughtsman	Junior Service—General Division	E	263	ID
Malaria Auxiliaries	Junior Service—General Division	E	169-174	ID
Malaria Orderlies	Subordinate Service	SS	—	—
<i>Mental</i>				
Specialist-in-Charge	£1,600(1,950) × 50—1,700(2,050)	£1,860(2,022)—1,980(2,142)	—	—
Chief Male Mental Nurse	£765(1,033) × 25—840(1,134)	C3	—	IID
Male Mental Nurses	£550(743) × 20—750(1,013)	C5-4	} 324	IIA
Female Mental Nurses	£460(621) × 20—600 × 25—790(945)	N5		V
Medical Assistants (Mental)	Junior Service—General Division	E	329	ID
Handicraft Instructor	Junior Service—General Division	E	293	ID
Male Nurses	Junior Service—Executive Division	} Regrade	} 329	ID
Male Nurses	Junior Service—General Division			
Female Nurse	Junior Service—General Division	E		

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>MEDICAL—continued</i>				
<i>Tuberculosis</i>				
Specialist-in-Charge	£1,600(1,950) × 50—1,700(2,050)	£1,860(2,022)—1,980(2,142)	—	—
Medical Officer (Special Duty)	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320 × 45—1,590(1,940)	A	248-9	IV
Industrial Instructor	£550(743) × 20—670(904)	Regrade	292-3	—
Nursing Sister (Special Duty)	£460(621) × 20—600 × 25—700(945)	N5	323	V
Assistant Surgeon (Special Duty)	Junior Service	Regrade	317-22	—
Medical Assistants	Junior Service—General Division	E	329	ID
<i>Sleeping Sickness</i>				
Specialist	£1,600(1,950) × 50—1,700(2,050)	£1,860(2,022)—1,980(2,142)	—	—
Medical Officer (Special Duty)	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320 × 45—1,590(1,940)	A	248-9 & 433	IV
<i>Laboratory Services</i>				
Senior Pathologist	£1,600(1,950) × 50—1,700(2,050)	£1,860(2,022)—1,980(2,142)	—	—
Pathologists	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320 × 45—1,590(1,940)	A	248-9 & 433	IV
Laboratory Superintendents	£570(770) × 20—690 × 25—840(1,134)	C5-2	264-5	IIC
Laboratory Assistants	Junior Service—Executive Division	Regrade	266	ID
Laboratory Assistants	Junior Service—General Division	E		
Laboratory Auxiliaries	Junior Service—General Division	E		
Microscopists	Subordinate Service	SS	—	—
Laboratory Attendants	Subordinate Service	SS	—	—
<i>X-Ray</i>				
Radiologist	£1,600(1,950) × 50—1,700(2,050)	£1,860(2,022)—1,980(2,142)	—	—
Radiological Technician	£550(743) × 20—690 × 25—790(1,066)	C5-3	334	IIA
Radiographers	£550(743) × 20—690 × 25—715(965)	C5-3		
Radiographer Assistants	Junior Service—Executive Division	Regrade	335	ID
Radiographer Assistants	Junior Service—General Division	E		
X-Ray Mechanic	Works Staff	NP		
X-Ray Orderlies	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>MEDICAL—continued</i>				
	<i>Medical Education</i>				
	Senior Medical Officer (Special Duty)	£1,650(2,000)	£1,860(2,022)—1,980(2,142)	—	—
	Medical Officer (Special Duty)	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320 × 45—1,590(1,940)	A	248-9 & 433	IV
	Medical Instructor	£570(770) × 20—690 × 25—840(1,134)	Regrade	293	—
	Wardens	£550(743) × 20—690(932)	C5-4	—	IIA
	Warden (Female)	£370(500) × 15—490: 510 × 15—540(729)	Regrade	—	IIJ
	Sister Tutors	£460(621) × 20—600 × 25—700(945)	N4	325	V
	Medical Assistants (Tutor)	Junior Service—General Division	E	329	ID
	<i>MINES</i>				
	Commissioner for Mines	£1,650(2,000)	£2,400(2,562)	—	—
	Assistant Commissioner for Mines	£1,435(1,785)	£2,000(2,162)	—	—
	Inspectors of Mines	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Woman Administrative Assistant	£550(743): 550: 600 × 30—780(1,053)	B(W) 5-2	233	IIIB
	Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
	Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
	Assistant Office Superintendent	£550(743) × 20—670(904)	Regrade	190-3	IIA
	Mining Wardens	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
	Beacon Sub-Inspector	Junior Service—Executive Division	Regrade	169-74	ID
	Mines Statistical Assistant	Junior Service—Executive Division	Regrade	169-74	ID
	Mines Assistants	Junior Service—General Division	E	—	ID
	Motor Drivers	Junior Service—General Division	E	—	ID
	Motor Drivers	Works Staff	NP	—	—
	Clerks	Junior Service—Executive Division	Regrade	—	—
	Clerks	Junior Service—General Division	E	190-3	ID
	Clerks	Subordinate Service	SS	—	—
	Subordinate Staff	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
POLICE				
Commissioner	£1,775(2,125)	£2,600(2,762)	—	—
Deputy Commissioner	£1,485(1,835)	£2,200(2,362)	—	—
Assistant Commissioners	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—
Senior Superintendents	£1,185(1,435) × 45—1,320(1,670)	B1	—	IIIC
Superintendents	£1,020(1,370) × 40—1,140(1,490)	B2	354	IIIC
Assistant Superintendents	£550(743): 550: 610 × 30—760: 820 × 30— 940 × 40—980 × 40—1,140(1,490)	B5-3		IIIC
Accountant	£1,095(1,445) × 45—1,230(1,580)	B1	256-60	IIIA
Accountant	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,050(1,400)	B5-2	256-60	IIIA
Preventive Officers, Stock Theft	£490(662) × 20—690 × 25—715(965)	P2	345	VI
Examining Officer and Inspector of Motor Vehicles	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Inspectors of Weights and Measures	£570(770) × 20—690 × 25—840 × 30—960 × 40—1,000(1,350)	C5-2	403	IIC
Woman Administrative Assistant	£550(743): 550: 600 × 30—780(1,053)	B(W) 5-2	233	IIIB
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Storekeeper	£670(904) × 20—690 × 25—840(1,134)	C4-3	270-1	IIA
Inspectorate Staff:				
Chief Inspectors	£470(635) × 20—590(796)	P1	345 & 346-7	VI
Senior Inspectors	£405(547) × 15—465(628)	C5		
Inspectors	£330(446) × 15—405(547)	P4		
Sub-Inspectors	£180(243) × 10—240 × 15—330(446)	P5		
Cadet Inspectors	£118(159) × 6—154(208)	P7		
Sergeants:				
Sergeants-Major	£105(142) × 3—120(162)	P9A-8A		
Sergeants	£66(89) × 3—90(122)	P11A-10A P11A-10A		
Station Sergeants	—	P12A		
Corporals	£54(73) × 1/16s.—72(97)	P14A		
Constables	£43/4s.(58) × 1/4s.—66(89)			
Recruits	£40/16s.(55): 42(57)			
Buglers	—	NP	—	—
Office Assistants	£550(743) × 20—630(851)	Regrade	190-3	IF

APPENDIX VIII—TANGANYIKA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>POLICE—continued</i>				
	Clerks	Junior Service—Executive Division	Regrade	190-3	ID
	Clerks	Junior Service—General Division	E		
	Clerks	Subordinate Service	SS	—	—
	Armourers	Junior Service—Executive Division	Regrade	169-174	ID
	Assistant Armourers	Subordinate Service	SS	—	—
	Carpenters	Junior Service—General Division	E	—	ID
	Carpenters	Works Staff	NP	—	—
	Tailors	Works Staff	NP	—	—
	Weights and Measures Assistant	Junior Service—General Division	E	—	ID
	Subordinate Staff	Subordinate Service	SS	—	—
	Trackers	Subordinate Service	SS	—	—
	Boy Orderlies	—	NP	—	—
	Cooks	—	NP	—	—
115	<i>Motorised Companies</i>				
	Assistant Superintendents	£550(743): 550: 610 × 30—760: 820 × 30— 940 × 40—980 × 40—1,140(1,490)	B5-3	354	IIIC
	Inspectors:				
	Sub-Inspectors	£180(243) × 10—240 × 15—330(446)	P5	354 & 346-7	VI
	Cadet Inspectors	£118(159) × 6—154(208)	P7		
	Sergeants:				
	Sergeants-Major	£105(142) × 3—120(162)	P9A-8A	354 & 346-7	VI
	Sergeants	£66(89) × 3—90(122)	P11A-10A		
	Station Sergeants	—	P11A-10A		
	Corporals	£54(73) × 1/16s.—72(97)	P12A		
	Constables	£43/4s.(58) × 1/4s.—66(89)	P14A		
	Buglers	—	NP	—	—
	Clerks	Junior Service—General Division	E	—	ID
	Sanitary Labour	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
PRINTING AND STATIONERY				
Government Printer	£1,350(1,700)	£2,000(2,162)	—	—
Assistant Government Printer	£840(1,134) × 30—1,080(1,430)	C1	392	IIF (2)
Press Superintendent	£840(1,134) × 30—960 × 40—1,000(1,350)	C2		IIE
Assistant Press Superintendents	£550(743) × 20—690 × 25—840(1,134)	C5-3		IIA
Press Engineer	£610(824) × 20—690 × 25—840(1,134)	C3-2		IIE
Monotype Mechanic	£550(743) × 20—690(932)	Regrade		392
Office Assistant	Junior Service—Executive Division	Regrade	190-3	ID
Apprentices	£100(135)	NP	—	—
Stores Assistant	Junior Service—Executive Division	Regrade	271	ID
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	ID
Operators	Junior Service—Executive Division	Regrade	392	}
Operators	Junior Service—General Division	E	392	
Assistant Press Engineer	Junior Service—Executive Division	Regrade	392	
Assistant Proof Reader	Junior Service—Executive Division	Regrade	392	
Copyholders	Junior Service—General Division	E	—	
Foreman Artisan	Junior Service—Executive Division	Regrade	392	
Artisans	Junior Service—General Division	E	—	
Subordinate Staff	Subordinate Service	SS	—	—
PRISONS				
Commissioner	£1,485(1,835)	£2,200(2,362)	—	—
Assistant Commissioner	£1,140(1,490) × 45—1,230(1,580)	C1	393	IIF (2)
Senior Superintendent	£1,075(1,425)	C2	393	IIE
Superintendents and Assistant Superintendents	£550(743): 550: 600 × 25—725: 775 × 25—875 × 30—1,025(1,375)	C5-2	393	IIC
Superintendent, Approved School	£875(1,181) × 30—1,025(1,375)	C2	393	IIC
Industrial Instructors	£550(743) × 20—690 × 25—840(1,134)	C5-3	292	IIA
Quartermaster	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Farm Manager	£550(743): 550: 600 × 25—725: 775 × 25—875 × 30—1,025(1,375)	C4-2	—	—
Assistant Farm Managers	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Mechanical Instructor	£550(743) × 20—690 × 25—840(1,134)	C5-3	292	IIA

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>PRISONS—continued</i>				
Works Superintendent	£630(851) × 20—690 × 25—765 × 25—790 × 30—880(1,188)	C4-3	372	IID
Assistant Veterinary Officer	Junior Service—General Division	E	393	ID
Chief Warders:				
Special Grade	£470(635) × 20—550(743)	P1	359	VI
Grade I	£300(405) × 12—360 × 15—465(628)	C6-5		
Grade II	£190(257) × 10—240 × 12—300(405)	P5		
Grade III	£84(113) × 7/45—120 × 9—183(247)	P9A + 8A + 6A		
Grade IV				
Chief Male Mental Nurse	£765(1,033) × 25—840(1,134)	C3	—	IIA
Male Mental Nurse	£550(743) × 20—750(1,013)	C5-4	324	IIA
Female Mental Nurse	£460(621) × 20—600 × 25—700(945)	N5	324	V
Warder Attendants	Subordinate Service	SS	—	—
Female Warder Attendants	Subordinate Service	SS	—	—
Warders:				
Grade I	£70/16s.(95) × 1/16s.—78(105)	P10A	359	VI
Grade II	£61/16s.(83) × 1/16s.—69(93)	P12A		
Grade III	£43/4s.(58) × 1/4s.—52/16s. × 1/16s.—60(81)	P14A		
Grade IV	£40/16s.(55)	P14A		
Recruit Warders	Junior Service—Executive Division	Regrade	190-3	ID
Office Assistant	Junior Service—Executive Division	Regrade	190-3	
Clerks	Junior Service—General Division	E	—	—
Clerks	Subordinate Service	SS	—	
Clerks	Junior Service—Executive Division	Regrade	293	ID
Instructors	Junior Service—General Division	E	293	
Instructors	Subordinate Service	SS	293	—
Instructors	Subordinate Service	SS	293	—
Agricultural Instructors	Subordinate Service	SS	293	—
Motor Drivers	Junior Service—General Division	E	—	ID
Motor Drivers	Subordinate Service and Works Staff	SS	—	—
Armourer	Subordinate Service	SS	—	—
Subordinate Staff	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—*continued*

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	PROVINCIAL ADMINISTRATION				
	Senior Provincial Commissioners	£1,850(2,200)	£2,600(2,762)	} 426(4)	—
	Provincial Commissioners	£1,775(2,125)	£2,600(2,762)		
	Senior District Officers	£1,435(1,785)	} £1,740(1,902)—1,860(2,022)	—	—
	Assistant Chief Secretary	£1,435(1,785)			
	Principal Assistant Secretaries	£1,435(1,785)			
	Local Courts Adviser	£1,435(1,785)			
	District Officers and Cadets	£550(743): 550: 620 × 35—760: 830 × 35— 900: 1,005 × 45—1,140 × 45—1,320(1,670)			
	Settlement Officers	£630(851) × 20—690 × 25—840 × 30—960 (1,296)	C4-3	—	IID
811	Women Administrative Assistants	£550(743): 550: 600 × 30—780(1,053)	B(W) 5-2	233	IIIB
	Office Superintendents	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
	District Assistants	£550(743) × 20—690 × 25—765(1,033)	C5-4	400	IIA
	District Foremen	£550(743) × 20—630(851)	C5	400	IIA
	Treasury Accountants	£1,095(1,445) × 45—1,230(1,580)	B1	256-60	IIIA
	Treasury Accountants	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,050(1,400)	B5-2	256-60	IIIA
	Camp Commandant, Mgulani Hostel	—	NP	—	—
	Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
	Office Assistants	£550(743) × 20—630(851)	Regrade	190-3	IF
	Labour Supervisors	Junior Service—Executive Division	Regrade	169-174	ID
	Labour Supervisors	Junior Service—General Division	E	—	ID
	Administrative Assistants	Junior Service—Executive Division	C5-4	214	IIIG
	Assistant Sub-Accountants	Junior Service—Executive Division	Regrade	190-3	} ID
	Clerks	Junior Service—Executive Division	Regrade	190-3	
	Clerks	Junior Service—General Division	E	—	
	Clerks	Subordinate Service	SS	—	—
	Tax Clerks	Junior Service—General Division	E	—	ID
	Tax Clerks	Subordinate Service	SS	—	—
	Market Masters and Subordinate Staff	Junior Service—Executive Division	Regrade	} 169-74	ID
	Market Masters and Subordinate Staff	Junior Service—General Division	E		
	Market Masters and Subordinate Staff	Junior Service—Subordinate Service	SS		

APPENDIX VIII—TANGANYIKA—*continued*

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	PROVINCIAL ADMINISTRATION— <i>continued</i> .				
	Liwalis, Kadhis, Akidas and Subordinate Staff:				
	Junior Service—Super Scale	}	}	394	ID & IF
	Junior Service—Executive Division				
	Junior Service—General Division				
	Subordinate Service				
	Motor Drivers	Junior Service—General Division	SS	—	—
	Motor Drivers	Subordinate Service and Works Staff	E	—	ID
	Settlement Scout	Junior Service—General Division	SS	—	—
	Telephone Operator	Subordinate Service	E	605(iii)	ID
	Boat Crews	Subordinate Service	SS	—	—
	Messengers	Subordinate Service	SS	—	—
	Station Hands	Subordinate Service	SS	—	—
111	<i>Sociological Research</i>				
	Senior Sociologist	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Sociologists	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Subordinate Staff	Subordinate Service	SS	—	—
	<i>Economic Control</i>				
	Clerks	Junior Service—Executive Division	Regrade	190-3 }	ID
	Clerks	Junior Service—General Division	E		
	Clerks	Subordinate Service	SS	—	—
	Messengers	Subordinate Service	SS	—	—
	PROVINCIAL COUNCILS				
	<i>Lake Provincial Council</i>				
	<i>Agriculture</i>				
	Field Officers (Agriculture)	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
	Food Production Staff:				
	Instructors	Subordinate Service	SS	293	—

APPENDIX VIII—TANGANYIKA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>PROVINCIAL COUNCILS—continued</i>				
<i>Agriculture—continued</i>				
Assistant Agricultural Officers	Junior Service—Executive Division	C5-3	210	IIG
Agricultural Instructors	Junior Service—General Division	E	293	ID
Agricultural Instructors	Subordinate Service	SS	293	
Clerks	Subordinate Service	SS	—	
Drivers	Subordinate Service	SS	—	
<i>Development of Sukumaland</i>				
Research Officer	£1,320(1,670)	NP	—	—
Assistant Livestock Officer	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	394	IV
120 Storekeeper	£670(904) × 20—690 × 25—840(1,134)	C4-3	270-1	} IIA
Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	
Field Officers	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	
Forester	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	
Field Officers (Agriculture)	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	
Mechanic	£670(904) × 20—690 × 25—840(1,134)	Regrade	377	
Assistant Mechanics	£630(851) × 20—690(932)	Regrade	377	
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIA
Clerks	Junior Service—General Division	E	—	IJJ
Clerks	Subordinate Service	SS	—	ID
Research Assistant	Junior Service—General Division	E	—	—
Storekeeper Clerks	Junior Service—General Division	E	271	ID
Storekeeper Clerks	Subordinate Service	SS	271	—
Drivers	Junior Service—General Division	E	—	ID
Drivers	Subordinate Service	SS	—	—
Forest Rangers	Junior Service—General Division	E	—	—
Surveyors' Assistants	Junior Service—General Division	E	—	ID
Surveyors' Assistants	Subordinate Service	SS	—	—
Engineering Assistants	Junior Service—General Division	E	—	ID
Junior Draughtsmen	Junior Service—General Division	E	261-3	ID
Forest Guards	Subordinate Service	SS	383	—
Forest Nurserymen	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>PROVINCIAL COUNCILS—continued</i>				
<i>Development of Sukumaland—continued</i>				
Bailiffs	Junior Service—General Division	E	}	ID
Field Assistants	Junior Service—General Division	E		
Field Assistants	Subordinate Service	SS		
Subordinate Staff	Subordinate Service	SS		
Works Staff	—	NP		
Veterinary Assistants	Junior Service—General Division	E	—	ID
<i>Forests</i>				
Forester	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Forest Rangers	Junior Service—General Division	E	—	ID
Clerks	Junior Service—General Division	E	—	ID
Senior Forest Guards and Forest Guards	Subordinate Service	SS	383	—
Patrolmen	Subordinate Service	SS	—	—
Driver	Works Staff	E	—	—
<i>Provincial Administration</i>				
Settlement Officers	£630(851) × 20—690 × 25—840 × 30—960 (1,296)	C4-3	—	IIA
District Assistants	£550(743) × 20—690 × 25—765(1,033)	C5-4	400	IIA
District Foremen	£550(743) × 20—630(851)	C5	400	IIA
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IJ
Clerk	Junior Service—General Division	E	—	ID
Messengers	Subordinate Service	SS	—	—
Station Hands	Subordinate Service	SS	—	—
<i>Tsetse Survey and Reclamation</i>				
Provincial Tsetse Assistant	£550(743) × 20—690(932)	C5	—	IIA
Motor Driver	Junior Service—General Division	E	}	ID
Senior African Assistant	Junior Service—General Division	E		
African Assistants	Subordinate Service	SS		

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>	
PROVINCIAL COUNCILS— <i>continued</i>					
<i>Veterinary</i>					
Assistant Livestock Officers	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA	
Stock Inspectors	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA	
Veterinary Assistants	Junior Service—General Division	E	—	ID	
Veterinary Guards	Junior Service—General Division	E	—	ID	
Veterinary Guards	Subordinate Service	SS	—	—	
Junior Ghee Instructors	Subordinate Service	SS	—	—	
Motor Drivers	Junior Service—General Division	E	—	ID	
Motor Drivers	Works Staff	NP	—	—	
Subordinate Staff	Subordinate Service	SS	—	—	
PUBLIC RELATIONS					
122 Public Relations Officer	£1,335(1,685)	£2,200(2,362)	426(19)	—	
Assistant Public Relations Officer	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	B5-1	228	IIIB	
Publicity Officer	£840(1,134) × 30—1,080(1,430)	C3-2	—	IIIE	
Press Officer	£840(1,134) × 30—1,080(1,430)	C3-2	—	IIIE	
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ	
Editors	Junior Service—Executive Division	Regrade	190-3	} ID	
Editors	Junior Service—General Division	E	}		
Reporters	Junior Service—General Division	E			
Translator	Junior Service—General Division	E			
Clerks	Junior Service—Executive Division	Regrade			190-3
Clerks	Junior Service—General Division	E			—
Junior Photographers	Junior Service—Executive Division	Regrade			169-74
Photographic Assistants	Junior Service—General Division	E			—
Motor Driver	Junior Service—General Division	E			—
Clerks	Subordinate Service	SS			—
Messengers	Subordinate Service	SS		—	—

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
PUBLIC WORKS DEPARTMENT				
<i>Departmental</i>				
Director	£1,850(2,200)	£2,600(2,762)	—	—
Deputy Director	£1,535(1,885)	£2,200(2,362)	—	—
Assistant Directors	£1,435(1,785)	£2,000(2,162)	—	—
Secretary	£960(1,296) × 30—1,080(1,430)	Regrade	396	—
Executive Engineers and Assistant Engineers	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Engineering Assistants	£840(1,134) × 30—1,080(1,430)	C2	372	IIIE
Pupil Engineers	£585(790) × 35—620(837)	A	434	IV
Mechanical Engineers and Assistant Mechanical Engineers	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Chief Architect	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—
Architects and Assistant Architects	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Architect	£1,400(1,750)	NP	—	—
Chief Quantity Surveyor	£1,185(1,535) × 45—1,320(1,670)	A	—	IV
Quantity Surveyors	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Assistant Quantity Surveyors	£590(796) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Engineering Draughtsmen	£690(932) × 25—840(1,134)	C4-3	261-3	IIA
Architectural Draughtsmen	£670(904) × 20—690 × 25—840(1,134)	C4-3	261-3	IIA
Works Superintendents	£630(851) × 20—690 × 25—765 × 25—790 × 30—880(1,188)	C4-3	372	IID
Mechanical Superintendents and Inspectors	£630(851) × 20—690 × 25—765 × 25—790 × 30—880(1,188)	C4-3	372	IID
Water Works Superintendents	£630(851) × 20—690 × 25—765 × 25—790 × 30—880(1,188)	C4-3	372	IID
Electrical Engineer and Assistant Electrical Engineer	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Electrical Fitter	£630(851) × 20—690 × 25—765 × 25—790 × 30—880(1,188)	C4-3	378	IID
Electrical Superintendent	£630(851) × 20—690 × 25—765 × 25—790 × 30—880(1,188)	C4-3	378	IID

APPENDIX VIII—TANGANYIKA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	PUBLIC WORKS DEPARTMENT—continued				
	<i>Departmental—continued</i>				
	Chargemen Mechanics	Fixed salary not exceeding £650(877)	} NP	—	—
	Chargemen Electricians	Fixed salary not exceeding £650(877)			
	Chargemen Plumbers	Fixed salary not exceeding £650(877)			
	Chargemen Joiners	Fixed salary not exceeding £650(877)			
	Foremen Operators	£550(743) × 20—630(851)	C5-4	372	IF
	Road Foremen	£550(743) × 20—630(851)	C5-4	372	IF
	Instrument Mechanic	£630(851) × 20—690 × 25—765 × 25—790 × 30—880(1,188)	C4-3	377	IID
	Office Superintendents	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
	Assistant Office Superintendents	£550(743) × 20—670(904)	Regrade	190-3	IIA
	Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
124	Chief Accountant	£1,185(1,535) × 45—1,320(1,902)	£1,740(1,962)—1,860(2,022)	259	—
	Treasury Accountants	£1,095(1,445) × 45—1,230(1,580)	B1	256-60	IIIA
	Treasury Accountants	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2	256-60	IIIA
	Technical Assistant	Junior Service—Executive Division—E.P. £285(385)	C6-4	374	IIIi
	Junior Road Foremen	Junior Service—Executive Division	Regrade	375	} ID
	Road Overseers	Junior Service—General Division	E	—	
	Works Overseers	Junior Service—Executive Division	Regrade	375	
	Works Overseers	Junior Service—General Division	E	—	} —
	Works Overseers	Subordinate Service	SS	—	
	Artisans	Junior Service—Executive Division	Regrade	375	} ID
	Artisans	Junior Service—General Division	E	—	
	Tracers	Junior Service—General Division	E	261-3	
	Water Meter Readers	Junior Service—General Division	E	—	} ID
	Junior Draughtsmen	Junior Service—Executive Division	Regrade	261-3	
	Junior Draughtsman	Junior Service—General Division	E	261-3	
	Establishment Assistant	£405(546) × 15—450 × 20—550 × 20—630(851)	Regrade	190-3	IF
	Clerks	£550(743) × 20—630(851)	Regrade	190-3	IF
	Quantity Surveyors' Clerks	Junior Service—General Division	E	—	} ID
	Clerks	Junior Service—Executive Division	Regrade	190-3	
	Clerks	Junior Service—General Division	E	—	

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>PUBLIC WORKS DEPARTMENT—continued</i>				
<i>Departmental—continued</i>				
Clerks	Subordinate Service	SS	—	—
Assistant Electrical Inspector	Junior Service—Executive Division	Regrade	378	} ID
Timekeepers and Tally Clerks	Junior Service—Executive Division	Regrade	169-174	
Timekeepers and Tally Clerks	Junior Service—General Division	E	—	
Motor Drivers	Junior Service—General Division	E	—	
Motor Drivers	Subordinate Service	SS	—	
Subordinate Staff	Subordinate Service	SS	—	—
<i>Stores</i>				
Chief Storekeeper	£1,320(1,670)	C1	—	—
Assistant Chief Storekeeper	£840(1,134) × 30—1,080(1,430)	C3-2	} 270-1	II E
Senior Storekeeper	£840(1,134) × 30—960(1,296)	C3		II A
Storekeepers	£670(904) × 20—690 × 25—840(1,134)	C4-3		II A
Technical Storekeeper	£670(904) × 20—690 × 25—840(1,134)	C4-3		II A
Stores Accountant	£550(743) × 20—690 × 25—840(1,134)	Regrade	258	II A
Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	II A
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	II J
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	} ID
Storemen	Junior Service—Executive Division	Regrade	270-1	
Storemen	Junior Service—General Division	E	—	
Subordinate Staff	Subordinate Service	SS	—	—
<i>Aerodromes</i>				
Airport Manager	£1,095(1,445) × 45—1,230(1,580)	B1	411	III A
Airport Foremans	£550(743) × 20—630(851)	C5-4	372	} IF
Aerodrome Assistants	Junior Service—Executive Division	Regrade	169-74	
Aerodrome Assistants	Junior Service—General Division	E	—	} ID
Clerk	Junior Service—Executive Division	Regrade	190-3	
Clerks	Junior Service—General Division	E	—	
Telephone Operators	Junior Service—General Division	E	605(iii)	
Telephone Operators	Subordinate Service	SS	605(iii)	
Subordinate Staff	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
SECRETARIAT				
Chief Secretary	£2,400(2,750)	£3,100(3,262)	—	—
Attorney General and Member for Legal Affairs	£2,100(2,450)	£2,900(3,062)	—	—
Financial Secretary and Member for Finance and Economics	£2,100(2,405)	£2,900(3,062)	—	—
Member for Social Services	£2,000(2,350)	£2,800(2,962)	—	—
Member for Local Government	£2,000(2,350)			
Member for Lands and Mines	£2,000(2,350)			
Member for Agriculture and Natural Resources	£2,000(2,350)			
Member for Communications, Works and Development Planning	£2,000(2,350)	—	—	—
Political Liaison Officer	£2,000(2,350)	NP	—	—
Provincial Commissioner	Seconded from Provincial Administration	—	—	—
Director of Establishments	£1,750(2,100)	£2,600(2,762)	—	—
Secretary for Finance	£1,650(2,000)	£2,400(2,562)	—	—
Secretary for Trade and Economics	£1,650(2,000)	£2,400(2,562)	—	—
Assistant Chief Secretary	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
Principal Assistant Secretaries	£1,435(1,785)			
Local Courts Adviser	£1,435(1,785)			
Establishment Officers	£970(1,310) × 35—1,005 × 45—1,140 × 45— 1,320(1,670)	B	397	IIIB
Assistant Secretaries	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	B		
Government Employees' Welfare Officer	£840(1,134) × 30—1,080(1,430)	C3-2	—	III E
Chief Office Superintendent	£840(1,134) × 30—960(1,296)	C2	—	III E
Office Superintendents	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	III A
Women Administrative Assistants	£550(743): 550: 600 × 30—780(1,053)	B(W) 5-2	233	III B
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	III J
Telephonist	£370(500) × 15—490: 510 × 15—540(729)	Regrade	605(iii)	—
Assistant Superintendent, Registration Branch	£550(743) × 20—630(851)	Regrade	190-3	III F

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>SECRETARIAT—continued</i>				
Assistant Superintendent, Correspondence Branch	£550(743) × 20—630(851)	Regrade	190-3	IF
Establishment Assistants	£405(546) × 15—450 × 20—550 × 20—630 (851)	Regrade	190-3	IF
Clerks	Junior Service—Executive Division	Regrade	190-3	} ID
Clerks	Junior Service—General Division	E	—	
Clerks	Subordinate Service	SS	—	—
Telephone Operator	Junior Service—General Division	E	605(iii)	ID
Messengers	Subordinate Service	SS	—	—
<i>Trade and Economics—Executive Division</i>				
Executive Officer	£1,185(1,535) × 45—1,320(1,670)	C1	—	IIIB
Assistant Executive Officers	£840(1,134) × 30—1,080 × 30—1,140(1,490)	C3-2	—	IIIE
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Clerks	Junior Service—Executive Division	Regrade	190-3	ID
Clerks	Junior Service—General Division	E	—	ID
Clerks	Subordinate Service	SS	—	—
Subordinate Staff	Subordinate Service	SS	—	—
<i>SOCIAL DEVELOPMENT</i>				
Commissioner for Social Development	£1,650(2,000)	£2,200(2,362)	—	—
Social Development Officers	£840(1,134) × 30—1,080(1,430)	B5-2	228	IIID (3)
Films Research Officer	£1,100(1,450)	NP	—	—
Visual Aids Officer	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Women Welfare Officers	£672(907) × 24—864(1,166)	B(W) 5-2	228	IIID (3)
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Assistant Welfare Officers	Junior Service—Executive Division	Regrade	169-74	} ID
Social Development Assistants	Junior Service—General Division	E	—	
Clerk	Junior Service—Executive Division	Regrade	190-3	} ID
Clerks	Junior Service—General Division	E	—	
Motor Drivers	Junior Service—General Division	E	—	} ID
Motor Drivers	Works Staff	NP	—	
Messengers	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>SOCIAL DEVELOPMENT—continued</i>				
Women Social Development Assistants	Junior Service—General Division	E	—	ID
Women Social Development Assistants	Subordinate Service	SS	—	—
<i>Broadcasting</i>				
Broadcasting Officer	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	C2-1	—	IIF (1)
Education Officers, Broadcasting	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	Regrade	284-6	—
Radio Engineers	£840(1,134) × 30—960(1,296)	C4-3	398	IIA
Junior Radio Engineers	Junior Service—General Division	E	—	—
Programme Manager	Junior Service—Executive Division	Regrade	} 169-74	ID
Programme Manager	Junior Service—General Division	E		ID
Social Development Assistants	Junior Service—General Division	E	169-174	ID
Messengers	Subordinate Service	SS	—	—
Motor Driver	Works Staff	NP	—	—
<i>Probation</i>				
Probation Officers	£840(1,134) × 30—1,080(1,430)	B	387	IIID (3)
Assistant Probation Officers	Junior Service—General Division	E	—	ID
<i>TOWN PLANNING</i>				
Director of Town Planning	£1,585(1,935)	£2,200(2,362)	—	—
Town Planning Officers	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Town Planning Officer	£1,200(1,550)	NP	—	—
Woman Administrative Assistant	£550(743): 550: 600 × 30—780(1,053)	B(W) 5-2	233	IIIB
Draughtsmen	£670(904) × 20—690 × 25—840(1,134)	C4-3	261-3	IIA
Planning Assistant	£340(459): 340: 365 × 25—690 × 25—840 (1,134)	Regrade	645	IH
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Apprentice Assistant Draughtsman	£100(135)	Regrade	—	—
Artisan	Works Staff	NP	—	—
Messengers	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
TOWNSHIP AUTHORITIES				
<i>Arusha</i>				
Executive Officer	£840(1,134) × 30—960(1,296)	Regrade C	400	IIA
Building Inspector	£630(851) × 20—690 × 25—765(1,033)	C4	400	IIA
Township Foreman	£550(743) × 20—630(851)	C5	400	IIA
Firemaster	Junior Service—Executive Division	Regrade	169–74	} ID
Labour Supervisors	Junior Service—General Division	E	—	
Labour Supervisors	Subordinate Service	SS	—	—
Labour Supervisors	Works Staff	NP	—	—
Market Master	Junior Service—General Division	E	—	ID
Clerk	Junior Service—General Division	E	—	ID
Clerk	Subordinate Service	SS	—	—
Motor Drivers	Subordinate Service	SS	—	—
Motor Drivers	Works Staff	NP	—	—
Assistants to Motor Drivers	Subordinate Service	SS	—	—
Assistants to Motor Drivers	Works Staff	NP	—	—
Market Collectors	Subordinate Service	SS	—	—
Messengers	Subordinate Service	SS	—	—
Firemen	Works Staff	NP	—	—
Drivers (Fire Engine)	Works Staff	NP	—	—
<i>Bagamoyo</i>				
Labour Supervisor	Works Staff	NP	—	—
Market Master	Junior Service—General Division	E	—	ID
Assistant Market Master	Subordinate Service	SS	—	—
Sanitation Staff	Subordinate Service	SS	—	—
<i>Bukoba</i>				
Labour Supervisor	Junior Service—Executive Division	Regrade	169–174	ID
Market Staff	Subordinate Service	SS	—	—
Sanitation Staff	Subordinate Service	SS	—	—
Anti-Malarial Staff	Subordinate Service	SS	—	—
Road Foreman	Subordinate Service	SS	—	—
Firemen	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—*continued*

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>TOWNSHIP AUTHORITIES—continued</i>				
	<i>Bukoba—continued</i>				
	Mason	Works Staff	NP	—	—
	Carpenter	Works Staff	NP	—	—
	Driver	Works Staff	NP	—	—
	<i>Dodoma</i>				
	Executive Officer	£840(1,134) × 30—960(1,296)	Regrade C	400	IIA
	Labour Supervisor	Junior Service—Executive Division	Regrade	169–174	} ID
	Clerk	Junior Service—General Division	E	—	
	Market Master	Junior Service—General Division	E	—	—
	Auctioneer	Subordinate Service	SS	—	—
	Motor Drivers	Subordinate Service	SS	—	—
	Motor Drivers	Works Staff	NP	—	—
	Subordinate Staff	Subordinate Service	SS	—	—
	Firemen	Works Staff	NP	—	—
	<i>Iringa</i>				
	Executive Officer	£840(1,134) × 30—960(1,296)	Regrade C	400	IIA
	Clerk	Junior Service—General Division	E	—	ID
	Junior Building Inspector	Subordinate Service	SS	—	—
	Clerk	Subordinate Service	SS	—	—
	Market Master	Junior Service—General Division	E	—	ID
	Market Master	Subordinate Service	SS	—	—
	Motor Driver	Junior Service—General Division	E	—	ID
	Motor Driver	Subordinate Service and Works Staff	SS	—	ID
	Subordinate Staff	Subordinate Service and Works Staff	SS	—	—
	Fireman	Works Staff	NP	—	—
	<i>Kigoma</i>				
	Township Foreman	£550(743) × 20—630(851)	C5	400	IIA
	Labour Supervisor	Junior Service—General Division	E	—	ID
	Market Masters	Subordinate Service	SS	—	—
	Market Staff	Subordinate Service	SS	—	—
	Motor Driver	Works Staff	NP	—	—

APPENDIX VIII—TANGANYIKA—*continued*

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>TOWNSHIP AUTHORITIES—continued</i>					
	<i>Kilosa</i>				
	Labour Supervisor	Junior Service—Executive Division	Regrade	169-174	} ID
	Market Master	Junior Service—General Division	E	—	
	Subordinate Market Staff	Subordinate Service	SS	—	
	<i>Kongwa</i>				
	Clerk	Junior Service—General Division	E	—	ID
	Messenger	Subordinate Service	SS	—	—
	Subordinate Staff	Subordinate Service	SS	—	—
	<i>Korogwe</i>				
131	Subordinate Staff	Subordinate Service	SS	—	—
	<i>Lindi</i>				
	Executive Officer	£840(1,134) × 30—960(1,296)	Regrade C	400	IIA
	Labour Supervisor	Junior Service—Executive Division	Regrade	169-174	} ID
	Clerk	Junior Service—General Division	E	—	
	Market Master	Junior Service—General Division	E	—	
	Assistant Market Master	Subordinate Service	SS	—	—
	Motor Drivers	Junior Service—General Division	E	—	ID
	Subordinate Staff	Subordinate Service	SS	—	—
	Firemen	Works Staff	NP	—	—
	<i>Mbeya</i>				
	Executive Officer	£840(1,134) × 30—960(1,296)	Regrade C	400	IIA
	Market Masters	Subordinate Service	SS	—	—
	Subordinate Staff	Subordinate Service	SS	—	—
	Clerk	Junior Service—General Division	E	—	ID
	Pombe Market Staff	Subordinate Service	SS	—	—
	Motor Drivers	Subordinate Service and Works Staff	SS	—	—
	Subordinate Staff	Subordinate Service	SS	—	—
	Firemen	Works Staff	NP	—	—

APPENDIX VIII—TANGANYIKA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>TOWNSHIP AUTHORITIES—continued</i>				
<i>Mikindani</i>				
Market Staff	Subordinate Service	SS	—	
<i>Morogoro</i>				
Executive Officer	£840(1,134) × 30—960(1,296)	Regrade C	400	IIA
Labour Supervisor	Junior Service—Executive Division	Regrade	169-174	ID
Clerk	Junior Service—General Division	E	—	ID
Market Master	Junior Service—General Division	E	—	—
Subordinate Market Staff	Subordinate Service	SS	—	—
Anti-Malarial Supervisor	Subordinate Service	SS	—	—
Motor Driver	Subordinate Service and Works Staff	SS	—	—
Sanitation Staff	Subordinate Service	SS	—	—
Anti-Malarial Staff	Subordinate Service	SS	—	—
Firemen	Works Staff	NP	—	—
<i>Moshi</i>				
Executive Officer	£840(1,134) × 30—960(1,296)	Regrade C	400	IIA
Building Inspector	£630(851) × 20—690 × 25—765(1,033)	C4	400	IIA
Township Foreman	£550(743) × 20—630(851)	C5	400	IIA
Labour Supervisor	Junior Service—General Division	E	—	ID
Marketmasters (Auctioneers)	Junior Service—General Division	E	—	—
Assistant Auctioneers	Subordinate Service	SS	—	—
Market Clerk	Subordinate Service	SS	—	—
Beer Hall Master	Subordinate Service	SS	—	—
Anti-Mosquito Supervisor	Junior Service—General Division	E	—	ID
Clerks	Junior Service—General Division	E	—	—
Clerk	Subordinate Service	SS	—	—
Motor Drivers	Junior Service—General Division	E	—	ID
Motor Drivers	Subordinate Service and Works Staff	SS	—	ID
Subordinate Staff	Subordinate Service	SS	—	—
Fire Brigade Staff	Subordinate Service and Works Staff	SS	—	—
Drivers (Fire Engine)	Works Staff	NP	—	—

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>TOWNSHIP AUTHORITIES—continued</i>				
<i>Mtwara</i>				
Market Masters	Subordinate Service	SS	—	—
Subordinate Market Staff	Subordinate Service	SS	—	—
Labour Supervisor	Works Staff	NP	—	—
Motor Driver	Works Staff	NP	—	—
Clerk	Subordinate Service	SS	—	—
<i>Musoma</i>				
Labour Supervisor	Junior Service—Executive Division	Regrade	169-174	ID
Market Master	Subordinate Service	SS	—	—
Market Staff	Subordinate Service	SS	—	—
Anti-Malarial Supervisor	Subordinate Service	SS	—	—
Fire Brigade Staff	Subordinate Service and Works Staff	SS	—	—
Tractor Driver	Works Staff	NP	—	—
<i>Mwanza</i>				
Executive Officer	£840(1,134) × 30—960(1,296)	Regrade C	400	IIA
Township Foreman	£550(743) × 20—630(851)	C5	400	IIA
Building Inspector	£630(851) × 20—690 × 25—765(1,033)	C4	400	IID
Clerks	Junior Service—General Division	E	—	ID
Clerk	Subordinate Service	SS	—	—
Motor Driver	Junior Service—General Division	E	—	ID
Motor Drivers	Subordinate Service and Works Staff	SS	—	—
Market Master	Junior Service—Executive Division	Regrade	169-174	} ID
Market Collector	Junior Service—General Division	E	—	
Market Collectors	Subordinate Service	SS	—	—
Messengers and Subordinate Market Staff	Subordinate Service	SS	—	—
Fire Master	—	SS	—	—
Firemen	Works Staff	NP	—	—
Drivers (Fire Engine)	Works Staff	NP	—	—
Turn Boys	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—*continued*

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>TOWNSHIP AUTHORITIES—continued</i>				
	<i>Nachingwea</i>				
	Labour Supervisor	Junior Service—General Division	E	—	ID
	Clerk	Junior Service—General Division	E	—	ID
	Motor Drivers	Works Staff	NP	—	—
	Messenger	Subordinate Service	SS	—	—
	Subordinate Staff	Subordinate Service	SS	—	—
	<i>Shinyanga</i>				
	Labour Supervisor	Junior Service—Executive Division	Regrade	169–174	ID
	Market Staff	Subordinate Service	SS	—	—
	<i>Tabora</i>				
	Executive Officer	£840(1,134) × 30—960(1,296)	Regrade C	400	IIA
	Township Foreman	£550(743) × 20—630(851)	C5	400	IIA
	Labour Supervisor	Subordinate Service	SS	—	—
	Anti-Mosquito Supervisor	Junior Service—Executive Division	Regrade	169–174	ID
	Clerk	Subordinate Service	SS	—	—
	Junior Building Inspector	Works Staff	NP	—	—
	Market Master	Junior Service—Executive Division	Regrade	169–174	ID
	Market Masters	Subordinate Service	SS	—	—
	Subordinate Market Staff and Sweepers	Subordinate Service	SS	—	—
	Motor Drivers	Works Staff	NP	—	—
	Messengers	Subordinate Service	SS	—	—
	Fire Brigade Staff	Subordinate Service and Works Staff	SS	—	—
	Sanitation Labour	Subordinate Service	SS	—	—
	Anti-Malarial Labour	Subordinate Service	SS	—	—
	<i>Tanga</i>				
	Municipal Secretary	£865(1,168) × 35—1,005 × 45—1,140 × 45— 1,320(1,670)	A	}	IV
	Town Clerk	£1,185(1,535) × 45—1,320(1,670)	A		
	Medical Officer of Health	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320 × 45—1,590(1,940)	A		
	Engineer	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A		

APPENDIX VIII—TANGANYIKA—*continued*

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>TOWNSHIP AUTHORITIES—continued</i>				
	<i>Tanga—continued</i>				
	Town Treasurer	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,050	B5-2	—	IIIA
	African Affairs Officer	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Building Inspector	£630(851) × 20—690 × 25—765(1,033)	C4	400	IIA
	Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
	Township Foreman	£550(743) × 20—630(851)	C5	400	IIA
	Works Superintendent	£630(851) × 20—690 × 25—765 × 25—790 × 30—880(1,188)	C4-3	372	IID
	Health Inspector	£570(770) × 20—690 × 25—840 × 30—960 × 40—1,000(1,350)	C5-2	333	IIC
135	Mechanic	Junior Service—Executive Division	Regrade	377	ID
	Head Gardener	Junior Service—Executive Division	Regrade	169-74	
	Clerks	Junior Service—General Division	E	—	—
	Clerks	Subordinate Service	SS	—	
	Timekeepers and Tally Clerks	Junior Service—General Division	E	—	ID
	Artisans	Junior Service—General Division	E	—	
	Junior Building Inspectors	Junior Service—General Division	E	—	ID
	Surveyor-Draughtsman	Junior Service—Executive Division	Regrade	261-3, 276	
	Cashier	Junior Service—Executive Division	Regrade	190-3	—
	Motor Drivers	Junior Service—General Division	E	—	
	Motor Drivers	Subordinate Service and Works Staff	SS	—	ID
	Market Masters	Junior Service—Executive Division	Regrade	169-74	
	Market Masters	Junior Service—General Division	E	—	ID
	Supervisor Anti-Mosquito Measures	Junior Service—General Division	E	—	
	Sanitary Inspectors	Junior Service—General Division	E	—	—
	Subordinate Market Staff	Subordinate Service	SS	—	
	Labour Supervisors	Junior Service—General Division	E	—	ID
	Labour Supervisors	Works Staff	NP	—	
	Water Meter Readers	Subordinate Service	SS	—	—
	Messengers	Subordinate Service	SS	—	—
	Vaccinator	Subordinate Service	SS	—	—
	Malaria Assistant	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>TOWNSHIP AUTHORITIES—continued</i>				
<i>Tanga—continued</i>				
Milk Testers	—	NP	—	—
Fire Brigade Staff:				
Firemaster	Junior Service—Executive Division	Regrade	169–174	ID
Drivers	Junior Service—General Division	E	—	ID
Drivers	Subordinate Service and Works Staff	SS	—	—
Team Leaders	Subordinate Service and Works Staff	SS	—	—
Firemen	Subordinate Service and Works Staff	SS	—	—
Artisan	Junior Service—Executive Division	Regrade	375	}
Road Roller Driver	Junior Service—General Division	E	—	
Water Supply and Sewerage Scheme Staff:				ID
Mechanics and Artisans	Junior Service—General Division	E	—	—
Mechanics and Artisans	Subordinate Service	SS	—	—
Beer Market Staff	Subordinate Service	SS	—	—
<i>Tukuyu</i>				
Market Master	Subordinate Service	SS	—	—
Subordinate Market Staff	Subordinate Service	SS	—	—
Subordinate Sanitation and Anti-Malarial Staff	Subordinate Service	SS	—	—
<i>Ujiji</i>				
Township Foreman	£550(743) × 20—630(851)	C5	400	IIA
Labour Supervisor	Junior Service—General Division	E	—	ID
Market Masters	Subordinate Service	SS	—	—
Subordinate Market Staff	Subordinate Service	SS	—	—
Motor Driver	Works Staff	NP	—	—
Messenger	Subordinate Service	SS	—	—
<i>TSETSE SURVEY AND RECLAMATION</i>				
Director	£1,435(1,785)	£2,200(2,262)	426(16)	—
Survey Entomologist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Assistant Office Superintendent	£550(743) × 20—670(904)	Regrade	190–3	IIA

APPENDIX VIII—TANGANYIKA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.	
<i>TSETSE SURVEY AND RECLAMATION—continued</i>					
Provincial Tsetse Officers	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV	
Provincial Tsetse Assistants	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA	
Clerk	Junior Service—Executive Division	Regrade	190-3	}	
Clerks	Junior Service—General Division	E	—		
Clerks	Subordinate Service	SS	—	—	
Motor Drivers	Junior Service—General Division	E	—	ID	
Motor Drivers	Works Staff	NP	—	—	
Tracer	Junior Service—General Division	E	263	}	
Artisan	Junior Service—General Division	E	375		ID
Senior African Assistants	Junior Service—General Division	E	—		—
African Assistants	Subordinate Service	SS	—	—	
VETERINARY					
<i>Departmental</i>					
Director of Veterinary Services	£1,850(2,200)	£2,600(2,762)	—	—	
Deputy Director of Veterinary Services	£1,535(1,885)	£2,200(2,362)	—	—	
Regional Assistant Directors of Veterinary Services	£1,435(1,785)	£2,000(2,162)	—	—	
Chief Livestock Officer	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—	
Chief Veterinary Research Officer	£1,435(1,785)		—	—	
Veterinary Research Officers	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	433	}	
Chemist	£620(837): 620: 690 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—		
Veterinary Officers	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	433		
Pasture Research Officers	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—		
Livestock Officers	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	402		
Veterinary Superintendent	£840(1,134) × 30—1,080 × 30—1,140(1,490)	C2	—	IIE	
Livestock Superintendent	£840(1,134) × 30—1,080(1,430)	C2	—	IIE	

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>VETERINARY—continued</i>				
<i>Departmental—continued</i>				
Assistant Livestock Officers	£550(743) × 20—690 × 25—840(1,134)	C5-3	402	IIA
Stock Inspectors	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Meat Inspectors	£570(770) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Laboratory Technologist/Technicians	£550(743) × 20—690 × 25—790(1,066)	C5-2	264-6	IIC
Treasury Accountant	£1,095(1,445) × 45—1,230(1,580)	B1	256-60	IIIA
Treasury Accountant	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2	256-60	IIIA
Office Superintendent	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
Assistant Office Superintendent	£550(743) × 20—670(904)	Regrade	190-3	IIA
Woman Administrative Assistant	£550(743): 550: 600 × 30—780(1,053)	B(W) 5-2	233	IIIB
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIA
Mechanic	£670(904) × 20—690 × 25—840(1,134)	C4-3	377	IIA
Works Superintendent	£630(851) × 20—690 × 25—765 × 25—790 × 30—880(1,188)	C4-3	372	IID
Clerks	Junior Service—Executive Division	Regrade	190-3	} ID
Clerks	Junior Service—General Division	E	—	
Clerks	Subordinate Service	SS	—	
Artisans	Junior Service—Executive Division	Regrade	375	ID
Artisans	Junior Service—General Division	E	—	ID
Artisans	Works Staff	NP	—	—
Overseer	Junior Service—Executive Division	Regrade	375	ID
Assistant Veterinary Officers	Junior Service—Executive Division E.P. 285	C5-3	210	IIG
Veterinary Assistants	Junior Service—General Division	E	—	} ID
Chemical Assistants	Junior Service—General Division	E	—	
Veterinary Guards	Junior Service—General Division	E	—	
Pasture Assistants	Junior Service—General Division	E	—	—
Veterinary Guards	Subordinate Service	SS	—	—
Recorders	Junior Service—General Division	E	—	ID
Junior Ghee Instructors	Subordinate Service	SS	—	—
Motor Drivers	Junior Service—General Division	E	—	ID
Motor Drivers	Works Staff	NP	—	—
Subordinate Staff	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>VETERINARY—continued</i>				
	<i>Hides and Skins Marketing</i>				
	Hide Improvement Officers	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
	Hide Instructors	Junior Service—General Division	E	—	ID
	Hide Instructors	Subordinate Service	SS	—	—
	Clerks	Junior Service—General Division	E	—	ID
	Clerks	Subordinate Service	SS	—	—
	Motor Drivers	Works Staff	NP	—	—
	<i>Livestock Marketing</i>				
	Livestock Marketing Officers	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
	Clerks	Junior Service—General Division	E	}	ID
	Market Masters	Junior Service—General Division	E		
	Recorders	Junior Service—General Division	E		
	<i>Control of Tick-borne Disease</i>				
	Stock Inspectors	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
	Veterinary Guards	Subordinate Service	SS	—	—
	Chemical Assistants	Junior Service—General Division	NP	—	—
	Dip Assistants	Subordinate Service	SS	—	—
	Clerk	Junior Service—General Division	E	—	ID
	Clerk	Subordinate Service	SS	—	—
	Motor Drivers	Works Staff	NP	—	—
	WATER DEVELOPMENT				
	Director of Water Development	£1,685(2,035)	£2,400(2,562)	—	—
	Assistant Director of Water Development	£1,435(1,785)	£2,000(2,162)	—	—
	Irrigation Engineer	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
	Executive Engineers and Assistant Engineers	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Engineering Assistant	£840(1,134) × 30—1,080(1,430)	C2	372	IIIE
	Pupil Engineers	£585(790) × 35—620(837)	A	434	IV

APPENDIX VIII—TANGANYIKA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>WATER DEVELOPMENT—continued</i>				
Engineering Geologist and Assistant Engineering Geologist Geologists	£690(932): 690: 760: 830 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	} IV
	£690(932): 690: 760: 830 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	
Engineer-Hydrologists and Assistant Engineer-Hydrologists	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	
Treasury Accountant	£1,095(1,445) × 45—1,230(1,580)	B1	256-60	IIIA
Treasury Accountant	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,050(1,400)	B5-2	256-60	IIIA
Engineering Surveyors	£690(932) × 25—840(1,134)	C4-3	274	IIA
Mechanical Engineer	£655(884): 655: 725 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Mechanical Superintendents and Inspectors	£630(851) × 20—690 × 25—765 × 25—790 × 30—880(1,188)	C4-3	372	IID
Drilling Superintendent	£840(1,134) × 30—960(1,296)	C2	—	II E
Drill Foremen	£670(904) × 20—690 × 25—840(1,134)	C4-3	372	IIA
Assistant Accountant Mechanics	£550(743) × 20—690 × 25—840(1,134)	Regrade	258	IIA
Draughtsmen	£550(743) × 20—690(932)	Regrade	377	IIA
Works Superintendents	£670(904) × 20—690 × 25—840(1,134)	C4-3	261-3	IIA
	£630(851) × 20—690 × 25—765 × 25—790 × 30—880(1,188)	C4-3	372	IID
Water Bailiffs	£550(743) × 20—690 × 25—715(965)	C5-4	—	IIA
Works Foremen	£630(851) × 20—690 × 25—765(1,033)	Regrade	372	IIA
Works Foremen (Grade II)	£550(743) × 20—690(932)	Regrade	372	IIA
Office Superintendents	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
Storekeeper	£670(904) × 20—690 × 25—840(1,134)	C4-3	270-1	IIA
Statistics Clerk	£550(743) × 20—690 × 25—840(1,134)	Regrade	190-3	IIA
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Junior Works Foremen	Junior Service—Executive Division	Regrade	375	} ID
Storekeeper	Junior Service—Executive Division	Regrade	271	
Clerks	Junior Service—Executive Division	Regrade	190-3	
Clerks	Junior Service—General Division	E	—	
Clerks	Subordinate Service	SS	—	—

APPENDIX VIII—TANGANYIKA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>WATER DEVELOPMENT—continued</i>				
Tracers	Junior Service—General Division	E	—	ID
Artisans	Junior Service—General Division	E		
Survey Chainman	Junior Service—General Division	E		
Drivers	Junior Service—General Division	E		
Motor Drivers and Subordinate Staff	Subordinate Service	SS		
<i>Water Court</i>				
Water Court Judge	£1,500(1,850)	NP	—	—
Water Registrar	£550(743) × 20—630(851)	Regrade	396	IF
141	TOWNSHIP AND AERODROME FIRE SERVICES			
Territorial Fire Officer	£1,100(1,450)	NP	—	—
Firemaster	Junior Service—Executive Division	Regrade	169-174	ID
Drill Instructor	Junior Service—General Division	E		
Clerk	Junior Service—General Division	E	—	—
Fireman	Subordinate Service	SS	—	—
Auxiliary Firemen	Subordinate Service	SS	—	—
Motor Drivers	Works Staff	NP	—	—

Appendix IX

UGANDA

Schedule of Present and Proposed Salary Scales

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
THE GOVERNOR				
Private Secretary and Aide-de-Camp		NP	—	—
Assistant Aide-de-Camp	£540(729)	NP	—	—
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Housekeeper	£330(446)	NP	—	—
Clerk	LCS Exec. Class	Regrade	190-3	ID
	LCS Gen. Div. Gen. Class	E	—	ID
	LCS Employees Div. Grades VII & X	SS	—	—
ACCOUNTANT-GENERAL				
Accountant-General	£1,600(1,950)	£2,200(2,362)	—	—
Assistant Accountant-General	£1,335(1,685)	£1,740(1,902), 1,860(2,022)	—	—
Senior Accountants	£1,095(1,445) × 45—1,230(1,580)	B1	256-60	IIIA
Accountants	£550(743): 550: 620 × 35—760 : 830 × 35 —1,005 × 45—1,050(1,400)	B5-2		
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	ILJ
Assistant Accountants	LCS Clerical Div.—£600(810)	Regrade	190-3	IF
Telephone Switchboard Operator	—	NP	—	—
	LCS Clerical Div. Special Class	Regrade	190-3	IF
Clerks	LCS Exec. Class	Regrade	190-3	ID
Clerks	LCS Gen. Class	E	—	ID
Clerks	LCS Clerical Assistants	SS	—	—
Embossing Operators	LCS Gen. Div. Gen. Class	E	—	ID
	LCS Employees Div. Grades V & X	SS	—	—
ADMINISTRATOR-GENERAL AND OFFICIAL RECEIVER				
Administrator-General and Official Receiver	£1,435(1,785)	£2,200(2,362)	426(9)	—
Assistant Administrator-General and Deputy Official Receiver	£760(1,026): 760: 830 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	IV

APPENDIX IX—UGANDA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>ADMINISTRATOR-GENERAL AND OFFICIAL RECEIVER—continued</i>				
	Assistant Administrator-General and Deputy Official Receiver (Woman)	£608(821): 608: 664 × 28—804 × 36—912 × 36—1,056(1,406)	A(W)	—	IV
	Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196–203	IIJ
	Examiner of Accounts	LCS £657(887) × 27—738(996)	B	380	—
	Bankruptcy Clerk	LCS Clerical Div. Special Class	Regrade	190–3	IF
	Chief Clerk and Cashier	LCS Clerical Div. Special Class	Regrade	190–3	IF
	Clerks	LCS Executive Class	Regrade	190–3	ID
	Clerks	LCS Gen. Class	E	—	ID
		LCS Employees Div. Grade X	SS	—	—
	<i>AGRICULTURE</i>				
	<i>Administrative Division</i>				
143	Director of Agriculture	£1,850(2,200)	£2,600(2,762)	—	—
	Deputy Director of Agriculture	£1,535(1,885)	£2,200(2,362)	—	—
	Assistant Director of Agriculture	£1,435(1,785)	£2,000(2,162)	—	—
	Assistant Director of Agriculture (Special Development)	£1,435(1,785)	£2,000(2,162)	—	—
	Assistant Directors of Agriculture (Field)	£1,435(1,785)	£2,000(2,162)	—	—
	Senior Agricultural Officers and Agricultural Officers	£585(790): 585: 655 × 35—760 : 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	—	IV
	Principal Field Officer, Agriculture	£990(1,337) × 30—1,140(1,490)	C2	—	IIIE
	Senior Field Officers (Agriculture) and Field Officers (Agriculture)	£550(743) × 20—690 × 25—840 × 30—960(1,296)	C5–3	—	IIA
	Ginning Inspectors	£840(1,134) × 30—960(1,296)	C3	—	IIA
	Ginning Inspectors	£655(884): 655: 725 × 35—760: 830 × 35—865 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	388	IV
	Administrative Assistant	£690(932) × 25—840 × 30—960 × 40—1,000(1,350)	Regrade	381	—
	Office Superintendent	£690(932) × 25—840(1,134)	C4–3	—	IIA
	Mechanics	£630(851) × 20—690 × 25—840 × 30—900 (1,125)	C4–3	377	IID

APPENDIX IX—UGANDA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>AGRICULTURE—continued</i>				
<i>Administrative Division—continued</i>				
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IJJ
Assistant Agricultural Officers	LCS Special Div. Grade II	C5-3	210	IIG
Assistant Agricultural Officers	LCS Professional Div. Grades I & II	C5-3	210	IIG
Instructors and Assistant Instructors	LCS Gen. Div. Gen. Class	E	293	ID
Instructors and Assistant Instructors	LCS Employees Div.	SS	—	—
Artisans, Mechanics and Mechanical Assistants	LCS Gen. Div. Gen. Class	E	375	ID
Artisans, Mechanics and Mechanical Assistants	LCS Employees Div.	SS	375	—
Clerks	LCS Clerical Div. Special Class	Regrade	190-3	IF
Clerks	LCS Exec. Class	Regrade		ID
Clerks	LCS Gen. Class	E	—	ID
Clerks	LCS Clerical Assistants	SS	—	—
	LCS Employees Div. Grades V-VIII & X	SS	—	—
<i>Laboratories Division</i>				
Senior Research Officer	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
Senior Entomologist and Entomologists	£585(790): 585: 655 × 35—760 : 830 × 35 —1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Senior Chemist and Chemist	£585(790): 585: 655 × 35—760 : 830 × 35 —1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Senior Botanist and Botanists	£585(790): 585: 655 × 35—760 : 830 × 35 —1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Curator, Botanic Gardens, Entebbe	£550(743) × 20—690 × 25—840 × 30—960 (1,296)	C5-3	—	IIA
Laboratory Technician	£570(770) × 20—690 × 25—840 × 30—960 × 40—1,000(1,350)	C5-2	264-6	IIC
Laboratory and Field Assistants	LCS Gen. Div. Gen. Class	E	—	ID
Laboratory and Field Assistants	LCS Employees Division	SS	—	—
Learners	LCS	SS	—	—
Assistant Farm Managers	LCS Gen. Div. Gen. Class	E	—	ID

APPENDIX IX—UGANDA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
AUDIT				
Director of Audit	£1,600(1,950)	£2,200(2,362)	—	—
Principal Auditor	£1,335(1,685)	£1,740(1,902)—1,860(2,022)	—	—
Senior Auditors	£1,095(1,445) × 45—1,230(1,580)	B1	224-7	IIIA
Auditors and Assistant Auditors	£550(743): 550: 620 × 35—725 : 760 : 830 × 35—1,005 × 45—1,050(1,400)	B5-2	224-7	IIIA
Audit Assistants	LCS Clerical Division £600(810)	Regrade	} 190-3	IF
Senior Examiners of Accounts	LCS Clerical Div. Special Class	Regrade		IF
Examiners of Accounts	LCS Clerical Div. Exec. Class	Regrade		ID
Clerks	LCS Exec. Class	Regrade		ID
Clerks	LCS Gen. Class	E	—	ID
Clerks	Contract	NP	—	—
Clerks	LCS Employees Division Grade X	SS	—	—
COMMERCE				
Commissioner for Commerce	£1,535(1,885)	NP	—	—
Assistant Commissioners for Commerce	£1,185(1,535) × 45—1,320(1,670)	BI	224-7	IIIB
Economic and Marketing Officers	£550(743): 550: 620 × 35—725 × 35—760: 830: 865 × 35—1,005 × 45—1,140(1,490)	B5-2	224-7	IIIB
Court Prosecutor	£630(851) × 20—690 × 25—840 × 30—930 (1,256)	B	390	—
Executive Officers	£630(851) × 20—690 × 25—840 × 30—930 (1,256)	C5-3+	—	IIA
Assistant Executive Officer	LCS Gen. Div. Gen. Class	E	—	ID
Senior Enforcement Officer	£144(194) × 9—171(231)	NP	—	—
Assistant Enforcement Officers	£100(135) × 6—136(183)	NP	—	—
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Chief Clerk	LCS Clerical Div. Special Class	Regrade	} 190-3	IF
Clerks	LCS Exec. Class	Regrade		ID
Clerks	LCS Gen. Class	E		ID
Clerks	Clerical Assistants	SS	—	—
Telephone Operator	—	NP	605(iii)	—
	LCS Employees Division Grade X	SS	—	—

APPENDIX IX—UGANDA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>COMMERCE—continued</i>				
<i>Weights and Measures Bureau</i>				
Chief Inspector and Inspectors of Weights and Measures	£570(770) × 20—690 × 25—840 × 30—960 × 40—1,000(1,350)	C5-2	403	IIC
Clerks	LCS Exec. Class	Regrade	190-3	ID
Clerks	LCS Gen. Class	}	—	ID
Examiners of Weights and Measures	LCS Gen. Div.			
Mechanical Assistants	LCS Gen. Div.			
	LCS Employees Div. Grades VII-X	SS	—	—
<i>COMMUNITY DEVELOPMENT</i>				
Commissioner for Community Development	£1,635(1,985)	£2,400(2,562)	—	—
Senior Community Development Officers and Community Development Officers	£550(743): 550: 620 × 35—725: 760: 830: 865 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	B	228	IIIB
Senior Community Development Officers and Community Development Officers	£330(446): 330: 372 × 21—435: 456: 498: 519 × 21—603 × 27—684 × 27—792(1,066)	B	228	IIIB
Senior Community Development Officers (Women) and Community Development Officers (Women)	£440(594): 440: 496 × 28—580: 608: 664: 692 × 28—804 × 36—912 × 36—1,056 (1,406)	B(W)	228	IIIB
Senior Community Development Officers (Women) and Community Development Officers (Women)	£264(356): 264: 297/12s. × 16/16s.—348 × 16/16s.—428/8s. × 21/12s.—547/4s. × 21—633/12s.(854)	B(W)	228	IIIB
Social Welfare Officer	£550(743): 550: 620 × 35—725: 760: 830: 865 × 35—1,005 × 45—1,140(1,490)	B5-2	228	IIIB
Physical Training Officer	£550(743): 550: 620 × 35—725: 760: 830: 865 × 35—1,005 × 45—1,140(1,490)	B5-2	—	IIIB
Office Assistant	£550(743) × 20—690 × 25—840(1,134)	Regrade	190-3	IIA
Cinema Supervisor	£630(851) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Mechanic	LCS Gen. Div. Exec. Class	Regrade	377	ID
Assistant Community Development Officers	LCS Special Div. Grade II	Regrade	398	—
Assistant Community Development Officers	LCS Professional Div.	Regrade		
Senior Community Development Assistants and Community Development Assistants	LCS Gen. Div. Grade I	E		

APPENDIX IX—UGANDA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>COMMUNITY DEVELOPMENT—continued</i>				
Senior Community Development Assistants and Community Development Assistants	LCS Gen. Div. Grade II	E	—	ID
Senior Community Development Assistants and Community Development Assistants	LCS Gen. Div. Grade III	E	—	ID
Senior Community Development Assistants and Community Development Assistants	LCS Employees Div. Grade VIII	SS	—	—
Driver-Operators (Cinema Vans)	LCS Gen. Div. Gen. Class Grade II	E	—	ID
Driver-Operators (Cinema Vans)	LCS Gen. Div. Gen. Class Grade III	E	—	ID
Driver-Operators (Cinema Vans)	LCS Employees Div. Grade VII	SS	—	—
Clerks	LCS Clerical Div. Grade I	}	—	ID
Clerks	LCS Clerical Div. Grade II			
Clerks	LCS Clerical Div. Grade III			
Clerks	LCS Employees Div. Grade V	SS	—	—
Drivers and Artisans	LCS Employees Div. Grade VI	}	—	—
Drivers and Artisans	LCS Employees Div. Grade VII			
Drivers and Artisans	LCS Employees Div. Grade V			
Drivers and Artisans	LCS Employees Div. Grade X	SS	—	—
<i>Probation</i>				
Senior Probation Officers and Probation Officers	£550(743): 550: 620 × 35—725: 760: 830: 865 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	B	398	III B
Assistant Probation Officer	LCS Professional Division	Regrade	398	—
Senior Probation Assistants and Probation Assistants	LCS Gen. Div. Grade I			
Senior Probation Assistants and Probation Assistants	LCS Gen. Div. Grade II	}	—	ID
Senior Probation Assistants and Probation Assistants	LCS Gen. Div. Grade III			
Senior Probation Assistants and Probation Assistants	LCS Employees Div. Grade VIII			

APPENDIX IX—UGANDA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
CO-OPERATIVE DEVELOPMENT				
Commissioner for Co-operative Development	£1,635(1,985)	£2,400(2,562)	—	—
Deputy Commissioner for Co-operative Development	£1,435(1,785)	£2,000(2,162)	—	—
Senior Co-operative Officers and Co-operative Officers	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	B	228	IIIB
Senior Co-operative Officers and Co-operative Officers	£330(446): 330: 372 × 21—456: 498 × 21—603 × 27—684 × 27—792(1,066)	B		
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196–203	IIJ
Assistant Co-operative Officers	LCS Special Div. Grade II	} Regrade	—	IF
Assistant Co-operative Officers	LCS Professional Div. Grade I		382	ID & IF
Assistant Co-operative Officers	LCS Professional Div. Grade II		—	ID
Co-operative Assistants	LCS Gen. Div. Gen. Class	E	—	ID
Clerks	LCS General Class	E	—	ID
	LCS Employees Div. Grade X	SS	—	—
CROWN LAW OFFICE				
Attorney-General	£2,100(2,450)	£2,900(3,062)	—	—
Solicitor-General	£1,535(1,885)	£2,400(2,562)	—	—
Senior Crown Counsel	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	390	—
Crown Counsel	£865(1,168): 865: 935 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	390	IV
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196–203	IIJ
Crown Prosecutor	LCS Special Div. (£430(581) × 22/10s.—565: 580 × 20—720(972)	B	390	—
Law Clerk	LCS Clerical Division £600(810)	B	—	—
Clerks	LCS General Class	E	—	ID
	LCS Employees Division	SS	—	—

APPENDIX IX—UGANDA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	EDUCATION				
	<i>Administrative</i>				
	Director of Education	£1,850(2,200)	£2,600(2,762)	—	—
	Deputy Director of Education	£1,535(1,885)	£2,200(2,362)	—	—
	Deputy Director of Education (Administration)	£1,535(1,885)		—	—
	Deputy Director of Education (Technical)	£1,535(1,885)		—	—
	Senior Assistant Director of Education	£1,500(1,850)		NP	—
	Assistant Directors of Education	£1,435(1,785)	£2,000(2,162)	—	—
	Assistant Director of Education	£1,148(1,498)	£2,000(2,162)	419	—
	Inspector of Education: Secondary Schools	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
	Superintendent of Technical Education	£1,185(1,535) × 45—1,320(1,670)	Regrade	291	—
149	Education Officers	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	284	IV
	Education Officers	£496(670): 496: 552 × 28—608: 664 × 28—804 × 36—912 × 36—1,056(1,406)	A(W)	284	IV
	Education Officers	£330(446): 330: 372 × 21—435: 456: 498 × 21—603 × 27—684 × 27—792(1,066)	Regrade	287	—
	Superintendent : Teacher Training	£1,200(1,550)	Regrade	285	—
	Education Officer (Agriculture)	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Education Officers (Manual Training)	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	Regrade	289-92	—
	Accountants	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2	256-60	IIIA
	Assistant Establishment Officer	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2	397	IIIB
	Examinations Secretary	£550(743) × 20—690 × 25—840 × 30—930(1,256)	Regrade	—	—
	Office Superintendent and Registrar	£690(932) × 25—840(1,134)	C4-3	—	IIA
	Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
	Indian Education Officer	£725(979) × 25—850(1,148)	Regrade	287	—
	Assistant Indian Education Officer	£540(729) × 20—620(837)	Regrade		

APPENDIX IX—UGANDA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>EDUCATION—continued</i>				
<i>Administrative—continued</i>				
Assistant Education Officers	L.C.S. Special Division Grade II	} Regrade	294-304	—
Assistant Education Officers	L.C.S. Professional Division Grade II			
Assistant Organizing Instructress of Domestic Science	L.C.S.	E(W)	293	ID
Education Assistant	L.C.S. General Division General Class	E	—	ID
Scholarship Secretary	}	Regrade	190-3	—
Records Officer				
Clerks	L.C.S. Executive Class	Regrade	190-3	ID
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistants	SS	—	—
Clerk and Storekeeper	L.C.S. Clerical Division Executive Class	Regrade	270-1	—
Artisans	L.C.S. General Division General Class	E	375	—
	L.C.S. Employees Div. Grades V & X	SS	—	—
<i>Muljibhai Madhvani Commercial College</i>				
Principal	£830(1,121) × 35—1,005 × 45—1,140 × 45—1,320(1,670)	Regrade	} 285-6	—
Deputy Principal	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140(1,490)	Regrade		
Lecturers	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140(1,490)	Regrade		
Clerks	L.C.S. General Class	E	—	—
Warden Quartermaster	L.C.S. General Division	E	—	—
<i>Government Technical Schools, Kampala, Lira, Fort Portal, Mbale and Soroti</i>				
Principal (Kampala Technical School)	£830(1,121) × 35—1,005 × 45—1,140 × 45—1,320(1,670)	} Regrade	288-92	—
Headmasters and Senior Instructors	£870(1,175) × 30—960(1,296)			
Headmasters and Senior Instructors	£830(1,121) × 35—1,005 × 45—1,140 × 45—1,320(1,670)			
Schoolmasters and Instructors	£550(743) × 20—690 × 25— 840(1,134)			
Schoolmasters and Instructors	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140(1,490)			

APPENDIX IX—UGANDA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>EDUCATION—continued</i>				
	<i>Government Technical Schools, Kampala, Lira, Fort Portal, Mbale and Soroti—continued</i>				
	Bursar Registrar	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2	224	IIIA
	Storekeeper	£550(743) × 20—690 × 25—765(1,033)	C5-4	270-1	IIA
	Clerks and Storekeepers	L.C.S. Clerical Division Executive Class	Regrade		ID
	Warden Quartermasters	L.C.S. General Division General Class	E	—	ID
	Instructors	L.C.S. General and Clerical Division Executive Class	Regrade	293	ID
	Instructors	L.C.S. General Division General Class	E	293	ID
151	Technical Teachers	—	NP	—	—
	Instructors (Master Tailors)	—	NP	—	—
	Schoolmasters	L.C.S. General Division General Class	Regrade	299-304	—
	Teachers	—	NP	—	—
	Clerks	L.C.S. General Class	E	—	ID
	Clerks	L.C.S. Clerical Assistants	SS	—	—
	Artisans	L.C.S. General Division General Class	E	375	—
	Nursing Orderly	L.C.S. Employees Division	SS	329	—
		L.C.S. Employees Division	SS	329	—
		Grades V, VII & X			
	<i>European Schools, Kampala, Jinja, Entebbe and Tororo</i>				
	Headmaster	£830(1,121) × 35—1,005 × 45—1,140 × 45—1,320(1,670)	B	285-6	IIIB
	Headmistresses	£664(896) × 28—804 × 36—912 × 36—1,056(1,406)	B(W)		
	Mistresses	£496(670): 496: 552 × 28—608: 664 × 28—804 × 36—912(1,231)	B(W)	285-6	IIIB
	Clerks	L.C.S. General Class	E	—	ID
		L.C.S. Employees Division Grade X	SS	—	—

APPENDIX IX—UGANDA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>EDUCATION—continued</i>				
<i>Government Indian Schools, Kampala, Jinja and Mbale</i>				
Headmasters (Grade II)	£540(729) × 20—620(837)	} Regrade	294-304	—
Senior Masters (or Mistresses) (Grade IV)	£432(583) × 18—486(656)			
Masters and Mistresses (Grade V)	£331/4(447) × 14/8—388/16(524)			
Masters and Mistresses (Grade VI)	£300(405) × 15—375 × 15—450(608)			
Mistresses (Domestic Science)	£240(324) × 12—300 × 12—360(486)			
	£220(297) × 15—310 × 15—400(540)	} B(W)	285	IIIB
	£176(237) × 12—248 × 12—320(432)			
	£496(670): 496: 552 × 28—608: 664 × 28—804 × 36—912(1,231)			
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistants	SS	—	—
	L.C.S. Employees Division Grades V, VII & X	SS	—	—
<i>Goan Schools, Kampala, Jinja and Entebbe</i>				
Headmistress	£398/8(537) × 16/16—482/8 × 21/12—547/4(738)	} Regrade	294-304	—
Senior Master (Grade IV)	£432(583) × 18—486(656)			
Senior Mistresses (Grade IV)	£331/4(447) × 14/8—388/16(524)			
Mistresses (Grade VI)	£176(237) × 12—248 × 12—320(432)			
	L.C.S. Employees Division Grade X	SS	—	—
<i>Muslim Teacher Training Centre, Kasawo</i>				
Schoolmasters	L.C.S. General Division General Class	Regrade	294-304	—
Clerk	L.C.S. General Division General Class	E	—	ID
	L.C.S. Employees Division Grade X	SS	—	—
<i>Junior Secondary Teacher Training Centre, Mbarara</i>				
Master	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140(1,490)	B	285-6	IIIB
Clerks	L.C.S. General Class	E	—	ID
	L.C.S. Employees Division Grades V, VI & X	SS	—	—

APPENDIX IX—UGANDA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>EDUCATION—continued</i>				
<i>Government Secondary Schools, Nyakasura and Gulu</i>				
Headmasters	£830(1,121) × 35—1,005 × 45—1,140 × 45—1,320(1,670)	Regrade B	285	IIIB
Masters	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140(1,490)	B	285-6	IIIB
Schoolmasters	L.C.S. General Division General Class	Regrade	299-304	—
Clerks	L.C.S. General Class	E	—	ID
Instructors	L.C.S. General Division General Class	E	293	ID
	L.C.S. Employees Division	SS	—	—
	Grades V, VI, VII & X			
<i>Police School, Kampala</i>				
Schoolmaster	L.C.S. General Division General Class	Regrade	299-304	—
	L.C.S. Employees Division Grade V	SS	—	—
<i>Approved School</i>				
Headmaster	£830(1,121) × 35—1,005 × 45—1,140 × 45—1,320(1,670)	Regrade B	285	IIIB
Masters (Technical)	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140(1,490)	Regrade	289-92	IIIB
Matron	£300(405)	NP	—	—
Schoolmasters	L.C.S. General Division General Class	Regrade	299-304	—
Clerk and Storekeeper	L.C.S. Clerical Division General Class	E	271	—
Mechanic	L.C.S. General Division General Class	E	377	—
	L.C.S. Employees Division Grades V & X	SS	—	—
<i>Attached Staff</i>				
	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	} Regrade	284-87	—
	£496(670): 496: 552 × 28—608: 664 × 28—804 × 36—912 × 36—1,056(1,406)			
	£330(446): 330: 372 × 21—435: 456: 498 × 21—603 × 27—684 × 27—792 (1,066)			

APPENDIX IX—UGANDA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
FORESTS				
Chief Conservator of Forests	£1,635(1,985)	£2,400(2,562)	—	—
Deputy Chief Conservator of Forests	£1,435(1,785)	£2,000(2,162)	—	—
Senior Assistant Conservators and Assistant Conservators of Forests	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Senior Assistant Conservators and Assistant Conservators of Forests	£550(743): 550: 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	434(i)	IV
Ecologist	£585(790): 585: 655 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Superintending Forester	£990(1,337) × 30—1,140(1,490)	C2	—	III E
Senior Forester and Forester	£550(743) × 20—690 × 25—840 × 30—960(1,296)	C5-3	—	II A
Chief Clerk and Storekeeper	L.C.S. Clerical Division Special Class	} Regrade	190-3	IF
Clerks	L.C.S. Executive Class			ID
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistants	SS	—	—
Senior Rangers	L.C.S. General Division General Class	E	—	ID
Rangers and Trainees	L.C.S.	E	—	ID
	L.C.S. Employees Division	SS	—	—
	Grades VI, VII & X			
<i>Utilisation Branch</i>				
Forest Engineer	£655(884): 655: 725 × 35—760: 830 × 35—865 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Saw Doctor	£1,000(1,350)	NP	—	—
Sub-Overseer	L.C.S. General Division Executive Class	Regrade	375	ID
Mechanic	L.C.S. General Division General Class	E	377	ID
Clerk	L.C.S. General Class	E	—	ID
	L.C.S. Employees Division Grade VII	SS	—	—

APPENDIX IX—UGANDA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>FORESTS—continued</i>				
<i>Timber Grading Branch</i>				
Timber Grading Officer	£725(979)	NP	—	—
Timber Grading Officer	£630(851) × 20—690 × 25—840 × 30—900 (1,215)	C5-3	—	IIA
Timber Inspectors	L.C.S. General Division Executive Class	Regrade	169-174	ID
Timber Inspectors	L.C.S. General Class	E	—	ID
	L.C.S. Employees Division Grades V & X	SS	—	—
<i>Tororo Industrial Fuel Scheme</i>				
Forester	£630(851) × 20—690 × 25—840 × 30—1,050 (1,400)	NP	—	—
Rangers	L.C.S. General Division General Class	E	—	ID
Clerk	L.C.S. General Class	E	—	ID
GAME AND FISHERIES				
Game Warden	£1,385(1,735)	£2,000(2,162)	—	—
Senior Fisheries Officer	£830(1,121) × 35—1,005 × 45—1,140 × 45— 1,320(1,670)	A	—	IV
Assistant Warden	£690(932) × 25—840 × 30—960 × 40—1,000 (1,350)	C4-2	—	IIC
Game Rangers	£550(743): 550: 600 × 25—700 × 35—945 (1,276)	C5-3	—	IIC
Fisheries Officers	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Fisheries Preventive Officer	£550(743): 550: 600 × 25—700 × 35—945 (1,276)	C5-3	—	IIC
Fish Farming Officer	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Game Assistant	L.C.S. General Division General Class	E	—	ID
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistants	SS	—	—
	L.C.S. Employees Division Grades V, VI & X	SS	—	—

APPENDIX IX—UGANDA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>	
	GEOLOGY					
	<i>Administration and Geology</i>					
	Director of Geological Survey	£1,700(2,050)	£2,400(2,562)	—	—	
	Deputy Director of Geological Survey	£1,485(1,835)	£2,000(2,162)	—	—	
	Assistant Director of Geological Survey	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—	
	Senior Geologists and Geologists	£690(932): 690: 760: 830 × 35—900 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	} IV	
	Metallurgist-Chemist	£690(932): 690: 760: 830 × 35—900 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—		
	Chemist	£690(932): 690: 760: 830 × 35—900 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—		
	Archaeologist	£690(932): 690: 760: 830 × 35—900 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—		
	Petrologist	£690(932): 690: 760: 830 × 35—900 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—		
156	Field Officers	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	384		
	Topographer	£550(743) × 20—690 × 25—840 × 30—960 (1,296)	C5-3	—		IIA
	Field Assistants	£550(743) × 20—690 × 25—715(965)	C5-4	—		IIA
	Office Assistant	£550(743) × 20—690 × 25—840(1,134)	Regrade	190-3		IIA
	Records Officer (Woman)	£552(745): 552: 608: 664 × 28—720 × 28— 840 × 32—912(1,231)	Regrade	384		—
	Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ	
	Clerks	L.C.S. Executive Class	Regrade	190-3	ID	
	Clerks	L.C.S. General Class	E	—	ID	
	Clerks	L.C.S. Clerical Assistants	SS	—	—	
	Senior Draughtsman	L.C.S. General Division Special Class	Regrade	263	IF	
	Draughtsmen	L.C.S. General Division Executive Class	Regrade	263	ID	
	Draughtsmen	L.C.S. General Class	E	263	ID	
	Assistant Chemists	L.C.S. Special Division	C6-4	} 384	Iii	
	Assistant Chemists	L.C.S. Professional Division Grade II	C6-4			
	Technical Assistants	L.C.S. General Division General Class	E	—	ID	
	Learners	—	NP	—	—	
	L.C.S. Employees Division Grades VI, VII & X	—	SS	—	—	

APPENDIX IX—UGANDA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>Rural Water Supplies</i>				
Rural Water Engineer	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
Senior Driller	£870(1,175) × 30—960(1,296)	C2	—	IIE
Drillers and Overseers	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
Topographer	£550(743) × 20—690 × 25—840 × 30—960(1,296)	C5-3	—	IIA
Storekeeper	£550(743) × 20—690 × 25—765(1,033)	C5-4	270-1	IIA
Clerk	L.C.S. Clerical Division Special Class	Regrade	190-3	IF
Clerks	L.C.S. Executive Class	Regrade		ID
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistants	SS	—	—
Artisans	L.C.S. General Division Executive Class	Regrade	375	ID
Artisans	L.C.S. General Division General Class	E	375	ID
	L.C.S. Employees Division	SS	—	—
	Grades VII & X			
HYDROLOGY				
<i>Hydrological Survey</i>				
Director of Hydrological Survey	£1,360(1,710)—Personal £1,600(1,950)	£2,000(2,162)	—	—
Executive Engineers and Assistant Engineers	£655(884): 655: 725 × 35—760: 830 × 35—865 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Hydrologists and Assistant Hydrologists	£655(884): 655: 725 × 35—760: 830 × 35—865 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Senior Hydrological Inspector	£840(1,134) × 30—930(1,256)	C2	372	IIE
Hydrological Inspectors	£550(743) × 20—690 × 25—815(1,100)	C5-3	372	IIA
Excavator Operator	£550(743) × 20—690(932)	C5	—	IIA
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IJJ
Mechanic	L.C.S. General Division Executive Class	Regrade	377	ID
	L.C.S. General Division General Class	E	377	ID
Clerks	L.C.S. General Class	E	—	ID
	L.C.S. Employees Division	SS	—	—
	Grades VII, VIII & X			
Gauge Readers and Caretakers	—	SS	—	—

APPENDIX IX—UGANDA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
INFORMATION				
Director of Information	£1,485(1,835)	£2,200(2,362)	426(19)	—
Assistant Director of Information	£1,335(1,685)	£1,740(1,902)—1,860(2,022)	—	—
Information Officers	£550(743): 550: 620 × 35—725: 760: 830: 865 × 35—1,005 × 45—1,140(1,490)	B5-2	224-7	IIIB
Information Officers	£330(446): 330: 372 × 21—435 × 21—603 × 27—684(923)	B(W) 5-2	224-7	IIIB
Broadcasting Engineer	£550(743): 550: 620 × 35—725: 760: 830: 865 × 35—1,005 × 45—1,140(1,490)	C3-2	—	IIE
Programme Organiser	£550(743): 550: 620 × 35—725: 760: 830: 865 × 35—1,005 × 45—1,140(1,490)	C3-2	—	IIE
Assistant Broadcasting Engineers	£550(743) × 20—690 × 25—840 × 25—890 (1,202)	C5-3	—	IIA
Assistant Programme Organiser	£550(743) × 20—690 × 25—840 × 25—890 (1,202)	C5-3	—	IIA
Photographer	£900(1,215)	NP	—	—
Films Officer	£790(1,066) × 25—840 × 30—960(1,296)	C4-3	—	IIA
Darkroom Assistant	£500(675)	NP	—	—
Printing Works Manager	£930(1,256) × 30—1,020(1,370)	NP	—	—
Machine Minder	£600(810)	NP	—	—
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Assistant Information Officer	L.C.S. Clerical Division Special Class	Regrade	190-3	IF
Mechanic	L.C.S. Professional Division Grade II	E	395	IF
Translators	L.C.S. General Division Executive Class	Regrade	377	ID
Translators	L.C.S. Clerical Division General Class	E	—	ID
Translators	L.C.S. Employees Division	SS	—	—
Mobile News Van Operators	L.C.S. Clerical Division Grade II	E	—	ID
Announcers	L.C.S. General Division Grade I	E	—	ID
Engineering Assistants	L.C.S. Special Division Grade II	C6-4	395	IIi
Engineering Assistants	L.C.S. Professional Division Grade II	C6-4	—	—
Photographic Assistant	L.C.S. General Division General Class	E	—	ID
Linotype Keyboard Operators	Grade II	—	—	—
Compositors	L.C.S. General Division Special Class	Regrade	392	IF
	L.C.S. General Division Executive Class	Regrade	—	ID

APPENDIX IX—UGANDA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
INFORMATION—continued				
Assistant Machine Minder	L.C.S. General Division Executive Class	Regrade	392	ID
Artisan	L.C.S. General Division General Class	E	375	ID
Clerks	L.C.S. Clerical Division	E	—	ID
Clerks	L.C.S. Clerical Assistants	SS	—	—
Drivers	L.C.S. Employees Division	SS	—	—
Office Messengers and Packers	—	SS	—	—
JUDICIAL				
Chief Justice	£2,500(2,850)	£3,200(3,362)	—	—
Puisne Judges	£1,775(2,125)	£2,600(2,762)	—	—
Resident Magistrates	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	387	IV
Registrar	£1,185(1,535) × 45—1,320(1,670)	A	—	IV
Deputy Registrar	£760(1,026): 760: 830 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	IV
Office Superintendent	£690(932) × 25—840(1,134)	C4-3	—	IIA
Librarian-Secretary	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	387	IIJ
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
	L.C.S. Clerical Division Special Class	Regrade	190-3	IF
Clerks	L.C.S. Executive Class	Regrade	190-3	ID
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistants	SS	—	—
Telephone Operator	L.C.S. General Division General Class	Regrade	605(iii)	ID
	L.C.S. Employees Division Grades V-VII & X	SS	—	—
LABOUR				
Labour Commissioner	£1,775(2,125)	£2,600(2,762)	—	—
Deputy Labour Commissioner	£1,435(1,785)	£2,200(2,362)	426(15)	—
Senior Labour Officers	£1,185(1,535) × 45—1,320(1,670)	BI	388	IIIB
Labour Officers	£550(743): 550: 620 × 35—725: 760: 830: 865 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	B5-2		

APPENDIX IX—UGANDA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>LABOUR—continued</i>				
Pollution Control Officer	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Labour Utilisation Officer	£1,400(1,750)	NP	—	—
Officer-in-Charge, Central Labour Exchange	£550(743) × 20—690 × 25—840 × 30—930 (1,256)	C5-3	—	IIA
Senior Medical Officer	£1,650(2,000)	£1,860(2,022)—1,980(2,142)	311	—
Chief Factories Inspector	£1,185(1,535) × 45—1,320(1,670)	A	388	IV
Factories Inspectors	£655(884): 655: 725 × 35—760: 830 × 35— 865 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	388	IV
Engineer Surveyor	£900(1,215) × 30—1,080(1,430)	Regrade	388	—
Office Assistant	£550(743) × 20—690 × 25—840(1,134)	Regrade	190-3	IIA
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Assistant Labour Officer	L.C.S. Professional Division	Regrade	388	—
Senior Labour Inspectors and Labour Inspectors	L.C.S. General Division General Class	E	—	ID
Clerk, Employment Record Service	—	NP	—	—
Clerks	L.C.S. Executive Class	Regrade	190-3	ID
Clerks	L.C.S. General Class	E	—	ID
Laboratory Assistants	L.C.S. General Division General Class	E	266	ID
Photographers	L.C.S. General Division General Class	E	—	ID
Driver	L.C.S. General Division General Class	E	—	ID
	L.C.S. Employees Division	SS	—	—
	Grades V, VII & X			
<i>ARTISAN TRAINING ORGANISATION</i>				
Superintendent	£1,272(1,622)	Regrade	388	—
Trade Testing Officers	£550(743): 550: 620 × 35—725: 760: 830: 865 × 35—1,005 × 45—1,140(1,490)	Regrade	388	—
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Clerks	L.C.S. Executive Class	Regrade	190-3	ID
	L.C.S. General Class	E	—	ID
	L.C.S. Employees Division	SS	—	—
	Grades V, VII & X			
Apprentice Masters	L.C.S.	NP	—	—

APPENDIX IX—UGANDA—*continued*

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>	
	MEDICAL					
	<i>Administrative and General Division</i>					
	Director of Medical Services	£2,000(2,350)	£2,600(2,762)	—	—	
	Deputy Director of Medical Services	£1,775(2,125)	£2,200(2,362)	426(11)	—	
	Assistant Director of Medical Services	£1,700(2,050)	£2,000(2,162)	426(25)	—	
	Medical Superintendent, Mulago	£1,725(2,075)	£2,000(2,162)	426(30)	—	
	Specialists (Surgeons, Physicians, Radiologist, Leprologist, Anaesthetist, Alienist, Gynaecologist)	£1,600(1,950) × 50—1,700(2,050)	£1,860(2,022)—1,980(2,142)	—	—	
	Specialist (Ophthalmologist)	£1,385(1,735) × 50—1,485(1,835)	£1,860(2,022)—1,980(2,142)	—	—	
	Senior Medical Officers	£1,650(2,000)	£1,860(2,022)—1,980(2,142)	311	—	
	Medical Officers	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320 × 45—1,590(1,940)	A	248-9 & 433	IV	
191	Medical Officers	£519(701): 519: 561 × 21—603 × 27—684 × 27—792 × 27—954(1,288)	A	317-8	IV	
	Medical Officers	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	IV	
	Accountants	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,050(1,400)	B5-2	256-60	IIA	
	Administrative Assistant	£690(932) × 25—840 × 30—960 × 40—1,000 (1,350)	Regrade	381	—	
	Hospital Superintendent	£765(1,033) × 25—840 × 30—960 × 40— 1,000(1,350)	C3-2	331	III E	
	Assistant Hospital Superintendents	£530(716) × 20—690 × 20—750(1,013)	C5-4		IIA	
	Welfare Worker	£40 p.m.	NP	—	—	
	Hospital Assistants	£400(540) × 15—460(621)	Regrade	—	IIJ	
	Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade	196-203	IIJ	
	Senior Sub-Assistant Surgeons	L.C.S.	}	317-22	—	
	Sub-Assistant Surgeons	L.C.S.				
	Medical Officers (East Africa), Senior Assistant Medical Officers and Assistant Medical Officers	£430(581): 430 × 22/10—565: 580 × 20—640 × 20—720(972)				Regrade
	do. do.	L.C.S. Special Division Grade II				
	do. do.	L.C.S. Professional Division				

APPENDIX IX—UGANDA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>MEDICAL—continued</i>				
<i>Administrative and General Division—continued</i>				
Hospital Cooks	L.C.S. General Division Executive Class	Regrade	169-174	ID
Hospital Cooks	L.C.S. General Class	E		
Mechanics	L.C.S. General Division	E	377	ID
Clerks	L.C.S. Clerical Division (Special Class)	Regrade	190-3	IF
Clerks	L.C.S. Executive Class	Regrade		
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistants	SS		
Medical Assistants	L.C.S. General Division General Class	E	329	ID
Senior Nursing Orderlies	L.C.S. General Division General Class	E		
<i>Mental Hospital</i>				
Superintendent, Mental Hospital	£765(1,033) × 25—840 × 30—930(1,256)	C3	—	IID
Male Nurses, Mental Hospital	£550(743) × 20—690 × 20—750(1,013)	C5-4	324	IIA
Sister-in-Charge, Mental Hospital	£460(621) × 20—600 × 25—700(945)	N5		V
Female Nurse, Mental Hospital	£460(621) × 20—600 × 25—700(945)	N5		
<i>Pharmaceutical Division</i>				
Chief Pharmacist	£960(1,296) × 40—1,080(1,430)	C1	332	IIF (2)
Pharmacists	£570(770) × 20—690 × 25—840 × 30—960 × 40—1,000(1,350)	C5-2		IIC
Storekeepers	£550(743) × 20—690 × 25—765(1,033)	C5-4	270-1	IIA
Clerk	L.C.S. Clerical Division Special Class	Regrade	190-3	IF
Assistant Storekeeper	L.C.S. Clerical Division Executive Class	Regrade	271	ID
Assistant Medical Storekeepers	L.C.S. General Division	E		
Dispensers	L.C.S. General Division General Class	E	335	ID
<i>Hygiene and Sanitation</i>				
Chief Health Inspector	£1,080(1,430)	CI	333	IIF (2)
Instructor of Hygiene and Sanitation	£1,040(1,390)	C2		IIE
Senior Health Inspectors and Health Inspectors	£570(770) × 20—690 × 25—840 × 30—960 × 40—1,000(1,350)	C5-2	333	IIC
Sanitary Overseers	£550(743) × 20—690(932)	C5	335	IIA
Assistant Health Inspectors	L.C.S. General Division General Class	E	335-6	ID

APPENDIX IX—UGANDA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>MEDICAL—continued</i>				
<i>Nursing Division</i>				
Chief Matron	£850(1,148)	N1	327	—
Matrons, Grade I	£780(1,053)	N2		
Matrons, Grade II	£730(986)	N3		
Nursing Sisters	£460(621) × 20—600 × 25—700(945)	N5	323	V
Housekeeper (Mulago)	£400(540) × 15—460(621)	Regrade	—	IIJ
Nurse-Midwives (Asian)	—	—	329	ID
Nurse Midwives and Nurses (Asian)	L.C.S.			
Nurse-Midwife and Nurse-Midwives	L.C.S. Grade II			
<i>Physiotherapy Division</i>				
Physiotherapists	£460(621) × 20—600 × 25—700(945)	N4	326	V
<i>Laboratory and Entomological Division</i>				
Senior Pathologist	£1,600(1,950) × 50—1,700(2,050)	£1,860(2,022)—1,980(2,142)	—	—
Pathologists	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320 × 45—1,590(1,940)	A	248-9 & 433	IV
Government Chemist	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	IV
Senior Entomologist and Entomologists (Medical)	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Laboratory Technicians	£570(770) × 20—690 × 25—840 × 30—960 × 40—1,000(1,350)	C5-2	264-6	IIC
Assistant Bacteriologist	£690(932) × 25—815(1,100)	Regrade	—	—
Malaria Field Officer	£550(743) × 20—690 × 25—840 × 30—960 (1,296)	C5-3	—	IIA
Radiographers	£550(743) × 20—690 × 25—840(1,134)	C5-3	334	IIA
Receptionist Secretary Radiography (Mulago)	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Laboratory Technician	L.C.S. General Division Executive Class	Regrade	266	ID
Laboratory Assistants	L.C.S. General Division General Class	E	266	ID
Laboratory Assistant, Chemical Laboratory	L.C.S. General Division General Class	E		
Entomological Orderlies	L.C.S. General Division General Class	E		

APPENDIX IX—UGANDA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>MEDICAL—continued</i>				
<i>Dental Division</i>				
Dental Surgeons	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320 × 45—1,590(1,940)	A	433(iii)	IV
Dental Mechanics	£550(743) × 20—690 × 25—840(1,134)	C5-3	—	IIA
<i>Miscellaneous Employees and Learners</i>				
Artisans	L.C.S. General Division General Class	E	375	ID
Vehicle Mechanic	L.C.S. General Division General Class Grade I	E	377	ID
	L.C.S. Employees Division Grades V-VII, IX & X	SS	—	—
<i>MISCELLANEOUS SERVICES GENERAL</i>				
General Service Officers	£630(851) × 20—690 × 25—840 × 30—930 (1,256)	C5-3	—	IIA
Manager, African Housing Estates	£630(851) × 20—690 × 25—840 × 30—930 (1,256)	C5-3	—	IIA
Stenographers and Clerks	L.C.S. Clerical Division Special Class £370(500) × 15—490: 510 × 15—540(729)	Regrade Regrade C(W)	190-3 196-203	IF IJJ
<i>Traffic Control Board</i>				
Secretary to the Traffic Control Board	£630(851) × 20—690 × 25—840 × 30—930 (1,256)	C5-3	—	IIA
Clerk	L.C.S. General Class L.C.S. Employees Division	E SS	— —	ID —
<i>Gowers Park Hostel, Entebbe</i>				
Manager	£600(810)	NP	—	—
Manageress	£300(405)	NP	—	—
Domestic Employees	—	SS	—	—

APPENDIX IX—UGANDA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>MEDICAL—continued</i>				
<i>Kitante Court Hostel, Kampala</i>				
Manager	£600(810)	NP	—	—
Manageress	£300(405)	NP	—	—
Domestic Employees	—	SS	—	—
<i>Hostel, Jinja</i>				
Manageress	£300(405)	NP	—	—
Domestic Employees	—	SS	—	—
<i>Seconded Staff: Kampala Municipal Council</i>				
Town Engineer	—	NP	—	—
Executive Officer, Township Authority	—	NP	—	—
Building Inspector	—	NP	—	—
Engineering Assistant	—	NP	—	—
Assistant Health Inspectors	—	NP	—	—
POLICE				
Commissioner of Police	£1,750(2,100)	£2,600(2,762)	—	—
Deputy Commissioner of Police	£1,485(1,835)	£2,200(2,362)	—	—
Assistant Commissioners of Police	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
Senior Superintendents	£1,185(1,535) × 45—1,320(1,670)	BI	—	III C
Superintendents, Assistant Superintendents and Cadets	£550(743): 550: 610 × 30—700 × 30—760: 820 × 30—940 × 40—980 × 40—1,140(1,490)	B5-3 & B2	354	III C
Accountant	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2	256-60	III A
Quartermaster Inspectors	£790(1,066) × 25—840 × 30—900(1,215)	C4-3	—	II A
Inspectors	£490(662) × 20—690 × 25—715(965)	P2	345 &	VI
	£294(397) × 12—414 × 15—429(579)		348-50	VI
Armourers	£490(662) × 20—690 × 25—840(1,134)	P2	348-50	VI

APPENDIX IX—UGANDA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>		
	<i>POLICE—continued</i>						
	Office Superintendent	£690(932) × 25—840(1,134)	C4-3	—	IIA		
	Registry Superintendent (Women)	£470(635) × 20—610(824)	Regrade C(W)	190-193	—		
	Stenographers and Clerks	£370(500) × 15—490; 510 × 15—540(729)	Regrade C(W)	196-203	IIJ		
	Chief Clerk	L.C.S. Clerical Division Special Class	} Regrade	190-3	IF		
	Clerks	L.C.S. Executive Class			ID		
	Clerks	L.C.S. General Class	E	—	ID		
	Clerks	L.C.S. Clerical Assistants	SS	—	—		
	Armourer	L.C.S. £390(527) × 15—450(608)	Regrade	169-174	IF		
	Sub-Inspectors	£112(151) × 6—136 × 8—144 × 9—180 × 10—240 × 15—330(446)	} P7+5	}			
	Probationer Sub-Inspectors	£112(151)					
166	Head Constables-Major	£114(154) × 3—120(162)	P8A	} 345 and 348-50	VI		
	Head Constables	£105(142) × 3—111(150)	P9A				
	Station Sergeants	£81(109) × 3—90(122)	P10A				
	Sergeants	£66(89) × 3—75(101)	P11A				
	Corporals	£54(73) × 1/16s.—72(97)	P12A				
	Constables	£43/4s.(58) × 1/4s.—66(89)	} P14A				
	Recruits	£40/16s.(55); 42(57)					
	Buglers	£24(32) × 3—39(52)	NP				
	Bugler Constables	£40/16s.(55) × 1/4s.—66(89)	P14A				
	Police Matrons	—	NP			—	—
	Detective Head Constables	£105(142) × 3—111(150)	P9A			} 345 & 348-50	VI
	Detective Station Sergeants	£78(105) × 3—90(122)	P10A				
	Detective Sergeants	£66(89) × 3—75(101)	P11A				
	Detective Corporals	£54(73) × 1/16s.—72(97)	P12A				
	Detective Constables	£43/4s.(58) × 1/4s.—66(89)	P14A				
	Schoolmasters	L.C.S. General Division General Class	Regrade	301	ID		
	Mechanic	L.C.S. General Division General Class	E	377	ID		
	Carpenters	L.C.S. General Division General Class	E	375	ID		
	Cobblers	L.C.S. General Class	E	—	ID		
	Cobblers	L.C.S. Employees Division	SS	—	—		
	Tailor	L.C.S. General Division General Class	E	—	ID		
		L.C.S. Employees Division Grades V-X	SS	—	—		

APPENDIX IX—UGANDA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>POLICE—continued</i>				
<i>Police Band</i>				
Bandmaster	£550(743): 550: 610 × 30—700 × 30—760: 820 × 30—940 × 40—980(1,323)	B5-3	—	IIIC
Head Constable	£105(142) × 3—111(150)	P9A	345 and 348-50	VI
Sergeants	£66(89) × 3—75(101)	P11A		
Corporals	£54(73) × 1/16s.—72(97)	P12A		
Constable-Bandsmen	£43/4s.(58) × 1/4s.—66(89)	P14A		
Buglers	£24(32) × 3—39(52)	NP		
Bugler Constables	£40/16s.(55) × 1/4s.—66(89)	P14A		
<i>Police Radio Section</i>				
Superintendents, Assistant Superintendents and Cadets	£550(743): 550: 610 × 30—700 × 30—760: 820 × 30—940 × 40—980 × 40—1,140 (1,490)	B5-3 & B2	354	IIIC
Inspectors	£490(662) × 20—690 × 25—715(965)	P2	345 and 348-50	VI
Radio Sergeants	£66(89) × 3—75(101)	P11A		
Radio Corporals	£54(73) × 1/16s.—72(97)	P12A	345 and 348-50	VI
Radio Constables	£43/4s.(58) × 1/4s.—66(89)	P14A		
Mechanics	L.C.S. General Division Executive Class	Regrade	377	ID
	L.C.S. Employees Division—Grade X	SS	—	—
<i>Mechanical Section</i>				
Superintendents, Assistant Superintendents and Cadets	£550(743): 550: 610 × 30—760: 820 × 30— 940 × 40—980 × 40—1,140(1,490)	B5-3 & B2	354	IIIC
Inspectors (Technical)	£490(662) × 20—690 × 25—840(1,134)	P2	345 and 348-50	VI
Inspectors	£490(662) × 20—690 × 25—715(965)			
Mechanics	L.C.S. General Division Executive Class	Regrade	377	ID
Drivers	L.C.S. Employees Division	SS	—	—
<i>Fire Brigades</i>				
<i>Kampala</i>				
Fire Master	£850(1,148)	NP	345 & 348-50	VI
Firemen-Corporals	£54(73) × 1/16s.—72(97)	P12A		
Firemen-Constables	£43/4s.(58) × 1/4s.—66(89)	P14A		
Drivers	L.C.S. Employees Division	SS	—	—

APPENDIX IX—UGANDA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>POLICE—continued</i>				
<i>Jinja</i>				
Firemen-Corporals	£54(73) × 1/16s.—72(97)	P12A	} 345 and 348-50	VI
Firemen-Constables	£43/4s.(58) × 1/4s.—66(89)	P14A		
Drivers	L.C.S. Employees Division	SS		
<i>Entebbe</i>				
Firemen-Corporal	£54(73) × 1/16s.—72(97)	P12A	} 345 and 348-50	VI
Firemen-Constable	£43/4s.(58) × 1/4s.—66(89)	P14A		
Driver	L.C.S. Employees Division	SS		
<i>Mbale</i>				
Firemen-Corporal	£54(73) × 1/16s.—72(97)	P12A	} 345 and 348-50	VI
Firemen-Constable	£43/4s.(58) × 1/4s.—66(89)	P14A		
<i>Special Constabulary</i>				
Commandant of Special Constabulary	£1,185(1,535) × 45—1,320(1,670)	NP	—	—
Stenographer and Clerk	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
	L.C.S. Employees Division Grade X	SS	—	—
<i>U.E.B. Detachment, Jina</i>				
Inspector	£490(662) × 20—690 × 25—715(965)	P2	} 345 and 348-50	VI
Sergeant	£66(89) × 3—75(101)	P11A		
Corporal	£54(73) × 1/16s.—72(97)	P12A		
Constables	£43/4s.(58) × 1/4s.—66(89)	P14A		
<i>Immigration and Passports Branch</i>				
Deputy Principal Immigration Officer	£1,185(1,535) × 45—1,320(1,670)	BI	} 386	IIIC
Immigration Officers	£550(743): 550: 610 × 30—760: 820 × 30—940 × 40—980 × 40—1,140(1,490)	B5-2		
Immigration Officer (Woman)	£440(594): 440: 488 × 24—608: 656 × 24—752 × 32—784 × 32—912(1,231)	B(W) 5-2	386	IIIC
Stenographers and Clerks	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Clerks	L.C.S. Executive Class	Regrade	190-3	ID
Clerks	L.C.S. General Class	E	—	ID
	L.C.S. Employees Division Grade X	SS	—	—

APPENDIX IX—UGANDA—*continued*

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	U.E.B. DETACHMENT, JINJA— <i>continued</i>				
	<i>Railway Police</i>				
	Superintendent or Assistant Superintendent	£550(743): 550: 610×30—760: 820×30— 940×40—980×40—1,140(1,490)	B5-3 and B2	354	IIIC
	Inspector	£490(662)×20—690×25—715(965)	P2	345 and 348-50	VI
	Sub-Inspectors	£112(151)×6—136×8—144×9—180×10 —240×15—330(446)	P7+5		
	Clerks	L.C.S. General Class	E	—	ID
	Clerks	L.C.S. Clerical Assistant	SS	—	—
	PRINTING				
	Government Printer	£1,385(1,735)	£2,000(2,162)	—	—
691	Assistant Government Printer	£1,050(1,400)×45—1,140(1,490)	CI	392	IIF (2)
	Administrative Assistant	£690(932)×25—840×30—960×40—1,000 (1,350)	Regrade	381	—
	Press Superintendent	£930(1,256)×30—1,020(1,370)	C2	392	IIE
	Press Engineer	£815(1,100)×25—840×30—900×30— 1,020(1,370)	C3-2		
	Assistant Press Superintendents	£570(770)×20—690×25—715×25—890 (1,202)	C5-3	—	IIA
	Assistant Press Superintendents	£715(965)×25—840×30—930(1,256)	NP	—	—
	Section Overseers	£650(877)×20—690×25—840×30—900 (1,215)	NP	—	—
	Proof Reader	£550(743)×20—690×25—715(965)	C5-4	—	IIA
	Proof Reader	£630(851)×20—690×25—815(1,100)	NP	—	—
	Stenographer and Clerk	£370(500)×15—490: 510×15—540(729)	Regrade C(W)	196-203	IIJ
	Chief Clerk	L.C.S. Clerical Division Special Class	Regrade	190-3	IF
	Clerks	L.C.S. Executive Class	Regrade		ID
	Clerks	L.C.S. General Class	E	—	ID
	Copyholders	£396(535)	NP	—	—
	Engineering Assistant	L.C.S. General Division Executive Class	C6-4	395	IIi
	Monotype and Linotype/Intertype Operators	L.C.S. General Division Special Class	Regrade	392	IF
	Monotype and Linotype/Intertype Operators	L.C.S. General Division	Regrade		ID
	Monotype and Linotype/Intertype Operators	£600(810)	Regrade		IF

APPENDIX IX—UGANDA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>PRINTING—continued</i>				
Monotype and Linotype/Intertype Operators and Assistant Operators	L.C.S. General Division Executive Class	Regrade	392	ID
Compositors, Machine Operators and Bookbinders	L.C.S. General Class	Regrade		
	L.C.S. General Division Executive Class	Regrade		
Compositors, Machine Operators and Bookbinders	L.C.S. General Class	Regrade		
Learners	L.C.S. General Division General Class	NP	—	—
Driver	L.C.S. General Division General Class	E	—	ID
Carpenter	L.C.S. General Division General Class	E	—	ID
	L.C.S. Employees Division	SS	—	—
	Grades V, VII & X			
<i>PRISONS</i>				
Commissioner of Prisons	£1,435(1,785)	£2,200(2,362)	—	—
Assistant Commissioner of Prisons	£1,100(1,450)	CI	393	IIF (2)
Superintendent, Senior Assistant Superintendents and Assistant Superintendents	£550(743): 550: 600 × 25—725: 775 × 25—875 × 30—1,025(1,375)	C5-2	393	IIC
do. do.	£440(594): 440: 480 × 20—580: 620 × 20—700 × 24—820(1,107)	C(W) 5-2	393	IIC
Assistant Superintendents (Industries and Buildings)	£550(743): 550: 600 × 25—725: 775 × 25—875 × 30—1,025(1,375)	C5-2	393	IIC
Senior Supervisor	£630(851) × 20—690 × 25—840 × 30—900 (1,215)	NP	—	—
Clerks	L.C.S. Executive Class	Regrade	190-3	ID
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistant	SS	—	—
Carpenter-Instructors	L.C.S. General Division Executive Class	Regrade	293	ID
Tailor-Instructors	—	NP	—	—
Building Instructors	L.C.S. General Division Executive Class	Regrade	293	ID
	L.C.S. Employees Division	SS	—	—
	Grades V, VII & X			

APPENDIX IX—UGANDA—continued

	Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
	<i>PRISONS—continued</i>				
	Jailers	£100(135) × 6—136 × 8—144 × 9—180 × 10—240 × 15—330(446)	P7 + 5	355-7 and 360	VI
	Chief Warder (Luzira Central Prison)	£132(178) × 3—150(203)	P6A		
	Chief Warder, Class I	£114(154) × 3—120(162)	P8A		
	Chief Warders, Class II	£93(125) × 3—102 × 3—111(150)	P9A		
	Chief Warders, Class III	£72(97) × 2/8s.—81/12. × 2/8s.—90(122)	P10A		
	Sergeant Warders	£62/8s.(84) × 1/16s.—66 × 1/16s.—69(93)	P11A		
	Corporal Warders	£55/4s.(75) × 1/16s.—60/12s. × 1/16s.—66(89)	P12A		
	Lance-Corporal Warders	£51/12s.(70) × 1/16s.—55/4s. × 1/16s.—58/16s.(79)	P15A		
	Warders	£43/4s.(58) × 1/4s.—46/16s. × 1/4s.—51/12s. × 1/4s.—56/8s.(76)	P16A		
171	Recruits	£40/16s.(55)	P16A		
	Matrons or Women Warders	—	NP	—	—
	<i>Reform School</i>				
	Superintendent or Senior Assistant Superintendent or Assistant Superintendent of Prisons	£550(743): 550: 600 × 25—725: 775 × 25—875 × 30—1,025(1,375)	C5-2	393	HC
	Matron	£300(405)	NP	—	—
	Superintendent's Assistant	£100(135) × 6—136 × 8—144 × 9—180 × 10—240 × 15—330(446)	E	—	ID
	Instructor General Duties	£100(135) × 6—136 × 8—144 × 9—171: 180 × 10—240(324)	E	293	ID
	Instructors	£60(81) × 3—75 × 3—87 × 3—96: 100 × 6—136 × 8—144 × 9—171: 180 × 10—240(324)	E		
	Drill Sergeant	—	P11A	360	VI
	Warder (Driver)	L.C.S. Employees Division Grade VII	SS P	—	— VI

APPENDIX IX—UGANDA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
PROVINCIAL ADMINISTRATION				
Senior Provincial Commissioner	£1,850(2,200)	£2,600(2,762)	426(4)	—
Resident Buganda and Provincial Commissioners	£1,775(2,125)			
Judicial Adviser	£1,500(1,850)	£2,000(2,162)	426(32)	—
Administrative Officers (Staff Grade)	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
District Officers, Assistant District Officers and Cadets	£550(743): 550: 620 × 35—725: 760: 830 × 35—900: 1,005 × 45—1,140 × 45—1,320 (1,670)	A	—	IV
<i>Buganda</i>				
Protectorate Agent, Kampala	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,140(1,490)	B5-2	—	IIIB
Sleeping Sickness Inspector	£530(716) × 20—690 × 25—890(1,202)	C5-3	—	IIA
Executive Officer, Township Authority, Masaka	£690(932) × 25—840 × 30—960(1,296)	Regrade	400	IIA
Male Clerk	£550(743) × 20—690(932)	Regrade	190-3	IIA
Clerks and Stenographers	£370(500) × 15—590: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Chief Clerk	L.C.S. Clerical Division Special Class	Regrade	190-3	IF
Clerks	L.C.S. Executive Class	Regrade		ID
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistant	SS	—	—
	L.C.S. Employees Division Grades V-X	SS	—	—
<i>Eastern Province</i>				
Sleeping Sickness Inspector	£530(716) × 20—690 × 25—890(1,202)	C5-3	—	IIA
Executive Officer, Township Authority, Mbale	£690(932) × 25—840 × 30—960(1,296)	Regrade	400	IIA
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Chief Clerk	L.C.S. Clerical Division Special Class	Regrade	190-3	IF
Clerks	L.C.S. Executive Class	Regrade		ID
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistants	SS	—	—
Sub-Overseer	L.C.S. General Division Executive Class	Regrade	375	ID
Artisans	L.C.S. General Division Executive Class	Regrade		
	L.C.S. Employees Division Grades V-X	SS	—	—

APPENDIX IX—UGANDA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>PROVINCIAL ADMINISTRATION—continued</i>				
<i>Western Province</i>				
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196–203	IJJ
Chief Clerk	L.C.S. Clerical Division Special Class	Regrade	190–3	IF
Clerks	L.C.S. Executive Class	Regrade		ID
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistants	SS	—	—
	L.C.S. Employees Division Grades V–X	SS	—	—
<i>Northern Province</i>				
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196–203	IJJ
Chief Clerk	L.C.S. Clerical Division Special Class	Regrade	190–3	IF
Clerks	L.C.S. Executive Class	Regrade		ID
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistants	SS	—	—
	L.C.S. Employees Division Grades V–X	SS	—	—
Government Agents, Karamoja	—	NP	—	—
PUBLIC WORKS DEPARTMENT				
Director of Public Works	£1,850(2,200)	£2,600(2,762)	—	—
Deputy Director of Public Works	£1,535(1,885)	£2,200(2,362)	—	—
Assistant Directors of Public Works	£1,435(1,785)	£2,000(2,162)	—	—
Assistant Establishment Officer	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,050(1,400)	B5–2	397	IIIB
Executive Engineers and Assistant Engineers	£655(884): 655: 725 × 35—760: 830 × 35— 865 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	—	IV
Pupil Engineers	£550(743): 585: 620(837)	A	434(ii)	IV
Chief Water and Drainage Engineer	£1,385(1,735)	£1,740(1,902)—1,860(2,022)		—
Water and Drainage Engineer	£1,050(1,400) × 45—1,320(1,670)	A	—	IV
Mechanical and Electrical Engineers	£655(884): 655: 725 × 35—760: 830 × 35— 865 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	—	IV
Chief Architect	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—

APPENDIX IX—UGANDA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
PUBLIC WORKS DEPARTMENT—continued				
Architects	£655(884): 655: 725 × 35—760: 830 × 35—865 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	—	IV
Architectural Assistants	£550(743) × 20—690 × 25—790 × 25—840 × 30—900(1,215)	C5-3	—	IIA
Senior Quantity Surveyor and Contracts Officer	£1,185(1,535) × 45—1,320(1,670)	A	—	IV
Quantity Surveyor	£655(884): 655: 725 × 35—760: 830 × 35—865 × 35—1,005 × 45—1,140(1,490)	A	—	IV
Chief Accountant	£1,300(1,650)	£1,740(1,902)—1,860(2,022)	259	—
Senior Accountant	£1,095(1,445) × 45—1,230(1,580)	BI	256-60	IIIA
Accountants	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2	256-60	IIIA
174 Superintendent of Stores	£1,200(1,550)	CI	} 270-1	II(F) (2)
Senior Storekeepers	£790(1,066) × 25—840 × 30—900(1,215)	C3		IIA
Storekeepers	£550(743) × 20—690 × 25—765(1,033)	C5-4		IIA
Superintendent, Engineering School	£830(1,121) × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A or B3-1	396	—
Instructors	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140(1,490)	Regrade	288-92	—
Workshop Manager	£960(1,296) × 30—1,080(1,430)	C2	} 372	IIIE
Transport Officer	£920(1,242) × 40—1,000(1,350)	C2		
Superintendents of Works	£920(1,242) × 40—1,000(1,350)	C2		
Senior Supervisors	£550(743) × 20—690 × 25—890(1,202)	Regrade	373	IIA
Estates Officer	£630(851) × 20—690 × 25—840 × 30—930 (1,256)	C4-3	—	IID
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Bursar and Physical Training Officer	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140(1,490)	B5-2	396	IIIB
Senior Engineering Assistants and Engineering Assistants	L.C.S. Special Division	} C6-4	374	Iii
Senior Engineering Assistants and Engineering Assistants	L.C.S. Professional Division			
Warden Quartermaster (Engineering School)	L.C.S. General Division	E	—	ID

APPENDIX IX—UGANDA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>PUBLIC WORKS DEPARTMENT—continued</i>				
Instructors (Engineering School)	L.C.S. General Division	E	293	ID
Engineering Pupils	—	NP	—	—
Assistant Accountant	L.C.S. Clerical Division £600(810)	Regrade	190-3	IF
	L.C.S. Clerical Division Special Class	Regrade	190-3	IF
Clerks	L.C.S. Executive Class	Regrade	190-3	ID
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistants	SS	—	—
Surveyor's Assistant	L.C.S. General Division General Class	E	276	ID
Senior Sub-Overseers	L.C.S. General Division Special Class	Regrade	—	IF
Sub-Overseers	L.C.S. General Division Executive Class	Regrade	375	ID
Sub-Overseers	L.C.S. General Class	E	—	ID
Senior Draughtsman	L.C.S. General Division Special Class	Regrade	—	IF
Draughtsmen	L.C.S. General Division Executive Class	Regrade	261-3	ID
Draughtsmen	L.C.S. General Class	E	—	ID
Building Inspector	L.C.S. General Division Executive Class	Regrade	375	ID
Rest-House Keepers	L.C.S. General Division General Class	E	—	ID
Water Inspectors	L.C.S. General Division Executive Class	Regrade	—	—
Road Inspectors	L.C.S. General Division General Class	E	—	—
Artisans	L.C.S. General Division Executive Class	Regrade	375	ID
Artisans	L.C.S. General Class	E	—	—
Tug Master	L.C.S. General Division General Class	E	—	—
	L.C.S. Employees Division Grades V-X	SS	—	—
<i>Entebbe Airport</i>				
Airport Manager	£970(1,310) × 35—1,110(1,460)	BI	411	IIID (4)
Assistant Airport Manager	£610(824) × 20—690 × 35—840 × 30—900 (1,215)	B5-3	411	IIID (2)
Receptionist (Woman)	—	NP	—	—
Clerical Assistant (Woman)	—	NP	—	—
Airfield Assistant	L.C.S. General Division General Class	E	—	ID
Telephone Operators	L.C.S. General Division General Class	E	605(iii)	ID
	L.C.S. Employees Division Grades V, VII & X	SS	—	—

APPENDIX IX—UGANDA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	SECRETARIAT				
	Chief Secretary	£2,400(2,750)	£3,100(3,262)	—	—
	Commissioner on Special Duty	£2,100(2,450)	NP	—	—
	Financial Secretary	£2,100(2,450)	£2,900(3,062)	—	—
	Secretary for African Affairs	£2,000(2,350)	£2,800(2,962)	—	—
	Secretary for Social Services and Local Government	£2,000(2,350)	£2,800(2,962)	—	—
	Secretary for Agriculture and Natural Resources	£2,000(2,350)	£2,800(2,962)	—	—
	Administrative Secretary	£1,775(2,125)	£2,400(2,562)	—	—
	Establishment Secretary	£1,700(2,050)	£2,400(2,562)	—	—
	Deputy Financial Secretaries	£1,535(1,885)	£2,200(2,362)	426(10)	—
	Assistant Chief Secretaries	£1,435(1,785)	} £1,740(1,902)—1,860(2,022)	—	—
	Assistant Financial Secretary	£1,435(1,785)		—	—
	Commissioner for Local Government	£1,775(2,125)	NP	—	—
	Administrative Officer (Staff Grade)	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
	Land Tenure Officer	£1,500(1,850)	£2,000(2,162)	426(32)	—
	Senior Establishment Officers	£1,185(1,535) × 45—1,320(1,670)	BI	397	IIIB
	Secretaries	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—900: 1,005 × 45—1,140 × 45—1,320(1,670)	B	397	IIIB
	Supervisor of Clerical Training	£1,095(1,445) × 45—1,230(1,580)	BI	—	IIIA
	Office Supervisor	£840(1,134) × 30—960(1,296)	Regrade C	190-3	IIA
	Archivist	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,140(1,490)	B5-2	—	IIIB
	Assistant Establishment Officers	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2	397	IIIB
	Development Assistant	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2	228	IIIB
	Estimates Officer	£550(743): 550: 620 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2	228	IIIB
	Inspector of Police (Courier)	£490(662) × 20—690 × 25—715(965)	P2	350	VI
	Palantypists	£570(770) × 20—690 × 25—840(1,134)	C5-3	—	IIA
	Superintendent, Security Registry	£510(688) × 15—585(790)	Regrade	190-3	—

APPENDIX IX—UGANDA—continued

	Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
SECRETARIAT—continued					
	Cypher Officer	£510(688) × 15—585(790)	Regrade	190-3	—
	Stenographers and Clerks	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	III
	Establishment Assistant	L.C.S. Clerical Division £600(810)	Regrade	397	IF
	Assistant Section Officers	L.C.S. Special Division Grade II	Regrade	190-3	IF
		L.C.S. Clerical Division Special Class	Regrade		
		L.C.S. Executive Class	Regrade		
	Clerks	L.C.S. General Class	E	—	ID
	Clerks	L.C.S. Employees Division	SS	—	—
		Grades V, VII & X			
	Telephone Switchboard Operator	£90(122) × 6—150(203)	E	605(iii)	ID
SURVEY, LAND AND MINES					
177	Director of Surveys, Land Officer and Commissioner of Mines	£1,750(2,100)	£2,600(2,762)	—	—
	Deputy Director of Surveys, Deputy Land Officer and Deputy Commissioner of Mines	£1,485(1,835)	£2,200(2,362)	—	—
	Assistant Director of Surveys and Assistant Land Officer	£1,435(1,785)	£2,000(2,162)	—	—
	Assistant Commissioner of Mines	£1,435(1,785)	£2,000(2,162)	—	—
	Town Planner	£1,435(1,785)	£2,000(2,162)	—	—
	Registrar of Titles and Conveyancer	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—
	Assistant Town Planners	£1,000(1,350)	NP	—	—
	Senior Surveyors and Surveyors	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	}	IV
	Mines Surveyor	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A		
	Senior Inspector and Inspector of Mines	£655(884): 655: 725 × 35—760: 830 × 35— 865: 900 × 35—1,005 × 45—1,140 × 45— 1,320(1,670)	A		
	Land Assistant	£670(904) × 20—690 × 25—840 × 30—900 (1,215)	C4-3		
			—		

APPENDIX IX—UGANDA—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
SURVEY, LAND AND MINES—continued				
Rating Officer	£550(743): 550: 620 × 35—725: 760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Assistant Registrars of Titles and Conveyancers	£760(1,026): 760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	
Senior Land and Mines Secretary	£840(1,134) × 30—960 × 30—1,080(1,430)	B3-2	389	IIID (3)
Land and Mines Secretary	£840(1,134) × 30—960 × 30—1,080(1,430)	B3-2		
Computers	£550(743): 550: 620 × 35—725 × 35—1,005 × 45—1,140(1,490)	Regrade	277	—
Chief Draughtsman	£870(1,175) × 30—960 × 40—1,080(1,430)	C2	261-2	IIE
Drawing Office Supervisor	£790(1,066) × 25—840 × 30—960(1,296)	C4-3	261-2	IIA
Draughtsmen	£550(743) × 20—690 × 25—840(1,134)	Regrade	389	—
Photographer	£790(1,066) × 25—840 × 30—900(1,215)	C4-3	—	IIA
Lithographer	£670(904) × 20—690 × 25—840(1,134)	C4-3	—	IIA
Office Superintendent and Storekeeper	£690(932) × 25—840(1,134)	C4-3	—	IIA
Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
Senior Draughtsmen	L.C.S. General Division Special Class	Regrade	261-3	IF
Draughtsmen	L.C.S. General Division Executive Class	Regrade		ID
Draughtsmen	L.C.S. General Class	E	190-3	ID
Chief Clerk	L.C.S. Clerical Division Special Class	Regrade		IF
	L.C.S. Clerical Division Special Class	Regrade	190-3	IF
	L.C.S. Executive Class	Regrade		ID
Clerks	L.C.S. General Class	E	190-3	ID
Clerks	L.C.S. Clerical Assistants	SS		—
Clerks	L.C.S. General Division Executive Class	Regrade	190-3	ID
Machine Operator	L.C.S. Special Division Grade II	Regrade		IF
Inspecting Surveyors	L.C.S. Professional Division Grade I	Regrade	276	ID & F
Inspecting Surveyors	L.C.S. Special Division Grade II	Regrade		IF
Surveyors	L.C.S. Professional Division Grade I	Regrade	276	ID & F
Surveyors	L.C.S. Professional Division Grade II	Regrade		ID
Assistant Surveyors	L.C.S. General Division General Class	E	276	ID
Computers	L.C.S. Professional Division Grade I	Regrade	277	ID & F
Computers	L.C.S. Professional Division Grade II	Regrade		ID
Assistant Computers	L.C.S. General Division General Class	E	—	ID
Survey and Computer Students	—	NP	—	—
Learner Draughtsmen	—	NP	—	—
	L.C.S. Employees Division	SS	—	—
	Grades V, VII & X			

APPENDIX IX—UGANDA—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
TOWNSHIP AUTHORITIES				
<i>Entebbe</i>				
Executive Officers	£690(932) × 25—840 × 30—960(1,296)	Regrade	400	IIA
Senior Sub-Overseer	L.C.S. General Division Special Class	} Regrade	375	IF
Sub-Overseer	L.C.S. General Division Executive Class			ID
Clerks	L.C.S. Executive Class	Regrade	190-3	ID
Clerks	L.C.S. General Class	E	—	ID
	L.C.S. Employees Division	SS	—	—
	Grades VI, VII & X			
<i>Jinja</i>				
Town Clerk	£1,400(1,750)	NP	—	—
Accountant	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,050(1,400)	B5-2	256-60	IIIA
Secretary to the Township Authority	£630(851) × 20—690 × 25—840 × 30—930 (1,256)	Regrade	} 400	IIA
Assistant Town Clerk	£690(932) × 25—840 × 30—960(1,296)	Regrade		
Executive Officer	£690(932) × 25—840 × 30—960(1,296)	Regrade		
Conservancy Officers	£550(743) × 20—690 × 25—715(965)	C5-4	—	IIA
Superintendent, African Housing Estate	£630(851) × 20—690 × 25—840 × 30—930 (1,256)	C4-3 & shadow	—	IIA
Stenographer	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	} 196-203	IIJ
Plans Clerk	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)		
Sub-Overseer	L.C.S. General Division Executive Class	Regrade	375	ID
Mechanics	L.C.S. General Division General Class	E	—	ID
Mechanics	L.C.S. Employees Division Grade VI	SS	—	—
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistants	SS	—	—
Market Master		E	—	—
	L.C.S. Employees Division	SS	—	—
	Grades V, VII & X			

APPENDIX IX—UGANDA—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>TOWNSHIP AUTHORITIES—continued</i>				
<i>Mbale</i>				
Town Clerk	—	NP	—	—
Assistant Town Clerk	£690(932) × 25—840 × 30—960(1,296)	Regrade	400	IIA
Clerks	L.C.S. General Class	E	—	ID
Clerks	L.C.S. Clerical Assistant	SS	—	—
Supervisor of Market and Slaughter-house	L.C.S. General Division General Class	E	—	ID
Sub-Overseer	L.C.S. General Division Executive Class	Regrade	375	ID
Artisan	L.C.S. General Division Executive Class	Regrade	375	ID
	L.C.S. Employees Division Grades V-X	SS	—	—
<i>Masaka</i>				
Executive Officer	£690(932) × 25—840 × 30—960(1,296)	Regrade	400	IIA
Clerks	L.C.S. Executive Class	Regrade	190-3	ID
Clerks	L.C.S. General Class	E	—	ID
	L.C.S. Clerical Assistants	SS	—	—
Artisan	L.C.S. General Division General Class	E	375	ID
	L.C.S. Employees Division Grades V-VIII	SS	—	—
<i>TSETSE CONTROL</i>				
Director	£1,535(1,885)	£2,200(2,362)	—	—
Entomologist	£585(790): 585 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Senior Field Officer and Field Officers	£550(743) × 20—690 × 25—840 × 30—960 (1,296)	C5-3	—	IIA
Field Officers	£630(851) × 20—690 × 25—840 × 30—930 (1,256)	C5-3	—	IIA
Administrative Assistant	£690(932) × 25—840 × 30—960 × 40—1,000 (1,350)	Regrade	381	—
Field Officer	L.C.S. Special Division	Regrade	169-174	IF
Field Assistant	—	NP	—	—
Clerks	L.C.S. Executive Class	Regrade	190-3	ID
Clerks	L.C.S. General Class	E	—	ID
Surveyor	L.C.S. General Division General Class	E	276	ID
Draughtsman	L.C.S. General Division General Class	E	263	ID
	L.C.S. Employees Division Grades V & X	SS	—	—

APPENDIX IX—UGANDA—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	VETERINARY AND ANIMAL INDUSTRY				
	Director of Veterinary Services	£1,750(2,100)	£2,600(2,762)	—	—
	Deputy Director of Veterinary Services	£1,435(1,785)	£2,200(2,362)	—	—
	Senior Veterinary Officers and Veterinary Officers	£865(1,168): 865: 935 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	433	IV
	Chief Veterinary Research Officer	£1,335(1,685)	£1,740(1,902)—1,860(2,022)	—	—
	Veterinary Research Officers	£865(1,168): 865: 935 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	433	IV
	Pasture Agronomist	£585(790): 585: 655 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Nutritional Chemist	£585(790): 585: 655 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Livestock Officers	£550(743) × 20—690 × 25—840 × 30—960(1,296)	C5-3	—	IIA
181	Laboratory Technicians	£570(770) × 20—690 × 25—840 × 30—960 × 40—1,000(1,350)	C5-2	264-6	IIIC
	Stenographers	£370(500) × 15—490: 510 × 15—540(729)	Regrade C(W)	196-203	IIJ
	Sub-Overseer	L.C.S. General Division General Class	E	375	ID
	Senior Assistant Veterinary Officers and Assistant Veterinary Officers	L.C.S. Special Division Grade II	C5-3	210	IIIG
	do. do.	L.C.S. Professional Division Grade I	} C5-3	210	IIIG
	do. do.	L.C.S. Professional Division Grade II			
	Clerks	L.C.S. Executive Class	Regrade	190-3	IF
	Clerks	L.C.S. General Class	Regrade	190-3	ID
	Clerks	L.C.S. Clerical Assistants	E	—	ID
	Clerk/Storekeeper	L.C.S. Clerical Assistants	SS	—	—
	Veterinary Assistants	L.C.S. General Division Executive Class	Regrade	270-1	ID
	Veterinary Assistants and Learners	L.C.S. General Division General Class	E	—	ID
	Laboratory Assistants	L.C.S. General Class	E	—	ID
	Veterinary Learners	L.C.S. General Division General Class	E	266	ID
		L.C.S. Employees Division	SS	—	—
		Grades V, VII & X	SS	—	—
	AFRICAN HOUSING DEPARTMENT				
	Director of African Housing	—	NP	—	—
	Clerks	L.C.S. Clerical Assistants	SS	—	—
	Driver	L.C.S. Grade III	E	—	ID
		L.C.S. Employees Division Grades V & X	SS	—	—

Appendix X

ZANZIBAR

Schedule of Present and Proposed Salary Scales

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
BRITISH RESIDENT				
Private Secretary and Aide-de-Camp	£360(483)	NP	—	—
Assistant Private Secretary	£320(431): 320: 360 × 15—450 × 20—530 × 25—680 × 25—720(948)	C5-3	—	VIII (2)
Head Messenger	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Messengers	£36(49) × 1—60(81)	SS	—	—
Caretaker and Steward	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E	—	—
House Boys	£36(49) × 1—60(81)	SS	—	—
Gardener	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Polisher and Rickshaw Boy	£36(49) × 1—60(81)	SS	—	—
ADMINISTRATOR-GENERAL				
Administrator-General	£1,335(1,685)	£2,000(2,162)	426(31)	—
Assistant Administrator-General	£760(998)—1,140(1,473)	A	—	IV
Assistant Administrator-General	£620(821) × 20—720: 740 × 20—800(1,048)	B3-2	228-31	VII (2)
Administrator-General's Agents	£430(574) × 20—490 × 20—550(730)	B5-4	380	VII (2)
Head Clerk, Public Trustee	£430(574) × 20—490 × 20—550(730)	C5-4	—	VIII (2)
Head Clerk, Administrator-General	£360(483) × 15—405 × 15—450(600)	} C6-5	—	VIII (4)
Head Clerk, Registration of Documents	£360(483) × 15—405 × 15—450(600)			
Clerk-in-Charge, Administration of Deceased Persons' Estates	£360(483) × 15—405 × 15—450(600)			
Head Clerk, Land Office	£360(483) × 15—405 × 15—450(600)			
Clerk-in-Charge, Chake-Chake Office	£360(483) × 15—405 × 15—450(600)	} E4-1	—	IE
Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)			
Shorthand Typist	£132(178) × 12—168(227)	NP	—	—
Plantation Inspector	£120(162) × 5—145 × 5—165(222)	E	126	—
Head Messenger	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Messengers	£36(49) × 1—60(81)	SS	—	—

APPENDIX X—ZANZIBAR—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
AGRICULTURE				
<i>A. Headquarters</i>				
Director of Agriculture	£1,535(1,885)	£2,200(2,362)	—	—
Senior Agricultural Officer	£585(776): 655 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Government Chemist	£585(776): 655 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Head Clerk	£620(821) × 20—720(948)	C5-4	—	VIII (2)
Cashier	£360(483) × 15—405 × 15—450(600)	} C6-5	—	VIII (4)
Clerk-in-Charge, Pemba	£360(483) × 15—405 × 15—450(600)			
Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Assistant to the Government Chemist	£226(305) × 12—310 × 12—370: 430 × 20—550(730)	C6-4	—	VIII (3)
Laboratory Assistant	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Messengers	£36(49) × 1—60(81)	SS	—	—
Laboratory Orderly	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Laboratory Attendant	£36(49) × 1—60(81)	SS	—	—
Watchman	£36(49) × 1—60(81)	SS	—	—
<i>B. Agricultural Services</i>				
Agricultural Officer	£585(776): 585: 655 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Agricultural Development Officers	£550(730) × 20—690 × 25—840 × 30—900 (1,173)	C5-3	—	IIA
Assistant Agricultural Officer	£320(431): 320: 360 × 15—450 × 20—530 × 25—680 × 25—720(948)	C5-3	—	VIII (2)
Assistant Agricultural Officer	£226(305) × 12—310 × 12—370: 430 × 20—550(730)	C5-3	—	VIII (3)
Senior Agricultural Assistant	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Teacher	£120(162) × 10—190 × 12—238 × 12—334 (449): (316: 358: 370)	E4-1	—	IE

APPENDIX X—ZANZIBAR—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>AGRICULTURE—continued</i>				
<i>B. Agricultural Services—continued</i>				
Junior Agricultural Assistants	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE
Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Clerks	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE
Field Staff, Artisans, Messengers and Miscellaneous Employees	£120(162) × 5—145 × 5—165(222)	E	126	—
do. do.	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		—
do. do.	£60(81) × 1½—75 × 1½—90(122)	SS		—
do. do.	£36(49) × 1—60(81)	SS		—
<i>C. Produce Inspection Services</i>				
Inspector of Produce	£610(808) × 20—690 × 25—715 × 25—840 (1,098)	C4-3	—	IID
Clerk	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Senior Examiner	£360(483) × 15—405 × 15—450(600)	C5	—	VIII (4)
Senior Agricultural Assistants	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Junior Agricultural Assistant	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE
Sampler Headman	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Samplers	£36(49) × 1—60(81)	SS	—	—
<i>D. Veterinary Services</i>				
Veterinary Officer	£400(535): 400: 450 × 25—600 × 30—840 × 40—1,000(1,298)	A	—	VII (1)
Veterinary Superintendent	£360(483) × 15—405 × 15—450(600)	C5	—	VIII (4)
Clerk	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Senior Veterinary Assistants	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Veterinary Assistants	£120(162) × 5—145 × 5—165(222)	E	126	—
Veterinary Assistants	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		

APPENDIX X—ZANZIBAR—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>AGRICULTURE—continued</i>				
<i>D. Veterinary Services—continued</i>				
Veterinary Overseers	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Steriliser Operator	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Messenger	£36(49) × 1—60(81)	SS	—	—
Estate Headman	£36(49) × 1—60(81)	SS	—	—
Hide Drier	£36(49) × 1—60(81)	SS	—	—
Fencer	£36(49) × 1—60(81)	SS	—	—
<i>E. Government Plantations</i>				
Manager of Plantations	£320(431): 320: 360 × 15—450 × 20—530 × 25—680 × 25—720(948)	C5-3	—	VIII (2)
Clerk-in-Charge	£360(483) × 15—405 × 15—450(600)	C6-5	—	VIII (4)
Clerk	£60(81) × 3—96: 106 × 6—160(216)	C6-4	—	IE
Senior Overseer	£360(483) × 15—405 × 15—450(600)	C6-5	—	VIII (4)
Senior Agricultural Assistant	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Agricultural Assistants	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E	126	—
Messenger	£36(49) × 1—60(81)	SS	—	—
Estate Headman	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Estate Headman	£36(49) × 1—60(81)	SS	—	—
Rangers	£36(49) × 1—60(81)	SS	—	—
<i>F. Kizimbani Experimental Station</i>				
Agricultural Officer	£585(776): 585: 655 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Senior Agricultural Assistants	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Clerk	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Estate Carpenter	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E	126	—
Lorry Driver	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Estate Headman	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Telephone Attendant	£36(49) × 1—60(81)	} SS	—	—
Sign Painter	£36(49) × 1—60(81)			
Messenger	£36(49) × 1—60(81)			

APPENDIX X—ZANZIBAR—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	AUDIT				
	Principal Auditor	£1,335(1,685)	£1,740(1,902)—1,860(2,022)	—	—
	Assistant Auditor	£620(821) × 20—720: 740 × 20—800(1,048)	B3-2	224	VII (2)
	Chief Examiner of Accounts	£430(574) × 20—490 × 20—550(730)	B5-4		
	Examiners of Accounts	£360(483) × 15—405 × 15—450(600)	C6-5	—	VIII (4)
	Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
	Shorthand Typist	£120(162) × 12—168(227)	NP	—	—
	Messengers	£36(49) × 1—60(81)	SS	—	—
	AVIATION				
	Air Port Superintendent	£360(483) × 15—405 × 15—450(600)	C5	—	VIII (4)
	Clerk	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
	Aerodrome Guards	£43/4(59) × 24—56/8 × 24—66(89)	P14A	—	VI
	Cleaners	£36(49) × 1—60(81)	SS	—	—
	Firemen	£36(49) × 1—60(81)			
	Air Crash Tender Drivers	£60(81) × 1½—75 × 1½—90(122)			
	Ambulance Drivers	£60(81) × 1½—75 × 1½—90(122)			
	CUSTOMS				
	Comptroller of Customs	£1,435(1,785)	£2,000(2,162)	—	—
	Assistant Comptroller of Customs	£970(1,260) × 40—1,050 × 45—1,140(1,490)	B2	224	IIID (3)
	Superintendent of Customs	£430(574) × 20—490 × 20—590(782)	B5-3		
	Head Correspondence Officer	£360(483) × 15—405 × 15—450(600)	C6-5	—	VIII (4)
	Head Declaration Officer	£360(483) × 15—405 × 15—450(600)			
	Jerquer	£360(483) × 15—405 × 15—450(600)			
	Senior Outdoor Officer	£360(483) × 15—405 × 15—450(600)			
	Cashier	£360(483) × 15—405 × 15—450(500)			
	Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
	Clerks	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE

APPENDIX X—ZANZIBAR—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>CUSTOMS—continued</i>				
Inspector, Preventive Force	£430(574) × 20—550(730)	P2	368	VI
Assistant Inspectors, Preventive Force	£120(162) × 12—170 × 12—254 × 12—360 (483)	P7 + 5		
Sergeant	£66(89) × 3—75(101)	P11		
Corporals	£54(73) × 1/16s.—63 × 1/16s.—72(97)	P12	126	---
Watchmen	£40/16(55): 42: 43/4 × 1/4s.—49/4 × 1/4s.— 56/8 × 1/4s.—66(89)	P14		
Motor Boats Driver	£60(81) × 1½—75 × 1½—90(122)	SS	—	--
Senior Crane Men	£165(222) × 5—190 × 6—220(297)	E	126	---
Crane Men	£120(162) × 5—145 × 5—165(222)	E		
Messengers	£60(81) × 1½—75 × 1½—90(122)	SS	—	---
Messengers	£36(49) × 1—60(81)			
Sweepers	£36(49) × 1—60(81)			
Temporary Clerical Assistants	£132(178) × 12—168(227)	NP	---	---
<i>EDUCATION</i>				
<i>A. Senior Education Staff</i>				
Director of Education	£1,535(1,885)	£2,200(2,362)	—	---
Inspector of Schools	£550(730): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	284	IV
Senior Woman Education Officer	£496(660): 496: 552 × 28—608: 664 × 28— 804 × 36—912 × 36—1,056(1,406)	A(W)	284	IV
Education Officer	£550(730): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45— 1,320(1,670)	A	284	IV
Education Officer	£496(660): 496: 552 × 28—608: 664 × 28— 804 × 36—912 × 36—1,056(1,406)	A(W)	284	IV
Education Officer	£400(535): 400: 450 × 25—600 × 30—840 × 40—1,000(1,350)	A	—	VII (1)

APPENDIX X—ZANZIBAR—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>EDUCATION—continued</i>				
<i>A. Senior Education Staff—continued</i>				
Education Officer	£320(431): 320: 360 × 15—450 × 20—530 × 25—680 × 25—720(948)	Regrade	284-7	—
Education Officer	£532(706)—650(860)	Regrade		
Principal, Muslim Academy	£900(1,173)	Regrade		
<i>B. Clerical and Office Staff</i>				
Chief Clerk	£430(574) × 20—490 × 20—550(730)	C5-4	—	VIII (2)
Cashier	£360(483) × 15—405 × 15—450(600)	C6-5	—	VIII (4)
Storekeeper	£360(483) × 15—405 × 15—450(600)	C6-5	—	VIII (4)
Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Clerks	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE
Woman Clerk	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
School Servants	£60(81) × 1½—75 × 1½—90(122)			
School Servants	£36(49) × 1—60(81)			
<i>C. Boarding Schools and Miscellaneous</i>				
Supervisor, Girls' Hostel	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E(W) 4-1	—	IE
Handwork Instructor	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Matrons	£55(74) × 1—60 × 1½—75 × 1½—90(122)	SS	—	—
Assistant Matrons	£55(74) × 1—60 × 1½—75 × 1½—90(122)	SS	—	—
Technical Instructors	£165(222) × 5—190 × 6—220(297)	E	126	—
Tailor	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Laboratory Assistant	£60(81) × 3—96: 106 × 6—160(216)	E6-4	266	IE
Handyman	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
School Attendant	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E	126	—
Drivers	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
School Servants	£60(81) × 1½—75 × 1½—90(122)			
School Servants	£36(49) × 1—60(81)			

APPENDIX X—ZANZIBAR—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>EDUCATION—continued</i>				
	<i>D. Secondary Education</i>				
	<i>(a) Boys</i>				
	Teachers, Graduate	£320(431) × 15—410: 430 × 20—590 (782)	} Regrade	294-304	—
	Teachers, Makerere	£226(305) × 12—310 × 12—370: 430 × 20—550(730)			
	Primary Teachers	£120(162) × 10—190 × 12—238 × 12—334(449): (346: 358: 370)			
	Handwork Instructors	£120(162) × 10—190 × 12—238 × 12—334(449): (346: 358: 370)			
	<i>(b) Girls</i>				
189	Teacher, Graduate	£320(431) × 15—410: 430 × 20—590 (782)	} Regrade	294-304	—
	Primary Teachers	£120(162) × 10—190 × 12—238 × 12—334(449): (346: 358: 370)			
	Assistant Teacher	£90(122) × 3—96 × 4—100 × 10—190 (257)			
	Indian Woman Graduate	£320(431) × 15—410: 430 × 20—590 (782)			
	<i>E. Primary Education</i>				
	<i>(a) Boys</i>				
	Supervisory Teachers	£360(483) × 15—405 × 15—450(600)	} Regrade	294-304	—
	Primary Teachers	£120(162) × 10—190 × 12—238 × 12—334(449): (346: 358: 370)			
	Assistant Teachers	£90(122) × 3—96 × 4—100 × 10—190 (257)			
	Carpenters	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	Regrade	294-304	—
	<i>(b) Girls</i>				
	Primary Teachers	£120(162) × 10—190 × 12—238 × 12—334(449): (346: 358: 370)	} Regrade	299-304	—
	Assistant Teachers	£90(122) × 3—96 × 4—100 × 10—190 (257)			

APPENDIX X—ZANZIBAR—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	<i>EDUCATION—continued</i>				
	<i>F. Sir Euan Smith Madressa</i>				
	Teachers, Graduate	£320(431) × 15—410: 430 × 20—590 (782)	} Regrade	294-304	—
	Teachers, Intermediate	£226(305) × 12—310 × 12—370: 430 × 20—550(730)			
	Teachers, Nairobi trained	£226(305) × 12—310 × 12—370: 430 × 20—550(730)			
	Primary Teachers	£120(162) × 10—190 × 12—238 × 12— 334(449): (346: 358: 370)			
	<i>GOVERNMENT PRESS</i>				
	Government Printer and Comptroller of Stationery	£975(1,266)	C2	392	II E
161	Assistant Government Printer	£620(821) × 20—720: 740 × 20—800(1,048)	C4-3	—	VIII (1)
	Head Clerk	£360(483) × 15—405 × 15—450(600)	C6-5	—	VIII (4)
	Clerk	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
	Proof Reader	£180(243) × 12—228(308)	NP	—	—
	Storemen	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
	Assistant Storeman	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE
	Messengers and Menials	£36(49) × 1—60(81)	SS	—	—
	Watchman	£36(49) × 1—60(81)	SS	—	—
	<i>Composing Section</i>				
	Linotype Operator-Mechanic	£430(574) × 20—490 × 20—550(730)	C5-4	—	VIII (2)
	Monotype Operator	£226(305) × 12—286 × 12—370(496)	E2-1	—	IE
	Linotype Operators	£226(305) × 6—256 × 6—280(378)	E	} 126	—
	Linotype Attendant	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
	Monotype Caster Attendant	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
	Head Compositor	£226(305) × 6—256 × 6—280(378)	E	} 126	—
	Compositors	£165(222) × 5—190 × 6—220(297)	E		
	Compositors	£120(162) × 5—145 × 5—165(222)	E		
	Compositors	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
	Compositors	£60(81) × 1½—75 × 1½—90(122)	SS		

APPENDIX X—ZANZIBAR—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	GOVERNMENT PRESS—continued				
	<i>Machine Section</i>				
	Head Machinist	£226(305) × 6—256 × 6—280(378)	E	126	—
	Machinists	£165(222) × 5—190 × 6—220(297)	E		
	Machinists	£120(162) × 5—145 × 5—165(222)	E		
	Machinists	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
	Roller Caster	£60(81) × 1½—75 × 1½—90(122)	SS		
	<i>Bindery Section</i>				
	Head Binder	£226(305) × 6—256 × 6—280(378)	E	126	—
	Binders	£165(222) × 5—190 × 6—220(297)	E		
	Binders	£120(162) × 5—145 × 5—165(222)	E		
	Binders	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
	Binders	£60(81) × 1½—75 × 1½—90(122)	SS		
	<i>Typewriter Section</i>				
	Mechanics	£120(162) × 5—145 × 5—165(222)	E	126	—
	Mechanics	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
	<i>Apprentice Section</i>				
	Apprentices	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
	HEALTH				
	<i>A. Administration</i>				
	Director of Medical Services	£1,685(2,035)	£2,200(2,362)	426(11)	—
	Pharmacist Storekeeper	£830(1,085)	NP	—	—
	Head Clerk	£360(483) × 15—405 × 15—450(600)	C6-5	—	VIII (4)
	Cashier	£360(483) × 15—405 × 15—450(600)			
	Storekeeper	£360(483) × 15—405 × 15—450(600)			
	Assistant Superintendent, Mental Hospital	£360(483) × 15—405 × 15—450(600)			
	Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449)	E4-1	—	IE
	Shorthand-Typist	£120(162) × 12—168(227)	E	196-203	IE
	Clerks	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE
	Messengers	£36(49) × 1—60(81)	SS	—	—
	Storemen	£60(81) × 1½—75 × 1½—90(122)	SS	—	—

APPENDIX X—ZANZIBAR—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
HEALTH— <i>continued</i>				
B. <i>Executive</i>				
Specialist Officer	£1,600(1,950) × 50—1,700(2,050)	£1,860(2,022)—1,980(2,142)	—	—
Medical Officers	£865(1,129): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320 × 45—1,590(1,940)	A	248–249 & 433	IV
Superintendent, Mental Hospital	£715(941) × 25—840(1,098)	—	—	IIA
Senior Sub-Assistant Surgeons	£620(821) × 20—720(948)	} Regrade	317–22	—
Sub-Assistant Surgeons	£380(509) × 15—530 × 20—550(730)			
Assistant Medical Officers	£226(305) × 12—310 × 12—370: 430 × 20—550(730)			
Assistant Medical Officers	£320(431): 320: 360 × 15—450 × 20— 530 × 25—680 × 25—720(948)			
Assistant Medical Officers	£380(509) × 15—530 × 20—550(730)	} A	433(iii)	IV
Dental Surgeon	£865(1,129): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320 × 45—1,590(1,940)			
Dental Surgeon	£400(535): 400: 450 × 25—600 × 30—840 × 40—1,000(1,298)	A	—	VII (1)
Matron	£780(1,014)	N2	32	—
Sister Tutor	£460(613) × 20—600 × 25—700(923)	N4	—	V
Nursing Sisters	£460(613) × 20—600 × 25—700(923)	N5	323	V
Senior Hospital Dispensers	£360(483) × 15—405 × 15—450(600)	C6–5	—	VIII (4)
Dispensers and Learners	£75(101) × 1½—78: 120 × 10—190 × 12 —238 × 12—334(449)	} E	—	—
Nurses, Midwives and Learners	£75(101) × 1½—78: 120 × 10—190 × 12 —238 × 12—334(449)			
Midwives and Learners	£75(101) × 1½—76½: 81 × 3—96: 100 × 6— 136(184)	E	—	—
Rural Dispensary Attendants	£75(101) × 1½—78: 81 × 3—96: 100 × 6— 136 × 6—160(216)	E	—	—
Hospital Attendants, Nurses and Learners	£75(101) × 1½—78: 81 × 3—96: 100 × 6— 136 × 6—160(216)	E	—	—
Hospital Orderlies and Ayahs	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Hospital Orderlies and Ayahs	£36(49) × 1—60(81)	SS	—	—
Mental Hospital Orderlies and Ayahs	£60(81) × 1½—75 × 1½—90(122)	SS	—	—

APPENDIX X—ZANZIBAR—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>HEALTH—continued</i>				
<i>B. Executive—continued</i>				
Mental Hospital Orderlies and Ayahs	£36(49) × 1—60(81)	SS	—	—
Cooks	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E	126	—
Cooks	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Assistant Cooks	£36(49) × 1—60(81)	SS	—	—
Menials	£36(49) × 1—60(81)	SS	—	—
Ambulance Drivers	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Night Watchman	£36(49) × 1—60(81)	SS	—	—
Tailors	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E	126	—
Tailors	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Matron's Assistant	£60(81) × 3—96; 106 × 6—160(216)	E6-4	—	IE
Washermen	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Washermen	£36(49) × 1—60(81)	SS	—	—
Handymen	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E	126	—
Telephone Sub-Exchange Operators	£60(81) × 1½—75 × 1½—90(122)	}	—	—
Sweepers	£36(49) × 1—60(81)			
Garden Boys	£36(49) × 1—60(81)			
<i>C. Hygiene</i>				
Sanitary Superintendent	£570(770) × 20—670 × 20—690 × 25—840 (1,134)	C5-2	333	IIC
Sanitary Inspectors	£360(486) × 15—405 × 15—450(608)	C6-5	—	VIII (4)
Sanitary Inspectors and Learners	£75(101) × 1½—78; 120 × 10—190 × 12— 238 × 12—334(449)	E	—	—
Assistant Sanitary Inspectors	£80(108) × 10—190 × 12—238(320)	E	—	—
Clerk	£60(81) × 3—96; 106 × 6—160(216)	E6-4	—	IE
Health Supervisor	£90(122) × 1½—97½—2½—100 × 5—120(162)	E	—	—
Carpenter	£120(162) × 5—145 × 5—165(222)	E	} 126	—
Carpenters	£90(122) × 1½—97 × 2½—100 × 5—120(162)	E		
Sanitary Supervisors	£60(81)—75 × 1½—90(122)	}	—	—
Sanitary Orderlies	£36(49) × 1—60(81)			
Ambulance Driver	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E	126	—
Watchmen	£36(49) × 1—60(81)	}	—	—
Vaccinators	£36(49) × 1—60(81)			

APPENDIX X—ZANZIBAR—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>	
	<i>HEALTH—continued</i>					
	<i>D. Laboratory</i>					
	Pathologist	£865(1,168) 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320 × 45—1,590(1,940)	A	248-9	IV	
	Laboratory Assistant	£360(483) × 15—405 × 15—450(600)	C6-5	266	VIII (4)	
	Laboratory Assistants and Learners	£75(101) × 1½—78: 120 × 10—190 × 12— 238 × 12—334(449)	E	—	—	
	Laboratory Attendants and Learners	£75(101) × 1½—78: 81 × 3—96: 100 × 6— 136 × 6—160(216)	E	—	—	
	Laboratory Orderlies	£60(81) × 1½—75 × 1½—90(122)	SS	—	—	
	JUDICIAL					
	<i>(a) Judicial</i>					
194	Chief Justice	£1,900(2,250)	£2,700(2,862)	—	—	
	Resident Magistrates	£865(1,129): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	IV	
	Resident Magistrates	£400(535): 400: 450 × 25—600 × 30—840 × 40—1,000(1,298)	A	—	VII (1)	
	Registrar	£620(821) × 20—720: 740 × 20—800(1,048)	B4-2	—	VII (2)	
	Kadhi	£320(431): 320: 360 × 15—450 × 20—530 × 25—680 × 25—720(948)	C5-3	—	VIII (2)	
	Kadhis	£255(344) × 15—450(600)	Regrade	—	IC & F	
	Head Arabic Interpreter	£360(483) × 15—405 × 15—450(600)	}	387	VIII (4)	
	Head Clerk	£360(483) × 15—405 × 15—450(600)		—		
	Cashier	£360(483) × 15—405 × 15—450(600)		C6-5		—
	Head Swahili Interpreter	£360(483) × 15—405 × 15—450(600)		387		—
	Head Clerk, District Registry, Pemba	£360(483) × 15—405 × 15—450(600)		—		—
	Head Typist and Librarian	£360(483) × 15—405 × 15—450(600)	C6-5	—	VIII (4)	
	Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE	
	Interpreters	£160(216) × 10—190 × 12—238—12—334 (449)	E4-1	387	IE	
	Clerks	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE	
	Bailiffs	£60(81) × 1½—75 × 1½—90(122)	SS	—	—	
	Messengers	£36(49) × 1—60(81)	SS	—	—	

APPENDIX X—ZANZIBAR—continued

	Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
	HEALTH—continued				
	(b) Probation Services				
	Probation Officer	£430(574) × 20—490 × 20—550(730)	B5-4	387	VII (2)
	LEGAL				
	Attorney-General	£1,685(2,035)	£2,400(2,562)	—	—
	Legal Assistant	£620(821) × 20—720: 740 × 20—800(1,048)	B4-2	390	VII (2)
	Chief Clerk	£430(574) × 20—490 × 20—550(730)	C5-4	—	VIII (2)
	Messenger	£36(49) × 1—60(81)	SS	—	—
	MUSEUM				
195	Curator	£550(730): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140(1,473)	B5-2	—	IIIB
	Museum Assistant	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
	Senior Attendant	£60(81) × 1½—75 × 1½—90(122)	} SS	—	—
	Collector	£36(49) × 1—60(81)			
	Attendants	£36(49) × 1—60(81)			
	Night Watchmen	£60(81) × 1½—75 × 1½—90(122)			
	Day Watchman	£36(49) × 1—60(81)			
	POLICE				
	A. Police				
	Commissioner	£1,435(1,785)	£2,200(2,362)	—	—
	Senior Superintendent	£1,185(1,529) × 45—1,320(1,670)	BI	—	IIIC
	Superintendents and Assistant Superintendents	£550(730): 550: 610 × 30—760: 820 × 30—940 × 40—980 × 40—1,140(1,473)	B5-3, B2	354	IIIC
	Superintendents and Assistant Superintendents	£450(600) × 20—590: 620 × 20—720(948)	B5-3	354	VII (2)
	Paymaster	£430(574) × 20—490 × 20—550(730)	C5-4	—	VIII (2)
	Head Clerk, Immigration	£430(574) × 20—490 × 20—550(730)	C5-4	—	VIII (2)
	Clerk, Immigration	£360(483) × 15—405—15—450(600)	C6-5	—	VIII (4)
	Head Clerk, Police	£360(483) × 15—405 × 15—450(600)	C6-5	—	

APPENDIX X—ZANZIBAR—continued

	Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
	POLICE—continued				
	A. Police—continued				
	Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
	Clerks	£60(81) × 3—96; 106 × 6—160(216)	E6-4	—	IE
	Teachers	£120(162) × 10—190 × 12—238 × 12— 334(449): (346: 358: 370)	} Regrade	301	IE
	Assistant Teachers	£90(122) × 3—96 × 4—100—10—190 (257)			
	Chief Inspectors	£430(574) × 20—550(730)	P2	} 351	VI
	Inspectors	£360(483) × 15—375 × 15—420(561)	P3		
	Assistant Inspectors	£120(162) × 12—170 × 12—254 × 12—360 (483)	P7+5		
	Regimental Sergeant-Major	£105(142) × 3—120(162)	P9A-8A	} 351	—
	Sergeants Major	£87(117) × 3—90(122)	£168(185)		
	Sergeant Mechanic	£87(117) × 3—90(122)	£168(185)	351	—
	Station Sergeants	£78(105) × 3—84(113)	P10B	} 351	VI
	Sergeants	£66(89) × 3—75(101)	P11A		
	Corporals	£54(73) × 1/16s.—63 × 1/16s.—72(97)	P12A		
	Constables	£43/4(58) × 1/4s.—49/4 × 1/4s.—56/8 × 1/4s. 66(89)	P14A		
	Recruits	£40.16s.(55/1): 42(57)	P14A		
	Buglers	£24(32)	} NP	—	—
	Buglers	£21(28/7)			
	Buglers	£18(24/6)			
	Tailors	£120(162) × 5—145 × 5—165(222)	E	} 126	—
	Tailors	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
	Armourer	£165(222) × 5—190 × 6—220(297)	E	—	—
	Motor Boat Driver	£36(49) × 1—60(81)	} SS	—	—
	Menials	£36(49) × 1—60(81)			
	Messenger	£36(49) × 1—60(81)			
	Cobblers	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E	126	—
	Cobblers	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
	Carpenter	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E	126	—
	Female Shorthand Typists	Grade I	} NP	—	—
	Female Shorthand Typists	Grade II			
	Female Shorthand Typists	Grade III			

APPENDIX X—ZANZIBAR—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>POLICE—continued</i>				
<i>B. Fire Brigade</i>				
Brigade Sergeant	£78(105) × 3—84(113)	P10B	} 351	VI
Corporals	£54(73) × 1/16s.—63 × 1/16s.—72(97)	P12A		
Firemen	£43/4(58) × 1/4s.—49/4 × 1/4s.—56/8 × 1/4s.—66(89)	P14A		
<i>C. His Highness's Band</i>				
Bandmaster	£550(730): 550: 610 × 30—760: 820 × 30—940 × 40—980 × 40—1,140(1,473)	B	—	IIIC
Sergeant Major	£87(117) × 3—90(122)	£168(185)	—	—
Sergeant	£66(89) × 3—75(101)	P11A	} 351	VI
Band Corporal	£54(73) × 1/16s.—63 × 1/16s.—72(97)	P12A		
Bandsman	£43/4(58) × 1/4s.—49/4 × 1/4s.—56/8 × 1/4s.—66(89) and 24 (32)	P14A		
PORT AND MARINE				
<i>A. Administrative and Executive</i>				
Port Officer	£1,095(1,416) × 45—1,230(1,580)	B1	—	IIID (4)
Assistant Port Officer	£655(866) × 35—830 × 35—1,005 × 45—1,050(1,360)	B4-2	—	IIIB
Head Clerk	£360(483) × 15—405 × 15—450(600)	} C6-5	—	VIII (4)
Accountant	£360(483) × 15—405 × 15—450(600)			
Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Clerk	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE
Lighterage Superintendent	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Mechanic	£120(162) × 5—145 × 5—165(222)	E	} 126	—
Mechanic	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
Deep Sea Divers	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
Harbour Divers	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Head Boat Boy	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E	} 126	—
Deep Sea Coxswains	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
Harbour Coxswains	£60(81) × 1½—75 × 1½—90(122)	SS		

APPENDIX X—ZANZIBAR—continued

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
PORT AND MARINE—continued					
<i>A. Administrative and Executive—continued</i>					
	Boat Boys	£36(49) × 1—60(81)	SS	—	—
	Signal Tower Watch-Keepers	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E	126	—
	Messengers	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
	Messengers	£36(49) × 1—60(81)	SS	—	—
<i>B. Technical</i>					
<i>(a) Workshops</i>					
	Engineer Superintendent	£655(866) × 35—830 × 35—1,005 × 45— 1,050(1,360)	B4-2	—	IIIB
198	Mechanician	£360(483) × 15—405 × 15—450(600)	C5	—	VIII (2)
	Shipwright	£226(305) × 6—256 × 6—280(378)	E	}	126
	Carpenters	£165(222) × 5—190 × 6—220(297)	E		
	Lighthouse and Buoy Mechanic	£226(305) × 6—256 × 6—280(378)	E		
	Boilermaker	£165(222) × 5—190 × 6—220(297)	E		
	Tailor-Machinist	£120(162) × 5—145 × 5—165(222)	E		
<i>(b) Lighthouses</i>					
	Head Lightkeeper	£165(222) × 5—190 × 6—220(297)	E	}	126
	First Assistant Lightkeeper	£120(162) × 5—145 × 5—165(222)	E		
	Assistant Lightkeepers	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
	Attendants	£36(49) × 1—60(81)	SS		
<i>(c) H.H. Ships</i>					
	Captains	£600(795) × 20—800(1,048)	C3-2	—	VIII (1)
	Chief Officers	£430(574) × 12—550(730)	C5-4	—	VIII (2)
	Chief Officer, Al-Hathera (Temporary)	—	NP	—	—
	Officer on Agreement	—	NP	—	—
	Third Officer	£260(351) × 12—380(509)	E2-1	—	IC
	Deck Apprentice	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E	}	126
	Boatswains	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		

APPENDIX X—ZANZIBAR—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
PORT AND MARINE—continued				
B. Technical—continued				
Quartermasters	£60(81) × 1½—75 × 1½—90(122)	}	SS	—
Seamen	£36(49) × 1—60(81)			
Deck Boys	—	}	NP	—
Chief Steward, Al-Said (Temporary)	—			
Caterer Steward, Al-Hathera (Temporary)	—	}	SS	—
Stewards	£36(49) × 1—60(81)			
Pantrymen	£60(81) × 1½—75 × 1½—90(122)	}	SS	—
Chief Cook, Al-Said (Temporary)	—			
Cooks	£60(81) × 1½—75 × 1½—90(122)	}	NP	—
Assistant Cooks	£36(49) × 1—60(81)			
Sweepers	£36(49) × 1—60(81)	}	SS	—
Signalman and Ship's Clerk (Temporary)	—			
Signal and Ship's Clerk, Al-Hathera	£120(162) × 5—145 × 5—165(222)	}	E	126
Chief Engineers	£600(795) × 20—800(1,048)			
Second Engineer	£430(574) × 12—550(730)	}	C3-2	—
Third Engineers	£360(483) × 12—480(639)			
Fourth Engineers	£260(351) × 12—380(509)	}	C5-4	—
Engineer Apprentice	£90(122) × 1½—97½ × 2½—100 × 5—120(162)			
Greasers	£60(81) × 1½—75 × 1½—90(122)	}	C5	—
Firemen	£36(49) × 1—60(81)			
Coal Trimmers	£36(49) × 1—60(81)	}	E2-1	—
		}	E	126
		}	SS	—
POST OFFICE				
Postmaster	£620(821) × 20—720: 740 × 20—800(1,048)	}	B3-2	605
Accountant	£430(574) × 20—490 × 20—550(730)			
Assistant Accountant	£360(483) × 15—405 × 15—450(600)	}	B5-4	256-60
Sub-Postmasters	£360(483) × 15—405 × 15—450(600)			
Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	}	C6-5	—
Clerks	£60(81) × 3—96: 106 × 6—160(216)	}	E4-1	—
Postmen	£60(81) × 1½—75 × 1½—90(122)			
Messengers	£36(49) × 1—60(81)	}	E6-4	—
		}	SS	—
		}	SS	—

APPENDIX X—ZANZIBAR—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
PRISONS				
Superintendent of Prisons	£550(730): 550: 600 × 25—675 × 25—725: 775 × 25—825 × 25—875 × 30—1,025 (1,329)	C2-1	—	IIF (1)
Principal Officer	£430(574) × 20—550(730)	C5-3	—	VIII (2)
Head Clerk	£360(483) × 15—405 × 15—450(600)	C6-5	—	VIII (4)
Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Clerks	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE
Chief Warders	£114(154) × 4½—127½ × 4½—132(178)	P8A	361	VI
Sergeants	£62/8(84) × 1/16s.—66 × 1/16s.—69(93)	P11A		
Corporals	£55/4(75) × 1/16s.—60/12 × 1/16s.—66(89)	P12A		
Warders	£40/16(55): 43/4 × 1/4s.—46/16 × 1/4s.—52/16 × 1/4s.—56/8(76)	P16A		
Wardress	£43/4(58) × 1/4s.—46/16 × 1/4s.—52/16 × 1/4s.—56/8(76)	P16A		
Carpenter Instructor	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E	126	—
Tailor Instructor	£120(162) × 5—145 × 5—165(222)	E		
Assistant Tailor	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
Mason Instructor	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
PROVINCIAL ADMINISTRATION				
<i>A. Administration</i>				
Senior Commissioner	£1,585(1,935)	£2,200(2,362)	426(14)	—
Senior District Commissioner	£1,335(1,685)	£1,740(1,902)—1,860(2,022)	—	—
Administrative Officers	£550 (730): 550: 620 × 35—760: 830 × 35—900: 1,005 × 45—1,320(1,670)	A	—	IV
Administrative Officers	£400(535): 400: 450 × 25—600 × 30—840 × 40—1,000(1,298)	A	—	VII (1)
Administrative Officers	£320(431): 320: 360 × 15—450 × 20—530 × 25—680 × 25—720(948)	B5-2	—	VII (2)
Mudirial Officers	£120(162) × 10—190 × 12—358: 375 × 15—480(639)	Regrade	394	—

APPENDIX X—ZANZIBAR—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>PROVINCIAL ADMINISTRATION—continued</i>				
<i>A. Administration—continued</i>				
District Supervisor	£430(574) × 20—490 × 20—550(730)	C5-4	—	VIII (2)
Clerk-in-Charge, Headquarters	£360(483) × 15—405 × 15—450(600)	} C6-5	—	VIII (4)
Accountant, Headquarters	£360(483) × 15—405 × 15—450(600)			
Cashiers	£360(483) × 15—405 × 15—450(600)			
Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Clerks	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE
Shorthand Typist	£240(324) × 12—300(405)	Regrade	196-203 126	—
Works Overseer	£165(222) × 5—190 × 6—220(297)	E		
Masheha	Maximum of £60	} NP	—	—
Assistant Masheha	Maximum of £60			
Area Headmen	Maximum of £60			
Messengers, Night Watchmen	£60(81) × 1½—75 × 1½—90(122)	} SS	—	—
Headmen, Caretaker	£36(49) × 1—60(81)			
<i>B. Welfare</i>				
Welfare Officer	£570(756) × 20—670 × 20—690 × 25—840 × 30—960(1,248)	B5-2	—	IID (1)
Woman Welfare Officer	£672(888) × 24—864(1,128)	Regrade B(W)	—	III (1)
Assistant Welfare Officers	£226(305) × 12—310 × 12—370: 430 × 20—550(730)	Regrade	—	VIII (3)
Assistant Welfare Officers	£100(135) × 10—190 × 12—238 × 12—334 (449)	E	—	IE
Showroom Assistants	£120(162) × 12—168(227)	E	—	—
Messenger	£36(49) × 1—60(81)	SS	—	—
<i>C. Information</i>				
Assistant Information Officer	£320(431): 320: 360 × 15—450 × 20—530 × 25—680 × 25—720(948)	C5-3	—	VIII (2)
Announcers	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Driver and Cinema Operator	£120(162) × 5—145 × 5—165(222)	E	126	—
Driver	£60(81) × 1½—75 × 1½—90(122)	SS		—

APPENDIX X—ZANZIBAR—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
PROVINCIAL ADMINISTRATION—continued				
<i>D. Co-operative Development</i>				
Co-operative Assistants	£360(483) × 15—405 × 15—450(600)	C5	—	VIII (2)
Co-operative Inspectors	£100(135) × 10—190 × 12—238 × 12—334 (449)	E	—	IE
Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Messengers	£36(49) × 1—60(81)	SS	—	—
<i>E. Labour Office</i>				
Labour Officer	£400(535): 400: 450 × 25—600 × 30—840 × 40—1,000(1,298)	B5-1	228	VII (1)
Labour Inspector	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Clerk	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Messengers	£36(49) × 1—60(81)	SS	—	—
PUBLIC WORKS AND SURVEY				
<i>A. Administration</i>				
Director of Public Works, Electricity and Land Survey	£1,485(1,835)	£2,200(2,362)	—	—
Senior Executive Engineer	£655(866): 655: 725 × 35—760: 830 × 35— 865 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	—	IV
Executive Engineers	£655(866): 655: 725 × 35—760: 830 × 35— 865 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	—	IV
Works Superintendent	£840(1,098) × 30—960(1,248)	C3	—	IIA
Accountant and Storekeeper	£840(1,098) × 30—960(1,248)	B4-3	—	IIID (2)
Stores Supervisor	£430(574) × 20—490 × 20—550(730)	C5-4	—	VIII (2)
Assistant Mech. Engineer	£655(866): 655: 725 × 35—760: 830 × 35— 865 × 35—1,005(1,304)	C3-2	—	IIIE

APPENDIX X—ZANZIBAR—*continued*

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	PUBLIC WORKS AND SURVEY—<i>continued</i>				
	<i>A. Administration—continued</i>				
	Chief Clerk, Headquarters	£430(574) × 20—490 × 20—550(730)	C5-4	—	VIII (2)
	Head Clerk, Pemba	£360(483) × 15—405 × 15—450(600)	} C6-5	—	VIII (4)
	Revenue Clerk, Headquarters	£360(483) × 15—405 × 15—450(600)			
	Cashier, Headquarters	£360(483) × 15—405 × 15—460(600)	} C6-5	—	VIII (4)
	Votes Ledger Clerk	£360(483) × 15—405 × 15—450(600)			
	Staff and Pay Clerk	£360(483) × 15—405 × 15—450(600)			
	Storekeepers	£360(483) × 15—405 × 15—450(600)	} E4-1	—	IE
	Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)			
203	Clerks	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE
	Furniture Clerk	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
	Architectural Superintendent	£620(821) × 20—720: 740 × 20—800(1,048)	C3	—	VIII (1)
	Civil Engineering Assistants	£226(305) × 12—310 × 12—370: 430 × 20 —550(730)	C6-4	—	VIII (3)
	Civil Engineering Assistants	£360(483) × 15—405 × 15—450(600)	C5	—	VIII (2)
	Shorthand Typists	£120(162) × 12—168(227)	E	—	—
	Range Staff	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
	Range Staff	£36(49) × 1—60(81)	SS	—	—
	<i>B. Buildings</i>				
	Senior Clerk of Works	£690(910) × 20—840(1,098)	C4-3	372	IIA
	Inspector of Works	£430(574) × 20—490 × 20—550(730)	C5-4	—	VIII (2)
	Head Works Overseer	£360(483) × 15—405 × 15—450(600)	C5	—	VIII (2)
	Senior Works Overseer	£226(305) × 6—256 × 6—280(378)	E	} 126	—
	Range Staff	£165(222) × 5—190 × 6—220(297)	E		
	Range Staff	£120(162) × 5—145 × 5—165(222)	E		
	Range Staff	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
	Range Staff	£60(81) × 1½—75 × 1½—90(122)	SS		
	Range Staff	£36(49) × 1—60(81)	SS	—	—

APPENDIX X—ZANZIBAR—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>PUBLIC WORKS AND SURVEY—continued</i>				
<i>C. Roads and Harbour Works</i>				
Senior Clerks of Works	£690(910) × 20—840(1,098)	C4-3	—	IIA
Head Road Overseer	£360(483) × 15—405 × 15—450(600)	C5	—	VIII (2)
Range Staff	£226(305) × 6—256 × 6—280(378)	E	126	—
Range Staff	£165(222) × 5—190 × 6—220(297)	E		
Range Staff	£120(162) × 5—145 × 5—165(222)	E		
Range Staff	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
Range Staff	£60(81) × 1½—75 × 1½—90(122)	SS		
Range Staff	£36(49) × 1—60(81)	SS	—	—
<i>D. Waterworks and Drainage</i>				
Drainage Inspector	£226(305) × 12—310 × 12—370: 430 × 20—550(730)	Regrade	—	VIII (3)
Water Inspector	£360(483) × 15—405 × 15—450(600)	C5	—	VIII (2)
Range Staff	£226(305) × 6—256 × 6—280(378)	E	126	—
Range Staff	£165(222) × 5—190 × 6—220(297)	E		
Range Staff	£120(162) × 5—145 × 5—165(222)	E		
Range Staff	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
Range Staff	£60(81) × 1½—75 × 1½—90(122)	SS		
Range Staff	£36(49) × 1—60(81)	SS	—	—
<i>E. Telephone Services</i>				
Senior Telephone Overseer	£226(305) × 12—286 × 12—370(496)	E	—	—
Range Staff	£226(305) × 6—256 × 6—280(378)	E	126	—
Range Staff	£165(222) × 5—190 × 6—220(297)	E		
Range Staff	£120(162) × 5—145 × 5—165(222)	E		
Range Staff	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
Range Staff	£60(81) × 1½—75 × 1½—90(122)	SS		
Range Staff	£36(49) × 1—60(81)	SS	—	—
<i>H. Workshops and Transport</i>				
Mechanical Superintendent	£590(782) × 20—690: 720 × 30—840(1,098)	C4-3	—	IID
Foremen Mechanics	£660(873) × 30—720(948)	C5-4	—	IIA

APPENDIX X—ZANZIBAR—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
PUBLIC WORKS AND SURVEY—continued				
H. Workshops and Transport—continued				
Engineer Clerk	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Range Staff	£226(305) × 6—256 × 6—280(378)	E	126	—
Range Staff	£165(222) × 5—190 × 6—220(297)	E		
Range Staff	£120(162) × 5—145 × 5—165(222)	E		
Range Staff	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
Range Staff	£60(81) × 1½—75 × 1½—90(122)	SS		
Range Staff	£36(49) × 1—60(81)	SS	—	—
205 J. Electricity				
(a) Administration				
Electrical and Mechanical Engineer	£655(866): 655: 725 × 35—760: 830 × 35— 865 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	—	IV
Engineer Clerk	£226(305) × 12—286 × 12—370(496)	E	—	IE
Engineer Draughtsman	£360(483) × 15—405 × 15—450(600)	C5	—	VIII (2)
Shorthand Typists	£240(324) × 12—300(405)	Regrade	196-203	—
Lift Attendant	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
(b) Generation				
Clerk	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Storekeeper	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Foreman	£360(483) × 15—405 × 15—450(600)	C5	—	VIII (2)
Range Staff	£165(222) × 5—190 × 6—220(297)	E	126	—
Range Staff	£120(162) × 5—145 × 5—165(222)	E		
Range Staff	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E		
Range Staff	£36(49) × 1—60(81)	SS		
Range Staff	£36(49) × 1—60(81)	SS		

APPENDIX X—ZANZIBAR—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.			
PUBLIC WORKS AND SURVEY—continued							
J. Electricity—continued							
(c) Distribution							
Plumber Joiner	£590(782) × 20—690: 720 × 30—840(1,098)	} NP	—	—			
Armature Winder	£590(782) × 20—690: 720 × 30—840(1,098)						
Overhead Linesman	—						
Instrument Mechanic	£590(782) × 20—690: 720 × 30—840(1,098)						
Electrician	£590(782) × 20—690: 720 × 30—840(1,098)						
Installation Inspector	£590(782) × 20—690: 720 × 30—840(1,098)						
Meter Superintendent	£590(782) × 20—690: 720 × 30—840(1,098)						
Head Meter Tester	£590(782) × 20—690: 720 × 30—840(1,098)						
Electrical Superintendent	£620(821) × 20—720: 740 × 20—800(1,048)				C3	—	VIII (1)
Meter Reader	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)				E4-1	—	IE
Meter Readers	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE			
Range Staff	£226(305) × 6—256 × 6—280(378)	E	} 126	—			
Range Staff	£165(222) × 5—190 × 6—220(297)	E					
Range Staff	£120(162) × 5—145 × 5—165(222)	E					
Range Staff	£90(122) × 1½—97½ × 2½—100 × 5—120(162)	E					
Range Staff	£60(81) × 1½—75 × 1½—90(122)	SS					
Range Staff	£36(49) × 1—60(81)	SS					
Range Staff	£36(49) × 1—60(81)	SS					
K. Land Survey							
Survey Superintendent	£620(821) × 20—720: 740 × 20—800(1,048)	C3	} 274-5	VIII (1)			
Surveyor	£430(574) × 20—490 × 20—550(730)	C5-4		VIII (2)			
Surveyors	£226(305) × 12—286 × 12—370(496)	E		IE			
Junior Assistant Surveyors	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1		—	IE		
Draughtsman	£226(305) × 12—286 × 12—370(496)	E	261-3	IE			
Junior Assistant Draughtsman	£120(162) × 10—190 × 12—238 × 12—334 (449)	E4-1	261-3	IE			
Photo Drawing Assistant	£226(305) × 12—286 × 12—370(496)	E	261-3	IE			
Clerk	£120(162) × 10—190 × 12—238 × 12—334 (449)	E4-1	—	IE			
Head Chainmen	£60(81) × 1½—75 × 1½—90(122)	}	—	—			
Chainmen	£36(49) × 1—60(81)						
Messenger	£36(49) × 1—60(81)						

APPENDIX X—ZANZIBAR—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
SECRETARIAT				
Chief Secretary to the Government	£1,850(2,200)	£2,600(2,762)	—	—
Financial Secretary	£1,585(1,935)	£2,400(2,562)	—	—
Administrative Secretary	£1,355(1,705)	£2,000(2,162)	—	—
Assistant Secretaries	£550(730): 620 × 35—725 × 35—760: 830 × 35—900: 1,005 × 45—1,140 × 45—1,320 (1,670)	A	—	IV
Assistant Secretaries	£320(431): 320: 360 × 15—450 × 20—530 × 25—680 × 25—720(948)	B5-2	397	VII (2)
Establishment Assistant	£620(821) × 20—720: 740 × 20—800(1,048)	C3-2	—	VIII (1)
Clerk of Legislative Council	£620(821) × 20—720: 740 × 20—800(1,048)	C3-2	—	VIII (1)
Estimates Assistant	£430(574) × 20—490 × 20—590(782)	C5-4	—	VIII (2)
Office Superintendent	£430(574) × 20—490 × 20—590(782)	C5-4	—	VIII (2)
Clerks	£360(483) × 15—405 × 15—450(600)	C6-5	—	VIII (4)
Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Clerks	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE
Temporary Clerk and Shorthand Typists	£240(324) × 12—300(405)	} NP	—	—
Temporary Clerk and Shorthand Typists	£180(243) × 12—228(308)		—	—
Temporary Clerk and Shorthand Typists	£120(162) × 12—168(227)		—	—
Messengers	£60(81) × 3—96: 106 × 6—160(216)	} SS	—	—
Messengers	£36(49) × 1—60(81)		—	—
Beit el-Ajaib Cleaners	£36(49) × 1—60(81)		—	—
TREASURY				
Accountant-General	£1,335(1,685)	£1,740(1,902)—1,860(2,022)	—	—
Assistant Accountant-General	£620(821) × 20—720(948)	B3-2	} 256-60	VII (2)
Accountant	£430(574) × 20—490 × 20—550(730)	B5-4		
Establishment Clerk	£360(483) × 15—405 × 15—450(600)			
Book-keeper	£360(483) × 15—405 × 15—450(600)	} C6-5	—	VIII (4)
Examiner of Accounts	£360(483) × 15—405 × 15—450(600)			
Cashier	£360(483) × 15—405 × 15—450(600)			
Stores Verifier	£360(483) × 15—405 × 15—450(600)			

APPENDIX X—ZANZIBAR—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>TREASURY—continued</i>				
Clerks	£120(162) × 10—190 × 12—238 × 12—334 (449): (346: 358: 370)	E4-1	—	IE
Clerk	£60(81) × 3—96: 106 × 6—160(216)	E6-4	—	IE
Shorthand Typists	£120(162) × 12—168(227)	E or E (W)	—	—
Money Counter	£60(81) × 1½—75 × 1½—90(122)	SS	—	—
Messengers	£36(49) × 1—60(81)	SS	—	—

Appendix XI

EAST AFRICA HIGH COMMISSION NON-SELF-CONTAINED SERVICES

Schedule of Present and Proposed Salary Scales

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
EAST AFRICA HIGH COMMISSION AND CENTRAL ASSEMBLY				
<i>Office of Administrator</i>				
Administrator	£3,150(3,500)	£3,800(3,962)	—	—
Economic Secretary	£1,800(2,150)	£2,600(2,762)	—	—
Assistant Chief Secretary	£1,800(2,150)	£2,600(2,762)	—	—
Establishment Officer	£1,435(1,785)	£2,000(2,162)	—	—
Assistant Secretary (I)	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
Assistant Secretaries	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—900: 1,005 × 45—1,140 × 45— 1,320(1,670)	B	397	IIIB
Defence Secretary	£1,200(1,550)	NP	—	—
Reception Officer	£970(1,310)	NP	—	—
Assistant Establishment Officer	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2	397	IIIB
Assistant Establishment Officer (F)	£560(756) × 15—650(877)	Regrade B(W)	397	—
Office Superintendent	£670(904) × 20—690 × 25—790 × 25—840 (1,134)	C4-3	—	IIA
Clerks	£560(756) × 15—650(877)	Regrade	190-3	IG
Clerks	£580(783) × 20—680 × 20—720(972)	Regrade	190-3	IF
Clerks	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerks	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
Cypher Clerks	£480(648) × 15—540(729)	Regrade	190-3	IG
Cypher Clerks	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
Motor Drivers	C.2			
Motor Drivers	C.3	E	—	IA
Clerk	C.4			
Office Messengers	—	SS	—	—

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i> *	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EAST AFRICA HIGH COMMISSION AND CENTRAL ASSEMBLY—continued</i>				
<i>Legal Secretary</i>				
Legal Secretary	£1,950(2,330)	£2,900(3,062)	426(2)	—
Senior Assistant Legal Secretary	£1,435(1,785)	£2,000(2,162)	—	—
Assistant Legal Secretary	£865(1,168): 865: 935 × 35—1,005 × 45— 1,140 × 45—1,320(1,670)	A	—	IV
Clerk	£480(648) × 15—540(729)	Regrade	190-3	IG IG IF
Clerk	£295(398) × 15—370 × 15—460(621)			
Clerk	B.2			
Messenger	—	SS	—	—
<i>EAST AFRICAN AGRICULTURE AND FORESTRY RESEARCH ORGANISATION</i>				
Director	£2,500(2,850)	NP	—	—
Deputy Director	£1,850(2,200)	£2,400(2,562)	—	—
Head of Animal Industry Division	£1,700(2,050)	NP	—	—
Research Officers	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Research Officers	C.R.S.	No recommendation	255	—
Scientific and Agricultural Assistants	£550(743) × 20—650 × 20—690 × 25—790 × 25—840(1,134)	C or C(W) 5-3	—	IIA or B
Scientific and Agricultural Assistants	Temporary	NP	—	—
Field Experimentalist	£930(1,256) × 30—990(1,337)	NP	—	—
Farm Manager	£690(932) × 25—815 × 25—840 × 30—960 (1,296)	C4-3	—	IIA
Secretary	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	B	397	IIIB
Storekeeper	£610(824) × 20—690 × 25—715 × 25—790 (1,066)	C5-4	270-1	IIA
Maintenance Superintendent	—	NP	—	—
Assistant Maintenance Superintendent	—	NP	—	—
Librarian	£670(904) × 20—690 × 25—790 × 25—840 (1,134)	Regrade	267-9	—

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EAST AFRICAN AGRICULTURE AND FORESTRY RESEARCH ORGANISATION—continued</i>				
Clerks	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerks	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
Artisans	B.2	Regrade	375	IG
Artisans	B.3	E	375	IC
Overseer	B.3	E	375	IC
Clerks	C.2	E	—	}
Clerks	C.3	E	—	
Clerks	C.4	E	—	
Laboratory Assistants	C.2	E	266	
Laboratory Assistants	C.3	E		
Laboratory Assistants	C.4	E		
Overseers	C.2	E	—	
Overseers	C.4	E	—	
Artisans	C.2	E	375	
Artisans	C.3	E		
Artisans	C.4	E		
Motor Drivers	C.3	E	—	
<i>Termite Research</i>				
Research Officers	C.R.S.	No recommendation	255	—
Laboratory Assistants	C.3	E	266	IA
Labour	—	SS	—	—
<i>Ecology Training</i>				
Officer-in-Charge	C.R.S.	No recommendation	255	—
Clerk	C.3	E	—	IA
Labour	—	SS	—	—
<i>EAST AFRICAN BUREAU OF RESEARCH IN MEDICINE AND HYGIENE</i>				
Director	£1,500(1,850)	£2,000(2,162)	426(27)	—
Clerk	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerk	C.3	E	—	IA
Office Messenger	—	SS	—	—

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
DESERT LOCUST SURVEY				
<i>Administrative Headquarters</i>				
Director		NP	—	—
Senior Entomologist	£1,335(1,685) × 50—1,535(1,885)	NP	—	—
Executive Officer	£840(1,134) × 30—1,080(1,430)	Regrade	407	—
Accountant	£670(904) × 20—690 × 25—790 × 25—840 (1,134)	Regrade	256-60	—
Clerk	£480(648) × 15—540(729)	Regrade	190-3	IIG
Storekeeper	£610(824) × 20—690 × 25—715 × 25—790 (1,066)	C5-4	270-1	IIA
Technical Officers	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—930(1,256)	C5-3	—	IIA
Motor Driver	C.3	E	—	IA
Subordinate Staff	—	SS	—	—
<i>Locust Survey Teams</i>				
Research Officers	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Research Officers	C.R.S.	No recommendation	255	—
Field Officers	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—930(1,256)	C5-3	—	IIA
Field Assistants	£550(743) × 20—650 × 20—690(932)	C5	} 377	IIA
Mechanics	£550(743) × 20—650 × 20—690(932)	Regrade		
Drivers	—	SS	—	—
Locust Assistants—Scouts	—	SS	—	—
<i>Control Measures</i>				
Administrative and Finance Officer	£1,700(2,050)	NP	—	—
Chief Field Officer	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	NP	—	—
Senior Executive Officer	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	B	397	IIIB
Executive Officer	£840(1,134) × 30—1,080(1,430)	Regrade	407	—
Technical Officer	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	NP	—	—

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

	<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
	DESERT LOCUST SURVEY— <i>continued</i>				
	<i>Administrative Headquarters—continued</i>				
	Senior Locust Officers	—	NP	—	—
	Locust Officers				
	Liaison Officer				
	Administrative Officers				
	Technical Assistant				
	Radio Officers	£740(999) × 20—800(1,080)	C4	—	IIA
	Accounting Officers	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—930(1,256)	Regrade	256-60	—
	Accounting Officers	£610(824) × 20—690 × 25—715 × 25—790 (1,066)	Regrade	256-60	—
	Storekeepers	£610(824) × 20—690 × 25—715 × 25—790 (1,066)	C5-4	270-1	IIA
213	Storekeepers	£550(743) × 20—650 × 20—690(932)	C6-5	270-1	IIH (1)
	Transport Officers	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—930(1,256)	C5-3	—	IIA
	Foreman Mechanic	—	NP	—	—
	Control Officers (T)				
	Mechanics	£480(648) × 15—540(729)	Regrade	190-3	IG
	Clerks				
	Clerks	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
	Drivers	—	SS	—	—
	Artisan				
	Subordinate Staff				
	EAST AFRICAN FISHERY RESEARCH				
	Director	C.R.S.	No recommendation	255	—
	Research Officers	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
	Research Officers	C.R.S.	No recommendation	255	—
	Field Officers	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—900(1,215)	C5-3	—	IIA
	Clerk	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
	Artisan	B.3	E	375	IC
	Labour	—	SS	—	—

APPENDIX XI—EAST AFRICA HIGH COMMISSION—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
EAST AFRICAN INDUSTRIAL RESEARCH BOARD				
Director	£1,535(1,885)	£2,200(2,362)	—	—
Chief Chemist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Ceramic Specialist	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
Scientific Officers	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Scientific Assistant (F)	£550(743) × 20—650 × 20—690 × 25—790 (1,066)	C(W) 5-4	—	IIB
Junior Scientific Assistant	£340(459) × 22/10—475 × 22/10—520(702)	Regrade	645	IH
Clerk	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerk	C.3	E	—	} IA
Laboratory Assistants	C.3	E	} 266	
Laboratory Assistants	C.4	E		
Subordinate Staff	—	SS	—	—
EAST AFRICAN MARINE FISHERIES RESEARCH ORGANISATION				
Director	C.R.S.	No recommendation	255	—
Research Officers	C.R.S.	No recommendation	255	—
Master of Research Vessel	£1,000(1,350)	NP	—	—
Chief Engineer	£800(1,080)	NP	—	—
Clerk	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
Clerk	B	Regrade	190-3	IC
Engineers	C.2	E	} —	} IA
Coxwain	C	E		
Seamen	C.2	E		
Seamen	C.3	E		
Subordinate Staff	—	SS	—	—
LAKE VICTORIA FISHERIES SERVICES				
Chief Fisheries Officer	£1,385(1,735)	£2,000(2,162)	—	—
Fisheries Officers	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	—	IV

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>LAKE VICTORIA FISHERIES SERVICES—continued</i>				
Field Officer	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—930(1,256)	C5-3	—	IIA
Clerk	B.3	E	—	IC
Clerks	C.3	E	—	} IA
Clerks	C.4	E	375	
Artisans	C.3	E		
Coxwains	C.4	E		
Deckhands	—	SS		
Head Fish Guards	C.4	E		—
Fish Guards	—	SS	—	—
Subordinate Staff	—	SS	—	—
<i>EAST AFRICAN INTER-TERRITORIAL LEPROSY SPECIALIST</i>				
Leprologist	£1,620(1,970)	NP	—	—
Laboratory Technician	£550(743) × 20—650 × 20—690 × 25—790 × 25—840(1,134)	C5-2	264-6	IIC
Clerk	B.3	E	—	IC
Motor Driver	C.3	E	—	IA
<i>EAST AFRICAN LITERATURE BUREAU</i>				
Director	£1,650(2,000)	} NP	—	—
Assistant Director	£1,200(1,550)			
Officers i/c Uganda and Tanganyika Branches	—	} Regrade	190-3	IG
Production Secretary	£480(648) × 15—540(729)			
Artist	—	NP	—	—
Clerks	£480(648) × 15—540(729)	} Regrade	190-3	IG
Clerks	£295(398) × 15—370 × 15—460(621)			
Clerks	B.2	Regrade	190-3	IF
Clerks	B.3	E	—	IC
Clerks	C.1	} E	—	IA
Clerks	C.2			
Clerks	C.3			
Clerks	C.4			
Subordinate Staff	—	SS	—	—

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EAST AFRICAN LITERATURE BUREAU—continued</i>				
<i>Periodicals Section</i>				
Assistant Editor	—	NP	—	—
Sub-Editor	C.1	}	—	IA
Clerk	C.3			
<i>Libraries Service</i>				
Librarian	—	Regrade	267-9	—
Branch Librarian (F)	£550(743): 550: 600×30—690×30—780 (1,053)	Regrade	267-9	—
Branch Librarian	£670(904)×20—690×25—790×25—840 (1,134)	Regrade	267-9	—
Clerks	C.2	}	—	IA
Motor Drivers	C.3			
Subordinate Staff	—			
<i>EAST AFRICAN MALARIA UNIT</i>				
Director	£1,750(2,100)	NP	—	—
Medical Research Officer	C.R.S.	No recommendation	255	—
Malaria Field Officers	£550(743)×20—650×20—690×25—790 ×25—840×30—930(1,256)	C5-3	—	IIA
Malaria Engineer	£655(884): 655: 725×35—760: 830×35— 865×35—1,005×45—1,140×45—1,320 (1,670)	A	—	IV
Engineer, Amani	£740(999)	NP	—	—
Secretary	£670(904)×20—690×25—790×25—840 (1,134)	Regrade	381 & 397	—
Clerks	£295(398)×15—370×15—460(621)	Regrade	190-3	IG
Assistant Scientific Officer	C.E	E	—	IA
Malaria Assistants	C.2	}	169-174	IA
Malaria Assistants	C.3			
Malaria Assistants	C.4			
Laboratory Assistants	C.2			
Laboratory Assistants	C.4	E	266	IA
Motor Drivers	C.3	}	—	IA
Motor Drivers	C.4			
Subordinate Graded Staff	C.4			
Subordinate Staff	—	SS	—	—

APPENDIX XI—EAST AFRICA HIGH COMMISSION—continued

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EAST AFRICAN MALARIA UNIT—continued</i>				
<i>Malaria Control</i>				
Medical Officer	—	NP	—	—
Technical Assistants	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—930(1,256)	C5-3	—	IIA
Entomologist	C.R.S.	No recommendation	255	—
Field Officers	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—930(1,256)	C5-3	—	IIA
Secretary/Stenographer	£480(648) × 15—540(729)	Regrade	196-203	IG
Laboratory Assistants	C.2	}	266	IA
Laboratory Assistants	C.3			
Laboratory Assistants	C.4			
Health Worker	C.4	E	—	IA
Drivers	C.3	E	—	IA
Senior Sprayers	}	SS	—	—
Mosquito Orderlies				
Labour				
Artisans	C.4	E	375	IA
<i>EAST AFRICAN MEDICAL RESEARCH</i>				
<i>Filariasis Research Unit</i>				
Director	£1,650(2,000)	NP	—	—
Research Officers	C.R.S.	No recommendation	255	—
Laboratory Technicians	£550(743) × 20—650 × 20—690 × 25—790 × 25—840(1,134)	C5-2	264-6	IIC
Librarian Photographer	—	NP	—	—
Clerks	C.3	}	—	IA
Clerks	C.4			
Laboratory Assistants	C.3			
Laboratory Assistants	C.4	E	266	IA
Artisan	C.3	E	375	IA
Motor Drivers	C.4	E	—	IA
Labour	—	SS	—	—

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EAST AFRICAN MEDICAL RESEARCH—continued</i>				
<i>East African Medical Survey</i>				
Medical Research Officers	C.R.S.	No recommendation	255	—
Health Visitors (F)	£460(621) × 20—560 × 20—600 × 25—700 (945)	N4	325	V
Statistician	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	—	IV
Office Superintendent	£670(904) × 20—690 × 25—790 × 25—840 (1,134)	C4-3	—	IIA
Laboratory Technicians	£550(743) × 20—650 × 20—690 × 25—790 × 25—840(1,134)	C5-2	264-6	IIC
Clerks	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerks	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
Clerks	C.3	E	—	IA
Clerks	C.4	E	—	IA
Medical Assistant	C.3	E	329	IA
Laboratory Assistants	C.3	E	266	IA
Laboratory Assistants	C.4	E	375	IA
Artisan	C.3	E	—	IA
Motor Drivers	C.4	SS	—	—
Labour				
<i>EAST AFRICAN METEOROLOGICAL DEPARTMENT</i>				
Director	£1,850(2,200)	£2,400(2,562)	426(7)	—
Assistant Director	£1,435(1,785)	£2,000(2,162)	—	—
Meteorologists	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Meteorological Assistants	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—900(1,215)	C5-3	408	IIA
Office Superintendent	£670(904) × 20—690 × 25—790 × 25—840 (1,134)	C4-3	—	IIA
Instrument Mechanic	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—900(1,215)	C5-3	—	IIA
Librarian	£510(688) × 20—670(904)	Regrade	267-9	—

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EAST AFRICAN METEOROLOGICAL DEPARTMENT—continued</i>				
Clerks	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerks	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
Meteorological Assistants	B.1	Regrade	408	IF
Meteorological Assistants	B.2			IF
Meteorological Assistants	B.3			IC
Meteorological Assistants	B.4			IC
Meteorological Assistants	B.(F)			IC
Meteorological Assistants	C.1-3			IA
Meteorological Assistants	C.4	IA	IA	
Motor Drivers	C.3	E	—	IA
Subordinate Staff	—	SS	—	—
<i>ROYAL EAST AFRICAN NAVY</i>				
219 Commanding Officer	£1,980(2,330)	NP	—	—
Executive Officer	£1,050(1,400) × 45—1,320(1,670)			
Secretary	£1,050(1,400) × 45—1,320(1,670)			
Lieutenants	£550(743) × 35—1,005(1,355)			
Chief Petty Officers	£650(877) × 20—690 × 25—790(1,066)			
Chief Petty Officer	B.3			
Engine-room Artificer	B.3	SS	—	—
Ratings	—	Regrade	190-3	IG
Clerks	£295(398) × 15—370 × 15—460(621)	E	—	IC
Clerks	B.3	E	—	IA
Clerks	C.4	E	—	IC
Artisans	B.3	E	375	IA
Artisans	C.2	—	—	IA
Subordinate Staff	—	SS	—	—
<i>EAST AFRICAN OFFICE IN LONDON</i>				
Commissioner	}	No recommendation	409	—
Assistants				
Clerical Officer (Male)				
Clerical Officers (Female)				
Clerks				
Office Commissionaire	—	—	—	—

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
EAST AFRICAN PRODUCTION AND SUPPLY COUNCIL				
<i>Main Division</i>				
Director of Produce Disposal	£1,435(1,785)	£2,200(2,362)	426(16)	—
Assistant	£1,335(1,685)	NP	—	—
Assistants	£900(1,215) × 30—990(1,337)	NP	—	—
Clerks	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerks	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
Accountant	B.1	Regrade	256-260	—
Clerks	B.3	E	—	IC
Office Messengers	—	SS	—	—
<i>East African Hides, Tanning and Allied Industries Bureau</i>				
Officer-in-Charge	Post combined with that of Director of Produce Disposal			
Leather Chemist	£585(790): 585: 655 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Footwear Inspector	£550(743) × 20—650 × 20—690 × 25—790(1,066)	C5-4	—	IIA
Hide Examiners	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—930(1,256)	C5-3	—	IIA
Clerks	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerks	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
Clerical Learner	—	NP	—	—
Laboratory Assistants	C.3	E	266	IA
Laboratory Assistants	C.4			
Labour	}	SS	—	—
Office Messengers				
EAST AFRICAN STATISTICAL DEPARTMENT				
Director	£1,685(2,035)	£2,400(2,562)	—	—
Assistant Director	£1,335(1,685)	£2,000(2,162)	—	—

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EAST AFRICAN STATISTICAL DEPARTMENT—continued</i>				
Statisticians	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	—	IV
Statistical Officer	£670(904) × 20—690 × 25—790 × 25—840 (1,134)	C4-3	—	IIA
Secretary (F)	£670(904) × 20—690 × 25—790 × 25—840 (1,134)	Regrade	381	IIA
Hollerith Machine Controller	£740(999) × 20—800(1,080)	Regrade	379	IF
Clerks	£580(783) × 20—680 × 20—720(972)	}	190-3	IF
Clerks	£480(648) × 15—540(729)			IG
Clerks	£295(398) × 15—370 × 15—460(621)			IG
Statistical Assistant	B.1			IF
Clerks	B.2	}	—	IF
Clerks	B.3			IC
Clerks	B.3(F)	E	—	IC
Hollerith Machine Operators	B.2	Regrade	410	IF
Hollerith Machine Operators	B.3	Regrade	410	IC
Clerks	C.2	E	158-9	IA
Clerks	C.3	E	—	IA
Hollerith Machine Operator	C.2	Regrade	} 410	IA
Key Punch Operators	C.2	Regrade		
Key Punch Operators	C.3	Regrade		
Motor Drivers	C.2	E	} —	IA
Motor Drivers	C.3	E		
Office Messengers	—	SS	—	—
Watchmen	—	SS	—	—
<i>EAST AFRICAN TSETSE AND TRYPANOSOMIASIS RESEARCH AND RECLAMATION ORGANISATION</i>				
Director	£1,900(2,250)	}	—	—
Deputy Director	£1,685(2,035)			
Research Officers	£1,335(1,685) × 50—1,535(1,885)			

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EAST AFRICAN TSETSE AND TRYPANOSOMIASIS RESEARCH AND RECLAMATION ORGANISATION—continued</i>				
Research Officers	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Research Officers	C.R.S.	No recommendation	255	—
Secretary	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	B	397	IIIB
Secretary	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—930(1,256)	Regrade	381 & 397	—
Field Officers	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—930(1,256)	C5-3	—	IIA
Laboratory Technician	£550(743) × 20—650 × 20—690 × 25—790 × 25—840(1,134)	C5-2	264-6	IIC
Field Assistants	£550(743) × 20—650 × 20—690(932)	C5	—	IIA
Mechanic	£815(1,100)	NP	377	—
Clerks	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerks	B.2	Regrade	190-3	IF
Clerks	B.3	E	—	IC
Clerks	C.1	E	—	}
Clerks	C.2			
Clerks	C.3			
Clerks	C.4			
Laboratory Assistants	C.2			
Laboratory Assistants	C.3	E	266	} IA
Laboratory Assistants	C.4	E	—	
Motor Drivers	C.2			
Motor Drivers	C.3			
Motor Drivers	C.4	E	—	}
Artisans	C.2			
Assistants	—	SS	375	}
Messengers	—			
Labour	—			

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EAST AFRICAN TSETSE AND TRYPANOSOMIASIS RESEARCH AND RECLAMATION ORGANISATION—continued</i>				
<i>Central Trypanosomiasis Research Institute, Sukulu</i>				
Research Officers	C.R.S.	No recommendation	255	—
Secretary	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—930(1,256)	Regrade	381 & 397	—
Field Assistant	£550(743) × 20—650 × 20—690(932)	C5	—	IIA
Laboratory Technicians	£550(743) × 20—650 × 20—690 × 25—790 × 25—840(1,134)	C5-2	264-6	IIC
Artisans	B.3	E	375	IC
Clerk	B.3	E	—	IC
Clerks	C.2	E	—	IA
Clerks	C.3		—	
Laboratory Assistants	C.3		266	
Motor Drivers	C.3		—	
Assistants	—	SS	—	—
Labour				
<i>Pilot Schemes</i>				
Entomologist	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Field Assistant	£550(743) × 20—650 × 20—690(932)	C5	—	IIA
Clerk	B.1	Regrade	190-3	IF
Assistants	—	SS	—	—
<i>EAST AFRICAN VETERINARY RESEARCH ORGANISATION</i>				
Director	C.R.S.	No recommendation	255	—
Deputy Director	—	NP	—	—
Research Officers	C.R.S.	No recommendation	255	—
Research Officers	£585(790): 585: 655 × 35—760: 830 × 35— 1,005 × 45—1,140 × 45—1,320(1,670)	A	—	IV
Secretary	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	B	397	IIIB

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EAST AFRICAN VETERINARY RESEARCH ORGANISATION—continued</i>				
Finance Officer	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,230(1,580)	B5-2	256-60	IIIA
Laboratory Technicians	£550(743) × 20—650 × 20—690 × 25—790 × 25—840(1,134)	C5-2	264-6	IIC
Junior Laboratory Technicians	£340(459) × 22/10—475 × 22/10—520(702)	Regrade	645	IH
Farm Manager	£550(743) × 20—650 × 20—690 × 25—790 × 25—840 × 30—900(1,215)	C5-3	—	IIA
Maintenance Superintendent	—	NP	—	—
Overseer	£550(743) × 20—650 × 20—690 × 25—715 (965)	C5	—	IIA
Field Assistant	£550(743) × 20—650 × 20—690 × 25—790 (1,066)	C5-4	—	IIA
Librarian (F)	—	Regrade	267-9	—
Storekeeper	£610(824) × 20—690 × 25—715 × 25—790 (1,066)	C5-4	270-1	IIA
Clerks	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerks	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
Clerks	B.2	Regrade	190-3	IF
Clerks	C.2	E	—	}
Clerks	C.3	E	—	
Clerks	C.4	E	—	
Laboratory Assistants	C.1	E	266	
Laboratory Assistants	C.2			
Laboratory Assistants	C.3			
Laboratory Assistants	C.4			
Overseers	C.2	E	375	
Overseers	C.4			
Artisans	C.2			
Artisans	C.3			
Artisans	C.4	E	—	
Motor Drivers	C.3			
Motor Drivers	C.4	E	—	
Labour	—	SS	—	—

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
VIRUS RESEARCH INSTITUTE				
Director	£1,750(2,100)	NP	—	—
Research Officers	C.R.S.	No recommendation	255	—
Secretary	£670(904) × 20—690 × 25—790 × 25—840 (1,134)	Regrade	381 & 397	IIA
Laboratory Technicians	£550(743) × 20—650 × 20—690 × 25—790 × 25—840(1,134)	C5-2	264-6	IIC
Laboratory Technician	B.2	Regrade	264-6	IF
Artisan	B.2	Regrade	375	IF
Clerks	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerks	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
Overseer	B.2	Regrade	375	IF
Laboratory Assistants	C.2	}	266	IA
Laboratory Assistants	C.3			
Laboratory Assistants	C.4			
Artisan	C.3	E	375	IA
Subordinate Staff	—	SS	—	—
EAST AFRICAN DIRECTORATE OF CIVIL AVIATION				
<i>Headquarters</i>				
Director	£1,750(2,100)	£2,400(2,562)	—	—
Chief Operations Officer	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	B1	411	IIIB
Aviation Administrative Officer	£984(1,328)	NP	—	—
Chief Telecommunications Officer	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	B1	411	IIIB
Chief Air Traffic Control Officer	£970(1,310) × 35—1,005 × 45—1,230(1,580)	C1	411	IIF (2)
Assistant Operations Officer	£790(1,066) × 25—840 × 30—900(1,215)	B4-2	411	IIID (2)
A.R.B. Surveyors	—	NP	—	—
Aviation Assistant	£610(824) × 20—690 × 25—715 × 25—790 (1,066)	C5-4	411	IIA

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EAST AFRICAN DIRECTORATE OF CIVIL AVIATION—continued</i>				
<i>Headquarters—continued</i>				
Clerks	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerks	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
Aviation Assistant (F)	—	NP	—	—
Clerks	B.3	E	—	IC
Motor Driver	C.3	E	—	IA
Subordinate Staff	—	SS	—	—
<i>Air Traffic Control</i>				
Air Traffic Control Officer	£1,100(1,450)	} Regrade C	411	II
Air Traffic Control Officers	£960(1,296) × 30—1,080(1,430)			
Air Traffic Control Officers	£840(1,134) × 30—960(1,296)			
Air Traffic Control Officers	£610(824) × 20—690 × 25—840 × 30—900 (1,215)			
Air Traffic Control Assistants (F)	£370(500) × 15—460(621)	Regrade C(W)	411	II
Control Assistants	C.3	E	—	IA
Control Assistants	C.4	E		
Artisans	B.3 (max. £360(486))	E	375	IC
Clerks	C.3	E	—	IA
Clerks	C.4	E		
Subordinate Staff	—	SS	—	—
<i>Aeradio Services</i>				
Communication Officers	£840(1,134) × 30—1,080(1,430)	B3-2	411	IIID (3)
Office Superintendent	£670(904) × 20—690 × 25—790 × 25—840 (1,134)	C4-3	—	IIA
Radio Superintendents	£740(999) × 25—840(1,134)	C4-3	411	IIA
Radio Officers	£550(743) × 20—650 × 20—690 × 25—715 (965)	C5-4	411	IIA
Technician	£550(743) × 20—650 × 20—690 × 25—715 (965)	C5-4	—	IIA
Storekeeper	£610(824) × 20—690 × 25—715 × 25—790 (1,066)	C5-4	270-1	IIA
Clerks	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerks	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
Clerks	B.3	E	—	IC

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>EAST AFRICAN DIRECTORATE OF CIVIL AVIATION—continued</i>				
<i>Aeradio Services—continued</i>				
Artisans	B.3 (max. £360(486))	E	375	IC
Radio Operators	C.2	}	—	IA
Radio Operators	C.3			
Radio Operators	C.4			
Artisans	C.3			
Artisans	C.4	E	375	IA
Clerks	C.3	}	—	IA
Clerks	C.4			
Subordinate Staff	—	SS	—	—
<i>OFFICE OF THE FINANCE MEMBER</i>				
227 Finance Member	£2,150(2,500)	£2,900(3,062)	426(2)	—
Secretary	£1,435(1,785)	£2,000(2,162)	—	—
Estimates Officer	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2	256-60	IIIA
Secretary/Stenographer	£605(817)	Regrade	196-203	—
Clerk	£480(648) × 15—540(729)	Regrade	190-3	IG
Office Messengers	—	SS	—	—
<i>Accountant-General</i>				
<i>Part "A"</i>				
Accountant-General	£1,385(1,735)	£1,740(1,902)—1,860(2,022)	—	—
Senior Accountant	£1,050(1,400) × 45—1,230(1,580)	B1	}	IIIA
Accountants	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,230(1,580)	B5-2		
Accountants	£670(904) × 20—690 × 25—790 × 25—840 × 30—900(1,215)	Regrade	256-60	—
Clerks	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerks	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
Clerks	B.1	Regrade	190-3	IF
Clerks	B.3	}	—	IC
Clerks	C.3			
Clerks	C.4			
Messengers	—			
		SS	—	IA

APPENDIX XI—EAST AFRICA HIGH COMMISSION—continued

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
OFFICE OF THE FINANCE MEMBER—continued				
Part " B "				
<i>Departmental Accounting Staff</i>				
Accountants	£670(904) × 20—690 × 25—790 × 25—840 × 30—900(1,215)	Regrade	256-60	—
Accountants	£610(824) × 20—690 × 25—715 × 25—790 (1,066)	Regrade		—
Accountants	£580(783) × 20—680 × 20—720(972)	Regrade	190-3	—
Clerks	B.1	Regrade		IF
Clerks	B.2	Regrade		IF
Clerks	B.3	E	—	IC
EAST AFRICAN CUSTOMS AND EXCISE DEPARTMENT				
Commissioner	£1,950(2,300)	£2,600(2,762)	—	—
Deputy Commissioner	£1,535(1,885)	£2,200(2,362)	—	—
Regional Commissioner	£1,335(1,685)	£1,740(1,902)—1,860(2,022)	—	—
Regional Commissioners	£1,435(1,785)			
Senior Collectors	£1,095(1,445) × 45—1,230(1,580)	B1	412	IIIA
Collectors	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,050(1,400)	B5-2		
Chief Accountant and Statistical Officer	£1,095(1,445) × 45—1,230(1,580)	B1	256-60	IIIA
Deputy Chief Accountant	£840(1,134) × 30—1,080(1,430)	Regrade	256-60	—
Assistant Accountants	£670(904) × 20—690 × 25—790 × 25—840 × 30—900(1,215)	Regrade	256-60	—
Office Superintendent	£670(904) × 20—690 × 25—790 × 25—840 (1,134)	C4-3	—	IIA
Clerks	£560(756) × 15—650(877)	Regrade	190-3	IG
Clerks	£480(648) × 15—540(729)	Regrade		IG
Clerks	£295(398) × 15—370 × 15—460(621)	Regrade		IG
Clerks	£295(398) × 22/10—407/10 × 22/10—565 (762)	Regrade		IF
Chief Preventive Officer	£670(904) × 20—690 × 25—790 × 25—840 (1,134)	C4-3	—	IIA

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
EAST AFRICAN CUSTOMS AND EXCISE DEPARTMENT— <i>continued</i>				
Preventive Officers	£550(743) × 20—650 × 20—690 × 25—715 (965)	C5-4	}	IIA
Invoice Inspector	£610(824) × 20—690 × 25—715 × 25—840 (1,134)	C5-4		
Senior Examining Officers	£790(1,066) × 25—840 × 30—900(1,215)	C3		
Examining Officers	£550(743) × 20—650 × 20—690 × 25—790 (1,066)	C5-4		
Junior Examining Officers	£340(459) × 22/10—475 × 22/10—520(702)	Regrade	645	IH
Valuation Officer	£575(776) × 25—700(945)	}	190-3	IF
Chief Clerks	£575(776) × 25—700(945)			
Examining Officers	B.1	}	190-3	IF
Clerks	B.1			
Clerks	B.2			
Clerks	B.3	E	—	IC
Clerks	B.3(F)	E(W)	—	IC
Clerks	C.1	}	—	IA
Clerks	C.2			
Clerks	C.3			
Clerks	C.4			
Telephone Operator	B.3(F)	E(W)	605(iii)	IC
Telephone Operators	C.3	}	605(iii)	IA
Telephone Operators	C.4			
Motor Drivers	C.3	E	—	IA
Inspector	£405(547) × 15—465(628)	C5	}	VI
Assistant Inspectors	B.3(P)	P7+5,		
Sergeant Majors	—	P9—8		
Sergeants	—	P11—10		
Corporals	—	P12		
Preventive Men	—	P14		
Subordinate Staff	—	SS	—	—

APPENDIX XI—EAST AFRICA HIGH COMMISSION—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
EAST AFRICAN INCOME TAX DEPARTMENT				
Commissioner	£1,950(2,300)	£2,600(2,762)	—	—
Deputy Commissioner	£1,750(2,150)	£2,200(2,362)	426(12)	—
Assistant Deputy Commissioner	£1,635(1,985)	£2,000(2,162)	426(29)	—
Regional Commissioners	£1,585(1,935)	£2,000(2,162)	426(29)	—
Assistant Commissioners	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
Assessors	£550(743): 550: 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	253, 260	IV
Tax Officers	£670(904) × 20—690 × 25—790 × 25—840 × 30—900 × 30—1,050(1,400)	C5-2	413	IIC
Accountant and Statistical Officer	£550(743): 550: 620 × 35—760: 830 × 35— 1,005 × 45—1,230(1,580)	B5-2	256-60	IIIA
230 Clerks	£560(756) × 15—650(877)	Regrade	190-3	IG
Clerks	£480(648) × 15—540(729)	Regrade	190-3	IG
Clerks	£295(398) × 15—370 × 15—460(621)	Regrade	190-3	IG
Clerical Learner	—	NP	—	—
Clerks and Key Punch Operators	}	SS	—	—
Office Messengers				
<i>Investigation Branch</i>				
Regional Commissioner	£1,585(1,935)	£2,000(2,162)	—	—
Assistant Commissioners	£1,435(1,785)	£1,740(1,902)—1,860(2,022)	—	—
Assessor	£550(743): 620 × 35—725 × 35—760: 830 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	253, 260	IV
Tax Officer (F)	£670(904) × 20—690 × 25—790 × 25—840 × 30—900 × 30—1,050(1,400)	C(W) 5-2	413	IIC
Clerk	£480(648) × 15—540(729)	Regrade	190-3	IG
Office Messengers	—	SS	—	—

Appendix XII

EAST AFRICAN RAILWAYS AND HARBOURS ADMINISTRATION

Schedule of Present and Proposed Salary Scales and Inducement Additions

Table

1. Present salary scales of the Junior Service Graded Staff—Scale A.
2. Present salary scales of the Junior Service Graded Staff—Scale B.
3. Present salary scales of the Junior Service Graded Staff—Scale C.
4. Proposed salary scales for Group B (formerly Junior Service).
5. Proposed salary scales for Running Staff.
6. Proposed salary scales for Artisans.
7. Inducement Addition—Group A.
8. Inducement Addition—Group B.
9. Conversion.

APPENDIX XII

EAST AFRICAN RAILWAYS AND HARBOURS ADMINISTRATION—*continued*

TABLE 1—JUNIOR SERVICE GRADED STAFF

<i>Scale A</i>	<i>Present Salary Scales</i>
Superscale A	£1,060(1,410) × 40—1,100(1,450)
Superscale B	£980(1,323) × 40—1,020(1,370)
Superscale C	£900(1,215) × 40—£940(1,269)
Special	£770(1,039) × 20—810(1,093)
Senior	£710(959) × 20—750(1,013)
I	£630(851) × 20—690(932)
II	£520(702) × 18—610(824)
III	£405(547) × 15—480(648)
IV	£325(439) × 15—385(520)

TABLE 2—JUNIOR SERVICE GRADED STAFF

<i>Scale B</i>	<i>Present Salary Scales</i>
Superscale A	£636(858) × 24—660(891)
Superscale B	£588(794) × 24—612(827)
Special	£492(664) × 21—534(721)
Senior	£444(599) × 15—474(640)
I	£414(559) × 15—429(579)
II	£369(498) × 15—399(539)
III(a)	£279(377) × 15—354(477)
III(b)	£234(316) × 15—294(396)
III(c)	£174(235) × 9—210 × 12—234(316)
Artisan II	£228(308)
Artisan III	£192(259): 204(275)

TABLE 3—JUNIOR SERVICE GRADED STAFF

<i>Scale C</i>	<i>Present Salary Scales</i>
Superscale A	£474(640) × 21—516(697)
Superscale B	£414(559) × 18—450(608)
Special	£324(437) × 15—384(518)
Senior	£261(352) × 12—309(417)
I	£198(267) × 9—252(340)
II	£153(207) × 9—189(255)
III(a)	£121½(164) × 4½—126 × 6—144(194)
III(b)	£103½(140) × 4½—117(158)
IV	£72(108) × 4½—99(135)

APPENDIX XII—EAST AFRICAN RAILWAYS AND HARBOURS ADMINISTRATION—*continued*

TABLE 4—PROPOSED SALARY SCALES FOR GROUP B (FORMERLY JUNIOR SERVICE)

		<i>Basic</i>	<i>Inducement Addition</i>	<i>Total including Inducement Addition</i>
<i>Executive Division</i>	A	£1,224(1,346)	£300(330)	£1,524(1,676)
	B	£1,130(1,243)	£282(310)	£1,412(1,553)
	C	£1,044(1,148)	£270(297)	£1,314(1,445)
<i>Division I</i>	Grade I	£930(1,023) × 36—966(1,062)	£252(277) × 6—258(284)	£1,182(1,300) × 42—1,224(1,346)
	II	£810(891) × 30—870(957)	£234(257) × 6—246(271)	£1,044(1,148) × 36—1,116(1,228)
	III	£690(759) × 24—762(838)	£204(224) × 6—222(244)	£894(983) × 30—984(1,082)
	IV	£570(627) × 24—642(706)	£180(198) × 6—198(218)	£750(825) × 30—840(924)
	V	£480(528) × 18—534(587)	£150(165) × 6—168(185)	£630(693) × 24—702(772)
Cadet/Junior/Probationer		£378(416) × 18—522(574)		
<i>Division II</i>	Grade VI	£405(445) × 18—459(505)		
	VII	£315(347) × 18—387(426)		
	VIII	£249(274) × 12—297(327)		
Junior/Probationer		£171(188) × 12—231(254)		
<i>Division III</i>	Grade IX	£201(221) × 12—237(261)		
	X	£153(168) × 9—189(208)		
	XI	£102(112) × 6—144(158)		
Junior/Probationer		£84(92) × 4—96(106)		

Notes.—(1) The above scales will carry a 10 per cent cost of living allowance as shown in brackets.

(2) Paragraphs 610(iii) and 616–619 of Volume I of the Report refer.

TABLE 5—PROPOSED SALARY SCALES FOR RUNNING STAFF

<i>Post</i>	<i>Proposed Grade</i>	<i>Proposed Scale</i>	<i>Inducement Addition</i>	<i>Total including Inducement Addition</i>	
Senior Locomotive Driver	}	Grade IV	£570(627) × 24—642(706)	£180(198) × 6—198(218)	£750(825) × 30—840(924)
Train Conductor		Grade V	£480(528) × 18—534(587)	£150(165) × 6—168(185)	£630(693) × 24—702(772)
Locomotive Driver I					
Locomotive Driver II	}	Grade VI	£405(445) × 18—459(505)		
Locomotive Driver III		Grade VII	£315(347) × 18—387(426)		
Ticket Examiner/Guard					
Trainee Fireman/Driver I	}	Grade VIII	£249(274) × 12—297(327)		
Locomotive Driver IV		Grade IX	£201(221) × 12—237(261)		
Locomotive Driver V					
Diesel Railler Driver	}	Grade X	£171(188) × 12—231(254)		
Guard I		Grade XI	£153(168) × 9—189(208)		
Trainee Fireman/Driver II					
Guard II	}	Grade XI	£102(112) × 6—144(158)		
Ticket Collector I		Probationer	£84(92) × 4—96(106)		
Shunter					
Guard III					
Ticket Collector II					
Fireman					

Notes.—(1) The above scales will carry a 10 per cent cost of living allowance as shown in brackets.

(2) Paragraphs 621–2 of Volume I of the Report refer.

TABLE 6—PROPOSED SALARY SCALES FOR ARTISANS

<i>Post</i>	<i>Proposed Grade</i>	<i>Proposed Scale</i>	<i>Inducement Addition</i>	<i>Total including Inducement Addition</i>
Working Foreman Charge Hand	Grade IV	£570(627) × 24—642(706)	£180(198) × 6—198(218)	£750(825) × 30—840(924)
	Grade V	£480(528) × 18—534(587)	£150(165) × 6—168(185)	£630(693) × 24—702(772)
Leading Artisan	Grade VI	£405(445) × 18—459(505)		
Artisan I	Grade VII	£315(347) × 18—387(426)		
Artisan II	Grade VIII	£249(274) × 12—297(327)		
Artisan III	Grade IX	£201(221) × 12—237(261)		
Artisan IV	Grade X	£153(168) × 9—189(208)		
Artisan V	Grade XI	£102(112) × 6—144(158)		
Apprentices, Class I	Probationer	£378(416) × 18—522(574)		
Apprentices, Class II	Probationer	£171(188) × 12—231(254)		
Apprentices, Class III	Probationer	£84(92) × 4—96(106)		

- Notes.*—(1) The above scales will carry a 10 per cent cost of living allowance as shown in brackets.
 (2) Deductions will be made from these salaries for food and accommodation where provided in Apprentices' hostels.
 (3) Paragraphs 623–625 of Volume I of the Report refer.

APPENDIX XII

EAST AFRICAN RAILWAYS AND HARBOURS ADMINISTRATION—*continued*

TABLE 7—INDUCEMENT ADDITION TABLE

<i>Group A (formerly Assistant Officer Grade)</i>		
<i>Basic</i>	<i>Inducement Addition</i>	<i>Total—including Inducement Addition</i>
£579(637)	£186	£765(842)
£609(670)	£192	£801(881)
£639(703)	£198	£837(921)
£669(736)	£204	£873(960)
£699(769)	£210	£909(1,000)
£729(802)	£216	£945(1,040)
£789(868)	£228	£1,017(1,119)
£822(904)	£234	£1,056(1,162)
£855(941)	£240	£1,095(1,205)
£888(977)	£246	£1,134(1,247)
£927(1,020)	£252	£1,179(1,297)
£966(1,063)	£258	£1,224(1,346)
£1,005(1,106)	£264	£1,269(1,396)
£1,044(1,148)	£270	£1,314(1,445)
£1,089(1,198)	£282	£1,371(1,508)
£1,134(1,247)	£288	£1,422(1,564)
£1,189(1,308)	£294	£1,473(1,620)
£1,224(1,346)	£300	£1,524(1,676)

Notes.—(1) Inducement Addition is £186 at £579 rising by £6 at each incremental point to £729; £228 at £789 rising by £6 at each point to £1,044; £282 at £1,089 rising by £6 at each point to £1,224.

(2) The rates of Inducement Addition set out above are equivalent to those recommended for other Services in East Africa, allowance being made for the fact that in the Railways and Harbours scales the rates of salary have been abated in respect of free housing.

(3) Paragraph 615 of Volume I of the Report refers.

APPENDIX XII

EAST AFRICAN RAILWAYS AND HARBOURS ADMINISTRATION—*continued*

TABLE 8—INDUCEMENT ADDITION TABLE

<i>Basic</i>	<i>Group B (formerly Junior Service) Inducement Addition</i>	<i>Total—including Inducement Addition</i>
£480(528)	£150	£630(693)
£498(548)	£156	£654(719)
£516(568)	£162	£678(746)
£534(587)	£168	£702(772)
£570(627)	£180	£750(825)
£594(653)	£186	£780(858)
£618(680)	£192	£810(891)
£642(706)	£198	£840(924)
£690(759)	£204	£894(983)
£714(785)	£210	£924(1,016)
£738(812)	£216	£954(1,049)
£762(838)	£222	£984(1,082)
£810(891)	£234	£1,044(1,148)
£840(924)	£240	£1,080(1,188)
£870(957)	£246	£1,116(1,228)
£930(1,023)	£252	£1,182(1,300)
£966(1,063)	£258	£1,224(1,346)
£1,044(1,148)	£270	£1,314(1,445)
£1,130(1,243)	£282	£1,412(1,553)
£1,224(1,346)	£300	£1,524(1,676)

Notes.—(1) Inducement Addition is £150 at £480 rising by £6 at each incremental point to £534; £180 at £570 rising by £6 at each point to £762; £234 at £810 rising by £6 at each point to £966, thence by £12 at £1,044 to £1,130 and £18 at £1,224.

(2) The rates of Inducement Addition set out above are equivalent to those recommended for other Services in East Africa, allowance being made for the fact that in the Railways and Harbours scales the rates of salary have been abated in respect of free housing.

(3) Paragraphs 616–619 of Volume I of the Report refer.

TABLE 9—CONVERSION OF EAST AFRICAN RAILWAYS AND HARBOURS ADMINISTRATION SALARIES

1. Detailed conversion tables for the Railways and Harbours Administration have not been prepared by us. Because the system of close grading is preserved in the new salary structure, and because the number of new scales is, in some parts of the Administration, less than the number of existing scales, we think that the detailed application of the new structure to serving staff is best left to the Administration to determine.

2. We have, however, the following suggestions to make:—

(1) *Base conversion point of present Junior Service C Scale.* The present Scale CIV is £72(108)—99(135). The proposed salary of Grade XI (Division III) in Group B is £102(112)—144(158). Allowance having been made for the factor of rent-free quarters, we suggest that in order to ensure substantial parity of treatment as compared with our recommended conversion of territorial clerical scales in Conversion Tables Nos. IA and D, the base of the conversion should be:—£72(108) to £114(125) in the scale £102—144.

(2) *Base conversion point of present Junior Service B Scale.* We suggest that the base of conversion of the minimum of this scale should be £174(235) to £249(274).

(3) The above recommendations also apply to the scales for Running Staff and Artisans.

(4) *Present Junior Service A Scale—Application of the Inducement Principle in respect of conversion.* We agree that, for purposes of conversion and where no regrading of the posts involved is contemplated, the inducement principle should be held to operate in respect of conversion to the proposed new Grade V (Division I) of Group B, i.e. £480(528)—534(587), and thence upwards. We understand in this connection that the present Scale £325(439)—385(520) will be replaced by use of the proposed Cadet/Junior/Probationer grade £378(416)—522(574).

3. Subject to the points made above, we recommend that the Administration should prepare its own conversion tables in accordance with the general rules proposed by us in Chapter XXVIII of Volume I of the Report.



Appendix XIII

EAST AFRICAN POSTS AND TELECOMMUNICATIONS ADMINISTRATION

Schedule of Present and Proposed Salary Scales

Table

1. Accounts and Finance Department.
2. Buildings Branch.
3. Engineering Department.
4. Establishment Branch.
5. Clerical Grades.
6. Services Department.
7. Training School.

APPENDIX XIII—EAST AFRICAN POSTS AND TELECOMMUNICATIONS ADMINISTRATION—*continued*

TABLE 1—ACCOUNTS AND FINANCE DEPARTMENT

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
Senior Accountant	£1,005(1,355) × 45—1,230(1,580)	BI	256-60	IIID (4)
Accountant	£815(1,100) × 25—840 × 30—900(1,215)	Regrade	256-60	—
Assistant Accountant	£610(824) × 20—690 × 25—715 × 25—790 (1,066)	Regrade	256-60	—
Superintendent, Scale B	£575(776) × 25—700(945)	Regrade	256-60	IF
Stores Verifier	£670(904) × 20—690 × 25—715 × 25—840 (1,134)	Regrade	256-8, 379	—
Controller of Savings Banks	£1,005(1,355) × 45—1,230(1,580)	BI	—	IIID (4)
Controller of Stores	£1,005(1,355) × 45—1,230(1,580)	CI	270-271	IIF (2)
Chief Storekeeper	£960(1,296) × 30—1,080(1,430)	*	—	IIE
Senior Storekeeper	£840(1,134) × 30—960(1,296)	C3-2	270-271	IIE
Storekeeper	£670(904) × 20—690 × 25—715 × 25—840 (1,134)	C4-3	270-271	IIA
Assistant Storekeeper	£550(743) × 20—670(904)	C6-5	270-271	IIH (1)
Storeman, Scale C	£48(84) × 3—60 × 3—72(108)	E	270-271	IA

*A redundant post. Present holder on leave pending retirement.

APPENDIX XIII—EAST AFRICAN POSTS AND TELECOMMUNICATIONS ADMINISTRATION—*continued*

TABLE 2—BUILDINGS BRANCH

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>Headquarters Organisation</i>				
Architect	£655(884): 655: 725 × 35—760: 830 × 35—865 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	—	IV
Assistant Architect				
Assistant Quantity Surveyor	£655(884): 655: 725 × 35—760: 830 × 35—865 × 35—1,005 × 45—1,140(1,490)	A	—	IV
Architectural Draughtsman	£670(904) × 20—690 × 25—790 × 25—840 (1,134)	C4-3	261-3	IIA
Junior Architectural Draughtsman, Grade I	£550(743) × 20—650 × 20—690 × 25—715 (965)	C6-4	261-3	IIA
Junior Architectural Draughtsman, Grade II	£317/10(429) × 22/10—430 × 22/10—520 (702)	Regrade	645	IH
Junior Architectural Draughtswoman, Grade I	£440(594) × 16—520 × 16—552 × 20—572 (772)	C(W) 6-4	261-3	IIB
<i>Works Organisation</i>				
Senior Inspector of Works	£740(999) × 25—840(1,134)	Regrade	372	—
Inspector of Works	£650(877) × 20—690 × 25—790(1,066)	Regrade	372	—
Inspectors and Artisans, Scale B— Building Overseer	£375(506) × 15—450(608)	Review and regrade into appropriate segments of E or C scales	169-174	IC & IF IC & IF IC IC
Inspector	£375(506) × 15—450(608)			
Staff Mistri	£255(344) × 15—360(486)			
Staff Artisan	£220(297) × 10—240 × 15—255(344)			
Staff Artisan, Scale C				
Grade I	£100(136) × 6—136 × 6—172(232)	375	and	IA IA IA
Grade II	£72(108) × 3—87 × 3—105(142)			
Grade III	£48(84) × 3—60 × 3—72(108)			

APPENDIX XIII—EAST AFRICAN POSTS AND TELECOMMUNICATIONS ADMINISTRATION—*continued*

TABLE 3—ENGINEERING DEPARTMENT

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>				
Senior Executive Engineer	£655(884): 655: 725 × 35—760: 830 × 35— 865 × 35—1,005 × 45—1,140 × 45—1,320 (1,670)	A	—	IV				
Executive Engineer								
Pupil Engineer	£585(790): 620(837)	A	434(ii)	IIE				
Communications Officer	£840(1,134) × 30—1,080(1,430)	C2						
Supervising Technician	£840(1,134) × 30—960(1,296)	C2	604	III				
Inspecting Technician	£740(999) × 25—840(1,134)	C3		IIC				
Technician, Grade I	£550(743) × 20—650 × 20—690 × 25—715 (965)	C5-4		IIA				
Overseer (Engineering Factory)	£550(743) × 20—650 × 20—690 × 25—715 (965)	C5-4		IIA				
<i>Engineering Drawing Office</i>								
Draughtsman (Engineering)	£550(743) × 20—650 × 20—690 × 25—715 (965)	C6-4	261-263	IIA				
Senior Sub-Draughtsman	£450(608) × 20—550(743)	Regrade	261-263 263	IF				
Sub-Draughtsman	£390(527) × 15—450(608)	Regrade		IF				
Junior Sub-Draughtsman	£255(344) × 15—315 × 15—375(506)			IC				
Grade I				IC				
Grade II	£180(243) × 10—240(324)	Regrade	263	IF				
Print Operative, Scale B	£390(527) × 15—450(608)					IC		
Grade I						£180(243) × 10—240 × 15—315 × 15 —375(506)		
Grade II	IC							
Print Operative, Scale C	£72(108) × 3—87 × 3—105(142)			IA				
Grade II					£48(84) × 3—60 × 3—72(108)			
Grade III								
Tracer, Scale C	£100(136) × 6—136 × 6—172(232)							
Grade I					£72(108) × 3—87 × 3—105(142)			
Grade II								

APPENDIX XIII—EAST AFRICAN POSTS AND TELECOMMUNICATIONS ADMINISTRATION—*continued*

TABLE 3—ENGINEERING DEPARTMENT—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
Superintendent, Scale B	£330(446) × 15—390 × 20—550 × 25—700(945)			IC & IF
Assistant Superintendent				
Technician, Grade II	£317/10(429) × 22/10—430 × 22/10—520(702)			
Technical Learner, Scale A	£150(202): 175: 200(270)			—
Technical Learner, Scale B	£100(136): 125: 150(202)			—
Chief Inspector	£450(608) × 20—550(743)			IF
Inspector	£375(506) × 15—450(608)			IC & IF
Sub-Inspector	£255(344) × 15—315 × 15—360(486)		169—174	IC
Lineman, Scale B	£180(243) × 10—240(324)			
Electrician and Mechanician—				
Executive Grade	£276(372) × 12—348(470)			
Special Grade	£154(208) × 6—178 × 9—187 × 9—223 × 9—268(362)			
Grade I	£100(136) × 6—136 × 6—172(232)			
Grade II	£72(108) × 3—87 × 3—105(142)		and	IA
Linemen, Scale C				
Grade I	£100(136) × 6—136 × 6—172(232)			
Grade II	£72(108) × 3—87 × 3—105(142)			
Grade III	£48(84) × 3—60 × 3—72(108)			
Fitter, Scale B				
Fitter/Rigger, Scale B				
Vehicle Mechanic, Scale B				
Grade I	£375(506) × 15—450(608)		194—195	IF
Grade II	£180(243) × 10—240 × 15—315 × 15—360(486)		also 604	IC
Fitter, Scale C				
Vehicle Mechanic, Scale C—				
Grade I	£100(136) × 6—136 × 6—172(232)			
Grade II	£72(108) × 3—87 × 3—105(142)			
Grade III	£48(84) × 3—60 × 3—72(108)			
Staff Mistri, Scale B	£255(344) × 15—360(486)			IC
Staff Artisan, Scale B	£220(297) × 10—240 × 15—255(344)			IC
Staff Artisan, Scale C				
Grade I	£100(136) × 6—136 × 6—172(232)			
Grade II	£72(108) × 3—87 × 3—105(142)			
Grade III	£48(84) × 3—60 × 3—72(108)			
Location Supervisor, Scale C	£154(208) × 6—178 × 9—187 × 9—223 × 9—268(362)			IA

APPENDIX XIII—EAST AFRICAN POSTS AND TELECOMMUNICATIONS ADMINISTRATION—*continued*

TABLE 4—ESTABLISHMENT BRANCH

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
Establishment Officer	£1,005(1,355) × 45—1,230(1,580)	B1	397	IIID
Assistant Establishment Officer	£610(824) × 20—690 × 25—715 × 25—840 × 30—900(1,215)	Regrade B	397	IIID

APPENDIX XIII—EAST AFRICAN POSTS AND TELECOMMUNICATIONS ADMINISTRATION—*continued*

TABLE 5—CLERICAL GRADES

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.					
<i>Clerks, Scale A</i>									
Clerk (Male)—									
Grade I	£580(783) × 20—680 × 20—720(972)	} Review and regrade into appropriate segments of C or E scales	}	IF					
Grade II	£250(337): 295 × 22/10—407/10 × 22/10—565(762)			IF					
Clerk (Female)—									
Grade I	£480(648) × 15—540(729)			} 159	}	IG			
Grade II	£250(337): 295 × 15—370 × 15—460(621)								
<i>Clerks, Scale B</i>									
Superintendent	£575(776) × 25—700(945)			} Review and regrade into appropriate segments of C or E scales	}	}			
Clerk (Male)—							} 188-192	}	}
Special Grade	£450(608) × 20—550(743)								
Grade I	£390(527) × 15—450(608)								
Grade II	£180(243) × 10—240 × 15—315 × 15—375(506)	IC							
Learner	£100(136): 125: 150(203)	} 144	}				}		
Clerk (Female)—									
Grade II	£144(194) × 8—192 × 12—252 × 12—300(405)	IC							
Learner	£80(116): 100: 120(162)								
<i>Clerks, Scale C</i>									
Clerk—		} Review and regrade into appropriate segments of C or E scales	}	}					
Special Grade	£154(208) × 6—178 × 9—187 × 9—223 × 9—268(362)								
Grade I	£100(136) × 6—136 × 6—172(232)								
Grade II	£72(108) × 3—87 × 3—105(142)								
Grade III	£48(84) × 3—60 × 3—72(108)								
<i>Motor Driver, Scale C</i>									
Grade I	£100(136) × 6—136 × 6—172(232)				} E	}	}		
Grade II	£72(108) × 3—87 × 3—105(142)								
Grade III	£48(84) × 3—60 × 3—72(108)								
Driver and Motor Cyclist—									
Grade III	£48(84) × 3—60 × 3—72(108)			IA					

APPENDIX XIII—EAST AFRICAN POSTS AND TELECOMMUNICATIONS ADMINISTRATION—*continued*

TABLE 6—SERVICES DEPARTMENT

Post	Present Salary Scale	Proposed Salary Scale	Para. of Report	Conversion Table No.
<i>Non-Professional (Executive) Group</i>				
Assistant Controller	£550(743): 550: 620 × 35—725 × 35 —760: 830 × 35—1,005 × 45— 1,230(1,580)	Regrade B	603	—
Inspector of Traffic	£840(1,134) × 30—960(1,296)			—
Assistant Inspector of Traffic	£610(824) × 20—690 × 25—715 × 25 —840(1,134)			—
Superintendent (Services) (Scale B)	£330(446) × 15—390 × 20—550 × 25—700 (945)	Regrade	604	IC & IF
Assistant Superintendent (Services) (Scale B)				
<i>Postal and Telegraph Group</i>				
Head Postmaster, I	£1,100(1,450)	£1,320(1,452) fixed	—	—
Head Postmaster, II	£1,050(1,400)	£1,176(1,294) fixed (Plus inducement addition where applicable)	—	—
Communications Officer	£840(1,134) × 30—1,080(1,430)	C2	—	II E
Senior Postmaster	£840(1,134) × 30—960(1,296)	C2	—	II E
Postmistress, Grade I	£592(799) × 20—672(907)	(CW) 3	—	II B
Postmaster, Grade I	£740(999) × 25—840(1,134)	C3	604	II C
Radio Superintendent	£740(999) × 25—840(1,134)			II C
Postmaster, Grade II	£550(743) × 20—650 × 20—690 × 25 —715(965)			II A
Radio Officer	£550(743) × 20—650 × 20—690 × 25 —715(965)	C5-4		II A
Junior Postmaster	£317/10(429) × 22/10—430 × 22/10 —520(702)	C6-5		II H
Technical Learner Scale A	£150(203): 175: 200(270)	Regrade	—	—
Postal Clerk and Telegraphist, Scale C				
Executive Grade	£276(372) × 12—348(470)	Review and regrade into appropriate segments of E Scale	159 & 604	IA
Special Grade	£154(208) × 6—178 × 9—187 × 9— 223 × 9—268(362)			
Grade I	£100(136) × 6—136 × 6—172(232)			
Grade II	£72(108) × 3—87 × 3—105(142)			
Postman, Scale B				
Grade I	£180(243) × 10—240 × 15—315(425)			IC
Grade II	£120(162) × 6—150 × 6—180(243)			

APPENDIX XIII—EAST AFRICAN POSTS AND TELECOMMUNICATIONS ADMINISTRATION—*continued*

TABLE 6—SERVICES DEPARTMENT—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
Postman, Scale C—				
Grade I	£100(136) × 6—136 × 6—172(232)	}	}	IA
Grade II	£72(108) × 3—87 × 3—105(142)			
Grade III	£48(84) × 3—60 × 3—72(108)			
Radio Operator, Scale B—		Review and regrade into appropriate segments of E or C Scales	}	IC & IF IC
Grade I	£375(506) × 15—450(608)			
Grade II	£255(344) × 15—315 × 15—360(486)			
Telegraphist, Scale C—				
Executive Division "B"	£255(344) × 15—330 × 15—375(506)	}	}	IA
Executive Grade	£276(372) × 12—348(470)			
Special Grade	£154(208) × 6—178 × 9—187 × 9— 223 × 9—268(362)			
Grade I	£100(136) × 6—136 × 6—172(232)	}	}	IA
Grade II	£72(108) × 3—87 × 3—105(142)			
Grade III	£48(84) × 3—60 × 3—72(108)			
Clerk (Male) Services, Scale B—		Regrade E or C Scales	159 and 604	IF IC
Special Grade	£450(608) × 20—550(743)			
Grade I	£390(527) × 15—450(608)			
Grade II	£180(243) × 10—240 × 15—315 × 15 —375(506)			
Learner	£100(136): 125: 150(203)			
<i>Telephone Group</i>				
Telephone Supervisor (Female), Scale A	} £550(743) × 20—650 × 20—690 × 25—715 (965)	C(W) 3	605(ii)	IIB
Telephone Supervisor (Female), Class I				
Telephone Supervisor (Female), Class II				
Night Telephone Operator (Male), Scale A	£385(520) × 22/10—565(762)	—	—	IF
Supervising Telephonist (Male), Scale B	£390(527) × 15—450(608)	} Regrade	604	IF
Telephonist (Female), Scale A, Class I	£400(540) × 15—460(621)			

APPENDIX XIII—EAST AFRICAN POSTS AND TELECOMMUNICATIONS ADMINISTRATION—*continued*

TABLE 6—SERVICES DEPARTMENT—*continued*

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
<i>Telephone Group—continued</i>				
Telephonist (Female), Scale A, Class II	£325(439) × 15—400(540)	} Review and regrade into appropriate segments of E Scale	} 604	IG
Telephonist (Female), Scale B	£160(216) × 8—192 × 12—140 × 12—264 × 12—300(405)			IC
Telephonist (Male), Scale B	£200(270) × 10—240 × 15—300 × 15—330 × 15—375(506)			
Telephonist, Scale C—				
Grade I	£100(136) × 6—136 × 6—172(232)			
Grade II	£72(108) × 3—87 × 3—105(142)			
Grade III	£48(84) × 3—60 × 3—72(108)			
Telephone Learner (Female), Scale A	£280(378): 295: 310(418)			
Telephone Learner (Female), Scale B	£120(162): 135: 150(203)			
Telephone Learner (Male), Scale B	£125(169): 150: 175(236)			
Telephone Learner, Scale C	£30(66)			

APPENDIX XIII—EAST AFRICAN POSTS AND TELECOMMUNICATIONS ADMINISTRATION—*continued*

TABLE 7—TRAINING SCHOOL

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Para. of Report</i>	<i>Conversion Table No.</i>
Principal, Combined Training School	£1,005(1,355) × 45—1,230(1,580)	B1	—	IID(4)
Postmaster, Training—		} Staff for training work will be seconded from operational work and will retain existing rank and grading	—	—
Grade I	£740(999) × 25—840(1,134)			
Grade II	£550(743) × 20—650 × 20—690 × 25—715(965)			
Inspecting Technician Training	£740(999) × 25—840(1,134)			
Technician, Grade I Training	£550(743) × 20—650 × 20—690 × 25—715(965)			
Instructor, Scale B—				
Postal	£450(608) × 20—550(743)			
Engineering	£375(506) × 15—450(608)			
Instructor, Scale C—				
Postal				
Special Grade	£154(208) × 5—178 × 9—187 × 9—223 × 9—268(362)			
Grade I	£100(136) × 6—136 × 6—172(232)			
Radio				
Special Grade	£154(208) × 6—178 × 9—187 × 9—223 × 9—268(362)			
Grade I	£100(136) × 6—136 × 6—172(232)			
Engineering				
Special Grade	£154(208) × 6—178 × 9—187 × 9—223 × 9—268(362)			
Grade I	£100(136) × 6—136 × 6—172(232)			
Hostel Supervisor	£100(136) × 6—172(232)	} Regrade on E Scale and follow Medical Department grading	—	IA
Medical Dresser, Grade III	£48(84) × 3—60 × 3—72(108)			

Appendix XIV

CONVERSION TABLES

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CONVERSION TABLE No. 1A
Conversion from present C Scales to proposed E Scales—Kenya and High Commission

KENYA

	<i>Present</i>	<i>Proposed</i>	<i>Present</i>	<i>Proposed</i>	<i>Present</i>	<i>Proposed</i>	<i>Present</i>	<i>Proposed</i>						
	£	£	£	£	£	£	£	£						
CIV	48(77) 51(82) 54(86) 57(91) 60(96) 63(101) 66(106)	E 69(99) 96(106) 102(112) 108(119) 114(125)	CII	100(149) 106(156) 112(163) 118(171) 124(178) 130(186) 136(193)	E4	180(198) 192(211) 204(224) 216(238)	CI	154(215) 160(223) 166(230) 172(237) 178(244) 187(255) 196(266)	E3	252(277) 264(290) 276(304) 288(317)	C Special	276(372) 288(388) 300(404) 312(421) 324(437) 336(453) 348(470)	E2 E1	390(429) 408(449) 426(469) 444(488) 462(508) 480(528)
	69(110) 72(115)	120(132)	142(200) 148(208) 154(215)	228(251)	205(277) 214(289) 223(301)	300(330) 318(350)								
CIII	72(115) 75(118) 78(122) 81(126) 84(129) 87(133) 90(137) 93(140) 96(144) 99(148)	E5 132(145) 138(152) 144(158) 150(165) 156(172)	160(223) 166(230) 172(237)	240(264)† shadow 252(277)† shadow	232(313) 241(325) 250(337) 259(350) 268(362)	E2 336(370) 354(389) 372(409) 390(429)								
	102(151) 105(155)	162(178)* shadow												

* Will not proceed beyond £162 until the bar between E5 and E4 is passed.

† Will not proceed beyond £252 until the bar between E4 and E3 is passed.

HIGH COMMISSION

High Commission C Scales are identical with those of Kenya above. Some High Commission Services (e.g. the Posts and Telecommunications Administration) pay cost of living allowance at 35 per cent throughout, subject to a minimum of £36 p.a., instead of on the graded Kenya table (see para. 108).

In all High Commission Services (other than the East African Railways and Harbours Administration but including the Posts and Telecommunication Administration) conversion should be in accordance with existing *basic* salary rates, irrespective of differences in cost of living allowance; e.g. £48 in High Commission Scale C4 converts to £90 on Scale E6, irrespective of the fact that the gross emoluments are £84 (i.e. £48 + minimum allowance £36), whereas in the Kenya Scale they are £77; and so on throughout the C Scales.

CONVERSION TABLE No. 1B

Conversion from present C (Female) Scales to proposed E (Women's) Scales—Kenya and High Commission

See para. 643 of Report. For convenience of comparison, the full male salary rate is given in the 'present' column. The four-fifths female rate should be laid alongside it for conversion purposes.

KENYA

	<i>Present</i>		<i>Proposed</i>		<i>Present</i>		<i>Proposed</i>		<i>Present</i>		<i>Proposed</i>			
	£		£		£		£		£		£			
CIV	48(77)	E(W)6	90(99)	CII	100(149)	E(W)4	162(178)	CI	154(215)	E(W)3	C Special	276(372)	E(W)2 E(W)1	390(429)
	51(82)		96(106)		106(156)		171(188)		160(223)			288(388)		408(449)
	54(86)				112(163)		180(198)		166(230)			300(404)		426(469)
	57(91)		102(112)		118(171)				172(237)			312(421)		444(488)
	60(96)				124(178)		192(211)		178(244)			324(437)		
	63(101)		108(119)		130(186)				187(255)			336(453)		462(508)
	66(106)		114(125)		136(193)		204(224)		196(266)			348(470)		480(528)
	69(110)		120(132)		142(200)				205(277)					
	72(115)				148(208)		216(238)		214(289)					
					154(215)				223(301)			300(330)		
							228(251)							
					160(223)				232(313)					
CIII	72(115)	E(W)5								E(W)2				
			126(139)									318(350)		
	75(118)				166(230)				241(325)					
	78(122)		132(145)		172(237)		240(264) shadow*		250(337)			336(370)		
	81(126)								259(350)			354(389)		
	84(129)		138(152)						268(362)					
	87(133)											372(409)		
	90(137)		144(158)									390(429)		
	93(140)													
	96(144)		150(165)											
	99(148)													
	102(151)		156(172)											
	105(155)													

* Will not proceed beyond £240 until the bar between E(W)4 and E(W)3 is passed.

HIGH COMMISSION

High Commission C (Female) Scales are identical with those of Kenya above.
The notes under Conversion Table No. IA apply equally to conversions under Table No. IB above.

CONVERSION TABLE No. IC

*Conversion from present B Scales to proposed E Scales (Men and Women)
Kenya and High Commission*

KENYA

	<i>Present</i>	<i>Proposed (Men)</i>	<i>Proposed (Women)</i>
	£	£	£
BII	180(247)	E3 252(277)	E(W)3 240(264)
	190(259)	264(290)	252(277)
	200(271)	276(304)	264(290)
	210(284)	288(317)	276(304)
	220(297)	300(330)	288(317)
	230(311)	318(350)	300(330)
	240(324) }		
	255(344)	E2 366(370)	E(W)2 318(350)
	270(365)	354(389)	336(370)
	285(385)	372(409)	354(389)
	300(405)	390(429)	372(409)
	315(425)	EI 408(449)	390(429)
	330(446)	426(469)	E(W)1 408(449)
	345(466)	444(488)	426(469)
	360(486)	462(508)	444(488)
	375(506)	480(528)	462(508)
			480(528)

Note.—(1) For conversion of present B (Female) II Scale, the present four-fifths female rate should be laid alongside the full male rate, and conversion should then proceed as in the E(W) table above.

(2) The limit of present expectation of clerks serving on the BII Scale is deemed to be £375=£480 (see para. 635 of Report).

(3) For shadow conversions of present scales BI, B Special and £575—700, see Conversion Table No. IF.

HIGH COMMISSION

The High Commission B Scales are identical with those of Kenya above. Conversion should be made on the tables above, without regard to any difference in present rates of cost of living allowance in the range £180—210 in some High Commission Services (see note under Conversion Table No. IA).

The notes 1, 2 and 3 above apply equally to the High Commission B Scales.

CONVERSION TABLE No. ID

Conversion to proposed E and E(W) Scales of $\left\{ \begin{array}{l} \text{General and Executive Divisions, Tanganyika} \\ \text{General and Clerical Divisions, Uganda} \end{array} \right.$

Grade III—TANGANYIKA AND UGANDA

	<i>Present</i>	<i>Proposed (Men)</i>	<i>Proposed (Women)</i>	
	£	£		£
Grade III	60(81)	E6 90(99)	E(W)6	90(99)
	63(85)	96(106)		96(106)
	66(89) }	102(112)		102(112)
	69(93) }			
	72(97) }	108(119)		108(119)
	75(101) }	114(125)		114(125)
	78(105) }	120(132)		120(132)
	81(109) }			
	84(113) }			
	87(117)	E5 132(145)	E(W)5	126(139)
	90(122) }	138(152)		132(145)
	93(126) }	144(158)		138(152)
	96(130)	150(165)		144(158)
		156(172)		150(165)
				156(172)

CONVERSION TABLE No. ID—*continued*
Grade II—TANGANYIKA

Grade II—UGANDA

<i>Present</i>	<i>Proposed (Men and Women)</i>	<i>Present</i>	<i>Proposed (Men and Women)</i>
£	£	£	£
100(135)	E or E(W)5 150(165)	100(135)	E or E(W)4 162(178)
106(143)	156(172)*	106(143)	171(188)
112(151)	162(178)	112(151)	180(198)
118(159) }	E or E(W)4 171(188)	118(159) }	192(211)
124(167) }	180(198)	124(167) }	204(224)
130(176) }	192(211)	130(176) }	216(238)
136(184)	204(224)	136(184) }	228(251)
144(194)	216(238)	144(194) }	240(264)†
153(207)	228(251)	153(207) }	shadow
162(219)	228(251)	162(219) }	
171(231)	228(251)	171(231)	

* Bar between E5 and E4 will not operate in this case.

† Will not proceed beyond £240 until the bar between E4 and E3 is passed.

Note.—For conversion of present Grade III (Female) Scale, the four-fifths female rate should be laid alongside the present male rate, and conversion should then proceed as in the tables above.

<p>Grade I—£180—240, Tanganyika and Uganda Executive Division, Grade B, Tanganyika— £255—375 Executive Class, Grade B, Uganda— £255—375</p>	<p>For conversion of these grades see Conversion Table No. IC. The extension of Grade I to £270 in Tanganyika should convert as follows:—</p> <table style="width: 100%;"> <thead> <tr> <th style="text-align: center;"><i>Present</i></th> <th style="text-align: center;"><i>Proposed</i></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">£ 240(324)</td> <td style="text-align: center;">£ 318(350)</td> </tr> <tr> <td style="text-align: center;">250(338) }</td> <td style="text-align: center;">336(370) shadow</td> </tr> <tr> <td style="text-align: center;">260(351) }</td> <td style="text-align: center;">354(389) shadow</td> </tr> <tr> <td style="text-align: center;">270(365)</td> <td></td> </tr> </tbody> </table>	<i>Present</i>	<i>Proposed</i>	£ 240(324)	£ 318(350)	250(338) }	336(370) shadow	260(351) }	354(389) shadow	270(365)	
<i>Present</i>	<i>Proposed</i>										
£ 240(324)	£ 318(350)										
250(338) }	336(370) shadow										
260(351) }	354(389) shadow										
270(365)											

CONVERSION TABLE No. IE

Conversion from Zanzibar Junior and Senior Time Scales to proposed E Scales

JUNIOR TIME SCALE

<i>Present</i>	<i>Proposed (Men)</i>		<i>Proposed (Women)</i>	
£		£		£
60(81)	E6	90(99)	E(W)6	90(99)
63(85)		96(106)		96(106)
66(89) }		102(112)		102(112)
69(93) }				
72(97) }		108(119)		108(119)
75(101) }		114(125)		114(125)
78(105) }		120(132)		120(132)
81(109) }				
84(113) }				
87(117)	E5	132(145)	E(W)5	126(139)
90(122) }		138(152)		132(145)
93(126) }		144(158)		138(152)
96(130)				
106(143)		150(165)		144(158)
112(151)		156(172)		150(165)
118(159)	E4	162(178)		156(172)
124(167)		171(188)	E(W)4	162(178)
130(176)		180(198)		171(188)
136(184)		192(211)		180(198)
142(192)		204(224)		192(211)
148(200) }		216(238)		204(224)
154(208) }		228(251)		216(238)
160(216)				228(251)

CONVERSION TABLE No. IE—*continued*
SENIOR TIME SCALE

<i>Present</i>	<i>Proposed (Men)</i>	<i>Proposed (Women)</i>
£	£	£
120(162)	E4 162(178)	E(W)4 162(178)
130(176)	171(188)	171(188)
140(189)	180(198)	180(198)
150(203)	192(211)	192(211)
160(216)	204(224)	204(224)
170(230)	216(238)	216(238)
	228(251)	228(251)
180(243)	E3 252(277)	E(W)3 240(264)
190(257)	264(290)	252(277)
202(273)	276(304)	264(290)
214(289)	288(317)	276(304)
226(305)	300(330)	288(317)
238(321)	318(350)	300(330)
250(338)	E2 336(370)	E(W)2 318(350)
262(354)	354(389)	336(370)
274(370)	372(409)	354(389)
286(386)	390(429)	372(409)
298(402)		
310(418)	E1 408(449)	390(429)
322(434)	426(469)	E(W)1 408(449)
334(449)	444(488)	426(469)
346(465)	462(508)	444(488)
358(480)	480(528)	462(508)
370(496)		480(528)

CONVERSION TABLE No. IF

*Shadow Conversion from superior clerical Scales pending regrading (Men)
Kenya, High Commission, Tanganyika and Uganda*

<i>Present</i>	<i>Present</i>	<i>Present</i>	<i>Proposed</i>
KENYA AND HIGH COMMISSION			
£	ALL £	£	£
295(398) } 317.5(429) } 340(459) 362.5(489)			408(449) [E1] 444(488) 462(508)
385(520) 407.5(550)	390(527) 405(546) 420(567)		498(548) [C6] 516(568) 540(594) [C5]
430(581) 452.5(611) 475(641) 497.5(672) 520(702) 542.5(732)	435(587) 450(608) 470(635) 490(662) 510(688) 530(716)		564(620) 588(647) 612(673) 636(700) 660(726) 684(752)
565(762)	550(743)	TANGANYIKA 550(743)	714(785) [C4]
580(783) 600(810) 620(837)	575(776) 600(810) 625(844)	570(770) 590(796) 610(824) } 630(851) }	744(818) 774(851) 804(884)
640(864) 660(819) 680(918) 700(945) } 720(972) }	650(877) 675(911) 700(945)		834(917) [C3] 864(950) 894(983) 924(1,016)
740(999) 760(1,026) 780(1,053) 800(1,080)			954(1,049) [C2] 984(1,082) 1,020(1,122) 1,056(1,162)

Note.—(1) The conversion point of Uganda General and Clerical Division Superscale £600 is £774(851).

(2) The limits of present expectation are deemed to be:—

Officers now on scale £295—565: —£565 = £714 proposed
 Officers now on scale £580—720: —£720 = £924 proposed
 Officers now on scale £390—450: —£450 = £588 proposed
 Officers now on scale £450—550: —£550 = £714 proposed

(See paragraph 635 of Volume I)

CONVERSION TABLE No. IG

Shadow conversion from superior clerical Scales pending regrading (Women)

Kenya and High Commission

<i>Present</i>	<i>Proposed</i>
£	£
295(398) } 310(418) } 325(439) } 340(459) } 355(479) } 370(500) }	408(449) [E1] 426(469) 444(488) 462(508) 480(528)
385(520) 400(540) 415(560) 430(581) 445(601) 460(621) 480(648)	498(548) [C(W)6] 516(568) 540(594) [C(W)5] 564(620) 588(647) 612(673) 636(700)
495(668) 510(688) 525(709) 540(729)	660(726) [C(W)4] 684(752) 714(785) 744(818)
560(756) } 575(776) } 590(796) } 605(816) } 620(837) } 635(857) } 650(877) }	774(851) [C(W)3] 804(884) 834(917) 864(950)

Note.—(1) The limits of present expectations are deemed to be:—

For officers now on scale £295—460:— £460=£612 proposed

For officers now on scale £480—540:— £540=£744 proposed

(See paragraph 635 of Volume I)

- (2) For conversion of female scales which are four-fifths of £390—450, £450—550, £550—630 or £575—700, conversion should first be to the present male scale, and should then proceed according to Conversion Table No. IF.

CONVERSION TABLE No. IH

Shadow conversion from Scales £340—520 and £340—840 pending regrading

<i>Present</i>		<i>Proposed</i>	
KENYA AND HIGH COMMISSION		TANGANYIKA	
£		£	
340(459)		340(459)	462(508) [E1]
362.5(489)		340(459)	480(528)
385(520)		365(492)	516(568)
407.5(550)		390(527)	540(594) [C5]
430(581)		415(560)	564(620)
452.5(611)		440(594)	588(647)
475(641)		465(628)	612(673)
497.5(672)		490(662)	636(700)
520(702)		515(695)	660(726)
		540(729)	714(785) [C4]
		565(762)	744(818)
		590(796)	774(851)
		615(830)	804(884)
		640(864)	834(917) [C3]
		665(898)	864(950)
		690(932)	894(983)
		715(965)	924(1,016)
		740(999)	954(1,049) [C2]
		765(1,033)	984(1,082)
		790(1,066)	1,020(1,122)
		815(1,100)	1,056(1,162)
		840(1,134)	1,092(1,201)

CONVERSION TABLE No. IIA

Conversion from Scale £550—840/900/960 to C Scale

<i>Present</i>		<i>Proposed (Basic)</i>	<i>Proposed (plus inducement)</i>
£		£	£
550(743)		C5 540(594)	702(772)
570(769)		564(620)	732(805)
590(796)		588(647)	762(838)
610(823)		612(673)	792(871)
630(850)	}	636(700)	822(904)
650(877)			
670(904)		C4 714(785)	912(1,003)
690(932)		744(818)	948(1,043)
715(965)	}	774(851)	984(1,082)
740(999)		804(884)	1,020(1,122)
765(1,033)			
790(1,066)		C3 834(917)	1,056(1,162)
815(1,100)	}	864(950)	1,092(1,201)
840(1,134)		894(983)	1,128(1,241)
870(1,174)		924(1,016)	1,164(1,280)
900(1,215)			
930(1,255)		954(1,049) shadow	1,200(1,320) shadow
960(1,296)		984(1,082) shadow	1,236(1,360) shadow
1,000(1,350)		1,014(1,115) shadow	1,272(1,399) shadow
	<i>Shadow Scales</i>		
	Beyond C5	660(726)	852(937)
		684(752)	882(964)
		708(779)	912(1,003)
		etc., by £24	etc., by £30
	Beyond C4	834(917)	1,056(1,162)
		864(950)	1,092(1,201)
		etc., by £30	etc., by £36

Illustrations— £570—670 converting to C5 will have one shadow point at £660 basic.
 £550—790 converting to C5-4 will have one shadow point at £834 basic.
 £550—930 converting to C5-3 will have one shadow point at £954 basic.
 £550—960 will have two shadow points, and so on.

Note.—For conversion of the range £530—815 to C5-4 or C5-3, £530 and £550 should be bracketed on £702.

CONVERSION TABLE No. IIB

Conversion from four-fifths of £550—900 to C(W) Scale

<i>Present</i>	<i>Proposed (Basic)</i>	<i>Proposed (plus inducement)</i>
£	£	£
550(743)	540(594)	702(772)
570(769)	564(620)	732(805)
590(796)	588(647)	762(838)
610(823)	612(673)	792(871)
630(850)	636(700)	822(904)
650(877)		
670(904)	660(726)	852(937)
690(932)	684(752)	882(970)
715(965)	714(785)	912(1,003)
740(999)		
765(1,033)	744(818)	948(1,043)
790(1,066)	774(851)	984(1,082)
815(1,100)	804(884)	1,020(1,122)
840(1,134)		
870(1,174)	834(917)	1,056(1,162)
900(1,215)	864(950)	1,092(1,201)

Note.—For conversion of salaries on four-fifths of the £550—£900 range, the scale should first be converted to the present male rate, and conversion to the C(W) Scale should then proceed according to the table above. It is assumed that salaries on four-fifths of the £550—£900 range are “expatriate” scales (see para. 639 of Volume I of Report).

CONVERSION TABLE No. IIC

Conversion to C Scale of (A) Game Rangers, (B) Gazetted Prison Officers and, (C) Laboratory Technologists, Pharmacists, Health Inspectors, etc.

A	Present B	C		Proposed (Basic)	Proposed (plus inducement)
£	£	£		£	£
550(743)	550(743)			C5 540(594)	702(772)
550(743)	550(743)	570(769)		564(620)	732(805)
600(810)	600(810)	590(796)		588(647)	762(838)
625(844)	625(844)	610(823)		612(673)	792(871)
650(877)	650(877)	{ 630(850) 650(877) }		636(700)	822(904)
675(911)	675(911)	670(904)		C4 714(785)	912(1,003)
700(945)	700(945)	690(932)		744(818)	948(1,043)
735(992)	725(978)	715(965)		774(851)	984(1,082)
770(1,039)	775(1,046)	740(999)		804(884)	1,020(1,122)
805(1,087)	800(1,080)	765(1,033)		C3 834(917)	1,056(1,162)
840(1,134)	825(1,114)	790(1,066)		864(950)	1,092(1,201)
875(1,181)	850(1,147)	815(1,100)		894(983)	1,128(1,241)
910(1,228)	875(1,181)	840(1,134)		924(1,016)	1,164(1,280)
945(1,276)*	905(1,222)	870(1,174)		C2 954(1,049)	1,200(1,320)
945(1,276)	935(1,262)	900(1,215)		984(1,082)	1,236(1,360)
980(1,323)	965(1,303)	930(1,255)		1,020(1,122)	1,278(1,406)
1,015(1,365)	995(1,343)	960(1,296)		1,056(1,162)	1,320(1,452)
1,050(1,400)	1,025(1,375)	1,000(1,350)		1,092(1,201)	1,362(1,498)
1,085(1,435)					

* Shadow conversion to £954 (basic).

Note.—(1) Women's present scales on four-fifths of the rates above should first be converted to the full male rate, and then laid alongside the C(W) scale for conversion as in Table No. IIB.

(2) Tax Officers, East African Income Tax Department, on £670-£1,050, will convert to C5-2 according to Table C above as far as £930, and thereafter as follows:—

£	
960(1,296)	} 1,320(1,452)
990(1,337)	
1,020(1,370)	} 1,362(1,498)
1,050(1,400)	

(3) The Posts and Telecommunications grade £740-£840 converting to C3 follows Table C above, £740 and £765 being bracketed on £1,056.

CONVERSION TABLE No. IID

Conversion to CA-3 from Scales with a present starting point of £630

<i>Present</i>	<i>Present</i>	<i>Proposed (basic)</i>	<i>Proposed (plus inducement)</i>	
£		£	£	
630(850)	}	C4 714(785)	912(1,003)	
650(877)				
670(904)		744(818)	948(1,043)	
690(932)				
715(965)				
740(999)	}	774(851)	984(1,082)	
765(1,033)		804(884)	1,020(1,122)	
790(1,066)	}	C3 834(917)	1,056(1,162)	
815(1,100)				
840(1,134)		820(1,107)	864(950)	1,092(1,200)
870(1,174)		850(1,148)	894(983)	1,128(1,241)
900(1,215)		880(1,188)	924(1,016)	1,164(1,280)
930(1,255)		954(1,049) shadow	1,200(1,320) shadow	
960(1,296)		984(1,082) shadow	1,236(1,360) shadow	
1,000(1,350)		1,014(1,115) shadow	1,272(1,399) shadow	

Note.—(1) This table applies to conversion from scales £630—765 (to C4), and £630—880/900/930/960/1,000 (C4-3)

(2) The range £765—900 should be converted to C3 by bracketing £765 and £790 on £1,056.

CONVERSION TABLE No. IIE

Conversion to C2 or C3-2 Scales

<i>Present</i>	<i>Present</i>	<i>Present</i>	<i>Proposed (plus inducement)</i>
£	£	£	£
865(1,168)	840(1,134) 870(1,175) }		C2 1,200(1,320)
900(1,215) }	900(1,215) }	920(1,242)	1,236(1,360)
935(1,262) }	930(1,256) }		
970(1,310)	960(1,296) }	960(1,296)	1,278(1,406)
1,005(1,355) }	990(1,337) }		
1,050(1,400) }	1,020(1,370) }	1,000(1,350) }	1,320(1,452)
1,095(1,445)	1,050(1,400) }	1,040(1,390) }	1,362(1,498)
	1,080(1,430)	1,080(1,430)	
1,140(1,490)	1,110(1,460) }		1,404(1,544) shadow
	1,140(1,490) }		

- Note.*—(1) This conversion table applies to all scales due for conversion to C2 from the ranges £840—1,140 by £30 or £40 increments, or £865—1,140 by £35 and £45 increments.
- (2) In the Kenya Scale £740×25—840×30—1,080, all points from £740 to £810 should convert to £1,200(1,320) together with £840 and £870, incremental dates for progression beyond £1,200 being spaced as required.

<i>Present</i>	<i>Present</i>	<i>Proposed (plus inducement)</i>
£	£	£
830(1,121)	815(1,100)	C3 1,056(1,162)
865(1,168)	840(1,134)	1,092(1,201)
900(1,215)	870(1,175)	1,128(1,241)
	900(1,215)	1,164(1,280)
935(1,262)	930(1,256)	C2 1,200(1,320)
970(1,310)	960(1,296)	1,236(1,360)
1,005(1,355)	990(1,337)	1,278(1,406)
1,050(1,400)	{ 1,020(1,370) }	1,320(1,452)
1,095(1,445)	{ 1,050(1,400) }	1,362(1,498)
	1,080(1,430)	
1,140(1,490)	{ 1,110(1,460) }	1,404(1,544) shadow
	{ 1,140(1,490) }	

- Note.*—(1) This conversion table applies to all scales due for conversion to C3-2 from the ranges £840—1,140 by £30 or £40 increments, or £830—1,140 by £35 or £45 increments.
- (2) In the Kenya and Uganda Scale £550—1,140 (professional range), all points from £550 to £760 should convert to £1,056, incremental dates for progression beyond £1,056 being spaced as required.
- (3) In the Tanganyika Scale £610—840 (see para. 392), any point up to £815 should convert to £1,056.
- (4) In the Uganda Scale £765—1,000, any point up to £815 should convert to £1,056.

CONVERSION TABLE No. IIF

(1) Conversion to C2-1 Scales

<i>Present</i>	<i>Present</i>	<i>Proposed (plus inducement)</i>
£	£	£
	865(1,168)	C2 1,200(1,320)
	900(1,215)	1,236(1,360)
	935(1,262)	1,278(1,406)
	970(1,310)	1,320(1,452)
1,000(1,350) }	1,005(1,355) }	1,362(1,498)
1,040(1,390) }	1,050(1,400) }	
1,080(1,430)	1,095(1,445)	
1,120(1,470)	1,140(1,490)	C1 1,404(1,544)
1,160(1,510)	1,185(1,535)	1,458(1,606)
1,200(1,550)	1,230(1,580)	1,512(1,663)
1,250(1,600)	1,275(1,625)	1,566(1,723)
1,300(1,650) }	1,320(1,670)	1,620(1,782)
1,350(1,700) }		

Note.—(1) In the Tanganyika Scale £550—1,320, all points below £865 convert to £1,200, incremental dates for progression beyond £1,200 being spaced as required.

(2) For conversion of Superintendent of Prisons, Zanzibar, £875 should be reckoned as converting to £1,200, and so on.

(2) Conversion to C1 Scale

<i>Present (A)</i>	<i>Present (B)</i>	<i>Present (C)</i>	<i>Present (D)</i>	<i>Proposed (plus inducement)</i>
£	£	£	£	£
840(1,134) }	970(1,310) }	1,005(1,355) }	1,140(1,490)	C1 1,404(1,544)
870(1,175) }	1,005(1,355) }	1,050(1,400) }	1,185(1,535)	1,458(1,606)
900(1,215) }	1,050(1,400) }	1,095(1,445) }	1,230(1,580)	1,512(1,663)
930(1,256) }	1,095(1,445) }	1,140(1,490) }	1,275(1,625)	1,566(1,723)
960(1,296) }	1,140(1,490) }	1,185(1,535)	1,320(1,670)	1,620(1,782)
990(1,337) }	1,185(1,535) }			
1,020(1,370) }	1,230(1,580)	1,230(1,580)		
1,050(1,400) }				
1,080(1,430)				

Note.—(1) The Kenya and Tanganyika Scale £1,140—1,230 converts according to Present (D) above.

(2) The Uganda Scale £1,050—1,140 converts according to Present (C) above.

(3) The Uganda fixed salaries £1,100 (Prisons) and £1,200 (P.W.D.) assigned C1 convert at £1,404 and £1,512 respectively, with incremental credit according to the formula in para. 634(C)(ii). £1,080 converts to £1,404.

(4) The Kenya Scale £1,050—1,230 converts according to Present (C) above.

(5) The High Commission Scale £970—1,230 converts according to Present (B) above.

(6) The Scale £960 × 40—1,080 should convert in parallel with Present (B) above, i.e.

£960	£970
1,000	1,005
£1,040	£1,050
1,080	1,095

CONVERSION TABLE No. IIG

Conversion from "Makerere" and equivalent Scales to C5-3 Scales

<i>Present (A)</i>	<i>Present (B)</i>	<i>Present (C)</i>	<i>Present (D)</i>	<i>Present (E)</i>	<i>Proposed</i>
£	£	£	£	£	£
276(372) } 288(389) }	285(385) } 285(385) }	295(398)	380(513)	300(405)	C5 540(594)
300(405)	300(405)	317.5(429)	395(533)	{ 315(425) 330(446) }	564(620)
315(425) } 330(446) }	315(425) } 330(446) }	340(459)	{ 410(553) 425(573) }	345(466)	588(647)
345(465) } 360(486) }	345(465) } 360(486) }	362.5(489)	440(594)	360(486)	612(673)
375(506)	375(506)	385(520)	455(614)	{ 375(506) 390(527) }	636(700)
390(527) } 405(546) }	390(527) } 405(546) }	407.5(550)	{ 470(635) 485(655) }	{ 405(546) 420(567) }	C4 714(785)
420(567) } 435(587) }	420(567) } 435(587) }	430(581)	{ 500(675) 515(695) }	{ 435(587) 450(608) }	744(818)
450(608)	450(608)	452.5(611)	530(716)	470(635)	774(851)
		475(641)	{ 550(743) 570(770) }	{ 490(662) 510(688) }	804(884)
		497.5(672)	590(796)	530(716)	C3 834(917)
		{ 520(702) 542.5(732) 565(762) }	610(824)	550(743)	864(950)
					894(983)
					924(1,016)

Note.—(1) (A) = Kenya M Scales and Uganda Professional Division.
 (B) = Tanganyika Executive Division.
 (C) = Uganda Special Division.
 (D) = Associate Chemists (see para. 384).
 (E) = Assistant Plant Breeder, etc. (see para. 381).

(2) In Kenya and Uganda, Assistant Veterinary Officers on £276 at conversion should proceed to £300 as if they had entered the scale at £288. In Tanganyika, Assistant Veterinary Officers on £285 at conversion should proceed to £300 as if they were in the senior half of the bracket, Assistant Agricultural Officers as if in the junior half.

Conversion of Assistant District Officers, Kenya, and Administrative Assistants, Tanganyika

See comments in para. 214. Conversion tables for serving officers should be arranged by the two Governments in consultation in the light of the status to be assigned to the grades. Our tentative suggestion is that conversion up to the £300 point in Kenya (£315 in Tanganyika) should be to the E Scale up to £480, and above those points to the C Scale.

CONVERSION TABLE No. IIIH

(1) Conversions to C6-5 and C5 Scales

<i>Present (A)</i>	<i>Present (B)</i>	<i>Proposed (plus inducement)</i>
£	£	£
	490(662)	C6 648(713)
	510(688)	672(739)
490(662) }	530(716)	C5 702(772)
510(688) }	550(743) }	732(805)
530(716) }	570(770) }	762(838)
550(743) }	590(796)	792(871)
570(770) }	610(824)	822(904)
590(796) }	630(851) }	852(937) shadow
610(824) }	650(877) }	882(970) shadow
630(851) }		912(1,003) shadow
650(877) }		
670(904)	670(904)	
	690(932)	
	715(965)	

Note.—(A) = £490—670 to C5.

(B) = £490—670, £530—715, £550—690 and £570—670 to C6-5.

(2) Conversions from £490—690 to C5-4 Scales

<i>Present</i>	<i>Proposed (plus inducement)</i>
£	£
490(662) }	C5 702(772)
510(688) }	732(805)
530(716) }	762(838)
550(743) }	792(871)
570(770) }	822(904)
590(796) }	
610(824) }	
630(851) }	
650(877)	C4 912(1,003)
670(904) }	948(1,043)
690(932) }	984(1,082)
	1,020(1,122)

CONVERSION TABLE No. III

Conversion to C6-4 Scales

<i>Present</i>	<i>Proposed</i>
£	£
276(372)	C6 498(548)
288(389)	516(568)
300(405) } 315(425) } 330(446) } 345(465) } 360(486) } 375(506) } 390(527) } 405(546) } 420(567) }	C5 540(594) 564(620) 588(647) 612(673) 636(700)
435(587) } 450(608) }	C4 714(785) 744(818) 774(851) 804(884)

Note.—(1) The present table above is the Kenya M Scale and Uganda Professional Division. In the Tanganyika Executive Division Scale, £285 converts to £516, and £300 onwards as in the table.

(2) Assistant Chemists on £270 × 15—375 (see para. 384) convert as follows:—

£270 — £498
£285 — £516
£300 — £540

and so on as above.

CONVERSION TABLE No. IIIJ

Shadow conversion from Stenographers' Scale £370—540/600 pending regrading

<i>Present</i>	<i>Proposed</i>
£	£
370(500) } 385(520) } 400(540) } 415(560) } 430(581) } 445(601) } 460(621) } 475(641) } 490(662) }	498(548) 516(568) 540(594) 564(620) 588(647) 612(673) 636(700) 660(726)
510(688) 525(708) 540(729) 560(756) } 580(783) } 600(810) }	684(752) 714(785) 744(818) 774(851) 804(884)

Note.—This is a shadow conversion to the scale for Stenographers and Secretaries recommended in para. 200 pending regrading of present posts.

CONVERSION TABLE No. IIIA

Conversion from Scale £550—1,050: £1,095—1,230 to B Scale

<i>Present</i>		<i>Proposed (basic)</i>	<i>Proposed (plus inducement)</i>
£		£	£
550(743)	B5	588(647)	762(838)
550(743)		612(673)	792(871)
620(837)		636(700)	822(904)
655(884)		660(726)	852(937)
690(932)		684(752)	882(970)
725(979)	B4	762(838)	972(1,069)
760(1,026)		792(871)	1,008(1,109)
		(822 omitted)	(1,044 omitted)
830(1,121)		852(937)	1,080(1,188)
865(1,168)	B3	882(970)	1,116(1,228)
900(1,215)		912(1,003)	1,152(1,267)
935(1,262)		948(1,043)	1,194(1,313)
970(1,310)		984(1,082)	1,236(1,360)
1,005(1,355)	B2	1,020(1,122)	1,278(1,406)
1,050(1,400)		1,056(1,162)	1,320(1,452)
		1,092(1,201)	1,362(1,498)
		1,128(1,241)	1,404(1,544)
1,095(1,445)	B1	1,176(1,294)	1,458(1,604)
1,140(1,490)		1,224(1,346)	1,512(1,663)
1,185(1,535)		1,272(1,399)	1,566(1,723)
1,230(1,580)		1,320(1,452)	1,620(1,782)

CONVERSION TABLE No. IIIB

(1) Conversion from Professional Scale £550—1,320 to B and B(W) Scales

<i>Present</i>		<i>Proposed (Basic)</i>	<i>Proposed (Men) (plus inducement)</i>		<i>Proposed (Women) (plus inducement)</i>
£		£	£		£
550(743)	B5	588(647)	762(838)	B(W)5	762(838)
550(743)		612(673)	792(871)		792(871)
620(837)		636(700)	822(904)		822(904)
655(884)		660(726)	852(937)		852(937)
690(932)		684(752)	882(970)		882(970)
725(979)	B4	762(838)	972(1,069)	B(W)4	912(1,003)
760(1,026)		792(871)	1,008(1,109)		942(1,036)
		(822 omitted)	(1,044 omitted)		(972 omitted)
830(1,121)		852(937)	1,080(1,188)		1,008(1,109)
865(1,168)	B3	882(970)	1,116(1,228)	B(W)3	1,044(1,148)
900(1,215)		912(1,003)	1,152(1,267)		1,080(1,188)
935(1,262)		948(1,043)	1,194(1,313)		1,116(1,228)
970(1,310)		984(1,082)	1,236(1,360)		1,152(1,267)
1,005(1,355)	B2	1,020(1,122)	1,278(1,406)	B(W)2	1,194(1,313)
1,050(1,400)		1,056(1,162)	1,320(1,452)		1,236(1,360)
1,095(1,445)		1,092(1,201)	1,362(1,498)		1,278(1,406)
1,140(1,490)		1,128(1,241)	1,404(1,544)		1,320(1,452)
1,185(1,535)	B1	1,176(1,294)	1,458(1,604)		1,362(1,498)
1,230(1,580)		1,224(1,346)	1,512(1,663)		1,404(1,544)
1,275(1,625)		1,272(1,399)	1,566(1,723)	B(W)1	As with male scale
1,320(1,670)		1,320(1,452)	1,620(1,782)		

Note.—(1) Salaries on three-fifths of the present scales should be converted on to the basic B or B(W) Scale (see para. 641).

(2) For conversion of the scale £830—1,320 in Kenya to B3-1 (see para. 398), the points £830 and £865 should be bracketed on £882 basic.

(2) Conversion from Scale £550—780 to B(W) Scale

<i>Present</i>		<i>Proposed (plus inducement)</i>
£		£
550(743)	B(W)5	762(838)
550(743)		792(871)
600(810)		822(904)
630(851)		852(937)
660(891)		882(970)
690(932)	B(W)4	912(1,003)
720(972)		942(1,036)
750(1,013)		972(1,069)
780(1,053)		1,008(1,109)
	B(W)3	
	B(W)2	

Note.—This is the conversion table for Women Administrative Assistants (see para. 233 of Volume I).

CONVERSION TABLE No. IIIC

Conversion from Police and Immigration Scale £550—1,320 to B Scale

Present	Kenya Police Commission		Proposed (basic)	Proposed (plus inducement)
£	£		£	£
550(743)	582(785)	B5	588(647)	762(838)
550(743)	612(826)		612(673)	792(871)
610(823)	642(866)		636(700)	822(904)
640(864)	672(907)		660(726)	852(937)
670(904)	702(947)		684(752)	882(970)
700(945)	732(987)	B4	762(838)	972(1,069)
730(985)	762(1,028)		792(871)	1,008(1,109)
760(1,026)	792(1,068)		822(904)	1,044(1,148)
820(1,107)	828(1,117)		852(937)	1,080(1,188)
850(1,147)	864(1,165)	B3	882(970)	1,116(1,228)
880(1,188)	900(1,215)		912(1,003)	1,152(1,267)
910(1,228)	936(1,264)		948(1,043)	1,194(1,313)
940(1,269)	972(1,312)		984(1,082)	1,236(1,360)
980(1,323)	1,014(1,364)	B2	1,020(1,122)	1,278(1,406)
1,020(1,370)	1,056(1,406)		1,056(1,162)	1,320(1,452)
1,060(1,410)	1,098(1,448)		1,092(1,201)	1,362(1,498)
1,110(1,450)	1,140(1,490)		1,128(1,241)	1,404(1,544)
1,140(1,490)	1,182(1,532)			
1,185(1,535)	1,248(1,598)	B1	1,176(1,294)	1,458(1,604)
1,230(1,580)	1,302(1,652)		1,224(1,346)	1,512(1,663)
1,275(1,625)	1,356(1,706)		1,272(1,399)	1,566(1,723)
1,320(1,670)	1,410(1,760)		1,320(1,452)	1,620(1,782)

A.S.P.

S.P.

S.S.P.

- Note.—(1) Conversion of Kenya Immigration Officer and higher grades to B Scale will be found in Table IIID (1) and (3).
- (2) The Kenya Scale for A.S.P.s was broken by the Police Commission at £972, with a shadow scale on £36 increments beyond that point for A.S.P.s not promoted to Superintendent (see para. 252 of Police Commission's Report). £972 converts to £984 basic, and the shadow scale beyond the latter point will be £1,020 and onward by £36 increments (£1,278 and £42 increments on the inducement scale). The same applies in other administrations if it is decided to break the scale there also (see para. 354 of this Report).
- (3) Conversion of female officers to B(W) Scales should follow rules laid down in para. 643 of this Report.

CONVERSION TABLE No. IIID

MISCELLANEOUS CONVERSIONS TO B SCALE

(1) Conversion to B5-2

<i>Present</i>	<i>Present</i>		<i>Proposed (plus inducement)</i>
£	£		£
550(743) } 550(743) } 600(810) } 625(844) } 650(877) } 675(911) }	550(743) } 570(770) } 590(796) } 610(824) } 630(851) } 650(877) }	B5	762(838) 792(871) 822(904) 852(937) 882(970)
700(945) 725(979) 775(1,046) 800(1,080)	670(904) 690(932) 715(965) 740(999)	B4	972(1,069) 1,008(1,109) 1,044(1,148) 1,080(1,188)
825(1,114) 850(1,148) 875(1,181) 905(1,221)	765(1,033) 790(1,066) 815(1,100) 840(1,134)	B3	1,116(1,228) 1,152(1,267) 1,194(1,313) 1,236(1,360)
935(1,262) 965(1,303) 995(1,343) 1,025(1,375)	870(1,175) 900(1,215) 930(1,256) 960(1,296)	B2	1,278(1,406) 1,320(1,452) 1,362(1,498) 1,404(1,544)

- Note.*—(1) Kenya Labour Officers (£630—960) and Assistant Labour Officers (£550—840) convert to B5-2 on table above. Principal and Senior Labour Officers (£1,005—1,320) convert to B1 on table (4) below.
- (2) Kenya Immigration Officers (£570—840) convert to B5-3 on table above, and Senior Immigration Officers (£865—1,140) to B2 on table (3) below, the two becoming a combined grade. Deputy Principal Immigration Officer (£1,185—1,320) converts to B1.
- (3) Kenya Probation Officers (£550—1,025) convert to B5-2 on table above ; Principal Probation Officer (1,050—1,140) converts to B1 on table (4) below.
- (4) Conversion of female officers to B(W) Scales should follow principles laid down in para. 643 of Report.
- (5) The table above applies also to the conversion of Scale £570—960 to B5-2.

CONVERSION TABLE No. IIID—*continued.*

MISCELLANEOUS CONVERSIONS TO B SCALE

(2) Conversion to B5-3, 4-3 and 4-2

<i>Present</i>	<i>Present</i>	<i>Proposed (plus inducement)</i>
£	£	£
570(770) } 590(796) } 610(824) } 630(851) } 650(877) } 670(904) }		B5 762(838) 792(871) 822(904) 852(937) 882(970)
690(932) } 715(965) } 740(999) } 765(1,033) } 790(1,066) } 815(1,100) } 840(1,134) }	830(1,121)	B4 972(1,069) 1,008(1,109) 1,044(1,148) 1,080(1,188)
870(1,175) 900(1,215) 930(1,256) 960(1,296)	865(1,168) 900(1,215) 935(1,262) 970(1,310)	B3 1,116(1,228) 1,152(1,267) 1,194(1,313) 1,236(1,360)
	1,005(1,355) 1,050(1,400) 1,095(1,445) 1,140(1,490)	B2 1,278(1,406) 1,320(1,452) 1,362(1,498) 1,404(1,544)

Note.—(1) This table applies to conversions of the following present scales:—

- £570—960 to B5-3.
- £790—900 to B4-2.
- £830—1,140 to B4-2.
- £670—840 to B scale (see para. 380).
- £670—840 } to B scale (see para. 379).
- £840—900 }
- £610—900 to B5-3 (see para. 411).
- £715—960 to B4-3 (see para. 390).

(2) The present Uganda Scales to which the B Scale is assigned in paras. 380 and 390 should be converted in consonance with the table above, or to the basic B Scale as may be appropriate.

CONVERSION TABLE No. IIID—continued.

MISCELLANEOUS CONVERSIONS TO B SCALE

(3) Conversion to B3-2 and B2

<i>Present</i>		<i>Proposed (plus inducement)</i>
£	£	£
840(1,134) } 870(1,175) }		B3 1,116(1,228)
900(1,215) } 930(1,256) }		1,152(1,267)
960(1,296) }		1,194(1,313)
		1,236(1,360)
990(1,337) } 1,020(1,370) }		B2 1,278(1,406)
1,050(1,400) } 1,080(1,430) }		1,320(1,452)
1,110(1,460) } 1,140(1,490) }		1,362(1,498)
		1,404(1,544)

<i>Present</i>	<i>Present</i>	<i>Proposed (plus inducement)</i>
£	£	£
865(1,168) } 900(1,215) }	840(1,134) } 870(1,175) }	B2 1,278(1,406)
935(1,262) } 970(1,310) }	900(1,215) } 930(1,256) }	1,320(1,452)
1,005(1,355) } 1,050(1,400) }	960(1,296) } 990(1,337) }	1,362(1,498)
1,095(1,445) } 1,140(1,490) }	1,020(1,370) } 1,050(1,400) }	1,362(1,498)
	1,080(1,430) } 1,110(1,460) }	1,404(1,544)
	1,140(1,490) }	
1,185(1,535)		1,446(1,591) shadow
1,230(1,580)		1,488(1,637) shadow

(4) Conversion to B1

<i>Present</i>	<i>Present</i>	<i>Proposed (plus inducement)</i>
£	£	£
970(1,310) } 1,005(1,355) }	1,005(1,355) } 1,050(1,400) }	B1 1,458(1,604)
1,040(1,390) } 1,075(1,425) }	1,095(1,445) } 1,140(1,490) }	1,512(1,663)
1,110(1,460)	1,186(1,535) } 1,230(1,580) }	1,566(1,723)
	1,275(1,625) } 1,320(1,670) }	1,620(1,782)

Note.—The Scale £1,050—1,140 (Principal Probation Officer, Kenya) converts to B1 according to the second column above.

CONVERSION TABLE No. IV

Conversion from Professional Scale £550—1,320 to A and A(W) Scales

<i>Present</i>		<i>Proposed (basic)</i>	<i>Proposed (Men) (plus inducement)</i>		<i>Proposed (Women) (plus inducement)</i>
£		£	£		£
550(743)	A3	630(693)	816(898)	A(W)3	816(898)
550(743) or 585(790)		660(726)	852(937)		852(937)
620(837)		690(759)	888(977)		888(977)
655(884)		720(792)	924(1,016)		924(1,016)
690(932)		750(825)	960(1,056)		960(1,056)
725(979)	A2	810(891)	1,032(1,135)	A(W)2	996(1,096)
760(1,026)		846(931)	1,074(1,181)		1,032(1,135)
830(1,121)		882(964)	1,116(1,228)		1,074(1,181)
865(1,168)		918(1,010)	1,158(1,274)		1,116(1,228)
900(1,215)		960(1,056)	1,206(1,327)		1,158(1,274)
935(1,262)		1,002(1,102)	1,254(1,379)		1,206(1,327)
970(1,310)		1,044(1,148)	1,302(1,432)		1,254(1,379)
1,005(1,355)		1,086(1,195)	1,350(1,485)		1,302(1,432)
1,050(1,400)					
1,095(1,445)					
1,140(1,490)	A1	1,176(1,294)	1,458(1,604)	A(W)1	As with male scale.
1,185(1,535)		1,224(1,346)	1,512(1,663)		
1,230(1,580)		1,272(1,399)	1,566(1,723)		
1,275(1,625)		1,320(1,452)	1,620(1,782)		
1,320(1,670)					
<i>Medical Extension</i>					
1,365(1,715)	}	1,374(1,511)	1,674(1,836)	}	As with male scale.
1,410(1,760)					
1,455(1,805)					
1,500(1,850)					
1,545(1,895)					
1,590(1,940)		1,482(1,630)	1,782(1,944)		

Note.—(1) Salaries on three-fifths of the present scales should be converted on to the basic A or A(W) Scale (see para. 641).

(2) The revision of entry points recommended in paras. 430–434 is intended to apply to future entrants. Serving officers should convert as in the table above according to their present salaries, with the necessary adjustment of incremental progression under para. 434 (i) and (ii).

(3) In view of the recommendation in para. 83 to abolish the standstill during a probationary period a serving officer in the second year of his probationary period should convert at the point next above his point of entry, e.g. an Engineer on the second year of the scale £655: 655: 725, etc., should convert at the point corresponding to £690 in the table above.

CONVERSION TABLE No. V

Conversion from Nursing Sisters' Scale

<i>Present</i>	<i>Proposed (plus inducement)</i>
£	£
460(621)	N5 702(772)
480(648)	732(805)
500(675)	762(838)
520(702)	792(871)
540(729)	} 822(904)
560(756)	
580(783)	852(937)
600(810)	882(970)
625(844)	912(1,003)
650(877)	948(1,043)
675(911)	984(1,082)
700(945)	1,020(1,122)
	N4 1,056(1,162)
	1,092(1,201)

Note.—(1) Sister Tutors and Health Visitors convert two points up on this table (see para. 325) to Scale N4, i.e. £460 converts to £762, and £675 and £700 to £1,056 and £1,092 respectively.

(2) On conversion to the proposed scale the provision of free services lapses (see para. 323).

CONVERSION TABLE No. VI

Conversion to P Scales for Police, Prisons, etc.

No conversion tables to P Scales have been prepared by us. Construction of the tables depends:—

- (a) in Kenya, on whether the conversions recommended by the Police Commission have been accepted and implemented ;
- (b) in the other territories, on whether our recommendations in Chapter XVI in regard to alignment of their scales with those of Kenya are accepted.

When these points have been settled, material for preparation of conversion tables will be found in our Tables Nos. I and II.

CONVERSION TABLE No. VII

(1) Zanzibar—Conversion from His Highness's Zanzibar Service (Higher Scale) to A or B Scales

Present		Proposed		Proposed
£		£		£
400(535)	A3	630(693)	B5	588(647)
400(535)		660(726)		612(673)
450(600)		690(759)		636(700)
475(633)		720(792)		660(726)
500(665)		750(825)		684(752)
525(697)	A2	810(891)	B4	762(838)
550(730)				792(871)
575(762)				822(904)
600(795)				852(937)
630(834)		918(1,010)	B3	882(970)
660(873)	}	960(1,056)		912(1,003)
690(910)				948(1,043)
720(948)		1,002(1,102)		984(1,082)
750(985)		1,044(1,148)	B2	1,020(1,122)
780(1,023)		1,086(1,195)		1,056(1,162)
810(1,060)	}	1,128(1,241)		1,092(1,201)
840(1,098)				1,128(1,241)
880(1,148)	A1	1,176(1,294)	B1	1,176(1,294)
920(1,198)		1,224(1,346)		1,224(1,346)
960(1,248)		1,272(1,399)		1,272(1,399)
1,000(1,298)		1,320(1,452)		1,320(1,452)

(2) Zanzibar—Conversion from other Scales to B Scale

Present (A)		Present (B)		Proposed
£		£		£
320(431) to 435(581)		430(574)	B5	588(647)
450(600)		450(600)		612(673)
470(626)		470(626)		636(700)
490(652)		490(652)		660(726)
510(678)		510(678)		684(752)
530(704)		530(704)	B4	762(838)
555(737)		550(730)		792(871)
580(769)	}	570(756)		822(904)
605(801)		590(782)		852(937)
630(834)		620(821)		
630(834)		640(847)	B3	882(970)
655(866)		660(873)		912(1,003)
680(899)	}	680(899)		948(1,043)
705(929)		700(923)		984(1,082)
720(948)		720(948)		
		740(973)	B2	1,020(1,122)
		760(998)		1,156(1,162)
		780(1,023)		1,092(1,201)
		800(1,048)		1,128(1,241)

Note.—(1) Present (A) above is for conversion from His Highness's Zanzibar Service (Lower Scale) to Scale B5-2. All points from £320 to £435 present convert to £588, incremental dates for progression beyond £588 being spaced as required.

(2) Present (B) above is for following conversions:—

- 28(a) £430—550 } to B5-4 or B5-3.
- 28(b) £430—590 } to B5-3.
- 27D. £450—720 } to B5-3.
- 27B. £620—800 } to B4-2 or B3-2. In the latter case the points £620 and
- 27C. £620—720 } £640 should be bracketed on £882, conversion then proceeding as in the table.

CONVERSION TABLE No. VIII

(1) Zanzibar—Conversion to C3-2 Scales

Present		Proposed	
£		£	
600(795)	}	C3	834(917)
620(821)			864(950)
640(847)	}		894(983)
660(873)		924(1,016)	
680(898)			
700(923)			
720(948)	}	C2	954(1,049)
740(973)			984(1,082)
760(998)	}		1,020(1,122)
780(1,023)		1,056(1,162)	
800(1,048)		1,092(1,201)	

Note.—(1) This table applies to conversion to C3-2 of:—

Scale 27B—£620—800

Scale 27C—£620—720

Scale £600 × 20—800.

(2) Where the present scale £620—800 is graded as C4-3 or C3, conversion for present holders should be as above up to £740, with shadow points beyond as follows:—

£760(998)	}	£1,014(1,115)
£780(1,023)		
£800		£1,044(1,148)

(2) Zanzibar—Conversion to C5, C5-4 and C5-3 Scales

Present (A)	Present (B)	Present (C)	Present (D)	Proposed		
£	£	£	£	£		
360(483)	360(483)		320(431)	C5 540(594)		
			320(431)			
375(503)	372(499)	430(574)	360(483)	564(620)		
390(522)					384(514)	375(503)
405(542)	396(530)	450(600)	390(522)	588(647)		
					408(545)	405(542)
420(561)	420(561)	470(626)	420(561)	612(673)		
435(581)					432(576)	435(581)
450(600)	444(592)	490(652)	450(600)	636(700)		
					456(607)	470(626)
	468(623)	510(678)	490(652)	C4 714(785)		
					480(639)	510(678)
		530(704)	530(704)	744(818)		
					550(730)	555(737)
					590(782)	605(801)
			630(834)	C3 834(917)		
			655(866)			
			680(899)			
			705(929)			
			720(948)		924(1,016)	

* Converts to £660(726) shadow.

Note.—Present (A) = Scale 30 (£360—450) converted to C5.

Present (B) = Scale £360 × 12—480 converted to C5.

Present (C) = Scales 28(a) (£430—550) and 28(b) (£430—590) converted to C5-4 or C5-3.

CONVERSION TABLE No. VIII—continued

(3) Zanzibar—Conversion from "Makerere" Scale £226—550 to C5-3 or C6-4 Scales

<i>Present</i>	<i>Proposed</i> (C6-4)	
£	£	
226(305)		
238(321)		
250(336)		
262(354)		
274(370)		
286(386)	} C6 498(548)	
298(402)		
310(418)	516(568)	
322(434)		
334(449)	} C5 540(594)	
346(465)		
358(481)	564(620)	
370(496)	} { 588(647)	
430(574)		612(673)
450(600)		636(700)
470(626)	} C4 714(785)	
490(652)		
510(678)	744(818)	
530(704)	774(851)	
550(730)	804(884)	

Note.—All points from £226 to £262 inclusive convert to £498 or £540 respectively, incremental progression beyond the latter two points being spaced as required (see paras. 210 and 212 of Report and Conversion Table No. IIG for equivalent grades in the mainland territories).

<i>Present</i>	<i>Proposed</i> (C5-3)
£	£
226(305)	
238(321)	
250(336)	
262(354)	
274(370)	} C5 540(594)
286(386)	
298(402)	564(620)
310(418)	588(647)
322(434)	
334(449)	
346(465)	612(673)
358(481)	636(700)
370(496)	
430(574)	} C4 714(785)
450(600)	
470(626)	744(818)
490(652)	774(851)
510(678)	804(884)
530(704)	} C3 834(917)
550(730)	
	864(950)
	894(983)
	924(1,016)

(4) Zanzibar—Conversion from Scale 30 to C6-5 Scales

<i>Present</i>	<i>Proposed</i>
£	£
360(480)	C6 498(548)
375(503)	516(568)
390(522)	} C5 540(594)
405(542)	
420(561)	564(620)
435(581)	588(647)
450(600)	612(673)
	636(700)